



MECHANNICS CONSTRUCTION AND FOODSTUFF JOINT-STOCK COMPANY

Address: No. 29 Nguyen Thi Bay Street, Ward 6, Tan An City, Long An Province

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**Invitation Letter
TO ATTEND THE 2025 ANNUAL GENERAL MEETING OF
SHAREHOLDERS**

To: Shareholders

The Board of Directors of Mechannics Construction And Foodstuff Joint-Stock Company respectfully invites shareholders to attend the 2025 Annual General Meeting of Shareholders as follows:

1. Time: 7:00 AM, Thursday, April 17, 2025

2. Location: Company Hall, No. 4 Cu Luyen Street, Ward 5, Tan An City, Long An Province.

3. Agenda, Content, and Documents for the Meeting:

The Company will post and update the information on the website: www.mecofood.com.vn (Shareholder Relations section) from March 27, 2025, and will provide printed copies to shareholders upon their attendance at the General Meeting.

4. Registration for the Meeting:

To prepare the facilities for welcoming the delegates, shareholders are kindly requested to register their attendance at Construction - Mechanical and Foodstuff Joint Stock Company or send the meeting registration form to the address below by 5:00 PM on Monday, April 14, 2025.

5. Authorization to Attend the General Meeting:

If a shareholder authorizes another person to attend the General Meeting, the shareholder is kindly requested to fill in the Proxy Form for Meeting Attendance or another form as prescribed by Civil Law regulations, and send the signed proxy form to the address below by 5:00 PM on Monday, April 14, 2025, or present it when the authorized representative attends the meeting.

(Note: The Proxy Form must clearly state the name of the individual or organization authorized and the number of shares being authorized. The Proxy Form must be the original document with a wet-ink signature. In the case of authorization from a corporate shareholder, the Proxy Form must bear the seal of the authorizing organization).

6. Address for submitting documents and contact for support:

Mechannics Construction And Foodstuff Joint-Stock Company

No. 29, Nguyen Thi Bay, Ward 6, Tan An City, Long An Province

Contact: Mr. Pham Hoang Chuong, Administrative Organization Department
(Hotline 0906972970/ 02723.521299).

7. Shareholders or authorized representatives attending the General Meeting are kindly requested to bring the following documents:

- Invitation letter and Proxy Form (if any);
- Citizen Identity Card or a certified copy of the Business Registration Certificate of the organization.

Sincerely./.

On behalf of the Board of Directors
**CHAIRMAN OF THE BOARD OF
DIRECTORS**




LE PHAT TAI



Long An, April 17, 2025

AGENDA

ANNUAL GENERAL MEETING OF SHAREHOLDERS 2025

- Time: 07:00, Thursday, April 17, 2025
- Location: Hall of Mechannics Construction And Foodstuff Joint-Stock Company
- Address: No. 04 Cu Luyen Street, Ward 5, Tan An City, Long An Province

Time	Content
8:00-7:30	Welcoming guests and verifying shareholder status: <ul style="list-style-type: none">- Welcome delegates and shareholders.- Verify delegate status, distribute voting cards, voting ballots, election ballots and General Meeting documents..
7:30-7:40	Opening of the meeting: <ul style="list-style-type: none">- Flag salute.- Statement of purpose.- Introduction of Delegates.- Report on the verification of delegate attendance.- Introduction and approval of the Presidium.- Introduction and approval of the Secretariat.- Introduction and approval of the Vote Counting Committee.- Approval of the meeting agenda.- Approval of the working regulations.
7:40-8:00	Content of the meeting: <ul style="list-style-type: none">* Reports:<ol style="list-style-type: none">1. Report on the Board of Directors' performance in 2024 and operational direction for 2025.2. Report of the Board of Supervisors on the company's production and business results, the performance of the Board of Directors, the General Director in 2024, and the self-assessment report of the Board of Supervisors' performance in 2024, and the direction of the Board of Supervisors in 2025.* Proposals:<ol style="list-style-type: none">1. Proposal of the 2025 production, business, and investment plan.2. Proposal for approval of the 2024 Financial Statements.3. Proposal of the profit distribution plan for 2024 and the profit distribution plan for 2025.4. Proposal of the implementation results of the payroll fund and remuneration of the Board of Directors and the Board of Supervisors in 2024 and the planned payroll fund and remuneration for 2025.

	<p>5. Proposal regarding the execution of contracts or transactions with affiliated persons under the authority of the Board of Directors in 2025.</p> <p>6. Proposal for the selection of an independent audit unit for 2025.</p> <p>7. Proposal to Cease Business Operations in the Handicraft Sector</p> <p>8. Proposal for the dismissal and supplementary election of members of the Board of Directors for Term V (2024-2028).</p>
8:00-8:10	- General discussion and feedback.
8:10-8:15	- Directive speech from the leadership of VINAFOOD II.
8:15-8:25	- Voting to approve the reports and submissions.
8:25-8:35	<p>- Election of additional members of the Board of Directors for Term V (2024-2028).</p> <p>+ Approval of the election regulations for supplementary members of the Board of Directors for Term V (2024-2028).</p> <p>+ Ratify the number and list of candidates.</p> <p>+ The Ballot Committee guides shareholders in the voting process.</p>
8:35-8:40	- Present flowers and souvenirs to former members of the Board of Directors.
8:40-9:00	<p>The Ballot Committee announces the results:</p> <p>- Voting Results.</p> <p>- Election results for the supplementary members of the Board of Directors for Term V (2024-2028).</p>
	- Invite the elected Board of Directors members to address the meeting.
	- The 2024-2028 Board of Directors convenes a meeting to elect positions within the Board of Directors.
	- Report on the results of the election of positions within the Board of Directors.
	- Approve the draft Minutes and Resolution of the General Meeting.
	- Declare the closure of the General Meeting.

ORGANIZING COMMITTEE

LE PHAT TAI



Long An, April 17, 2025

WORKING REGULATIONS AT
THE 2025 ANNUAL GENERAL MEETING OF SHAREHOLDERS
OF MECHANNICS CONSTRUCTION AND FOODSTUFF JOINT-STOCK
COMPANY

DRAFT

- Pursuant to the Law on Enterprises No. 59/2020/QH14 dated June 17, 2020;
- Pursuant to the Law on Securities No. 54/2019/QH14 dated November 26, 2019;
- Pursuant to the Charter on Organization and Operation of Mechannics Construction And Foodstuff Joint-Stock Company;

To ensure the success of the 2025 Annual General Meeting of Shareholders of Mechannics Construction And Foodstuff Joint-Stock Company, guaranteeing the legitimate rights and interests of shareholders in accordance with the law and the Company's Charter.

The Organizing Committee respectfully submits to the General Meeting of Shareholders (GMS) for approval the Working Regulations at the 2025 Annual General Meeting of Shareholders, with the following contents:

Article 1. Objectives

- To ensure the procedures, principles of conduct, voting, and election at the 2025 Annual General Meeting of Shareholders of Mechannics Construction And Foodstuff Joint-Stock Company take place in accordance with regulations and achieve resounding success.
- The Resolution of the 2025 Annual General Meeting of Shareholders of Mechannics Construction And Foodstuff Joint-Stock Company embodies the unified will of the General Meeting of Shareholders, satisfying the wishes and interests of the shareholders and complying with the Law.

Article 2. Subjects and Scope of Application

- *Subjects:* All shareholders, authorized representatives, and parties participating in the Annual General Meeting of Shareholders of Mechannics Construction And Foodstuff Joint-Stock Company are responsible for complying with the provisions of these Regulations, the Company's Charter, and legal regulations.
- *Scope of Application:* These Regulations apply to the organization of the 2025 Annual General Meeting of Shareholders of Mechannics Construction And Foodstuff Joint-Stock Company (hereinafter referred to as the "Company").

Article 3. Explanation of Terms/Abbreviations

- Company: Mechannics Construction And Foodstuff Joint-Stock Company
- BOD: Board of Directors
- BOS: Board of Supervisors

- GMS: General Meeting of Shareholders
- OC: Organizing Committee
- Delegate: Shareholder, Representative (Authorized Person)

Article 4. Conditions for Conducting the General Meeting of Shareholders

- The General Meeting of Shareholders shall be conducted when the attending shareholders represent more than 50% of the total voting shares.

- In case the required number of delegates is not present within thirty (30) minutes from the scheduled commencement time of the meeting, the convener shall cancel the meeting.

- The second meeting notice shall be sent within 30 days from the date of the first scheduled meeting. The second General Meeting of Shareholders shall be conducted when the attending shareholders represent at least 33% of the total voting shares.

- In case the second meeting does not meet the conditions for proceeding due to the lack of the required number of delegates within thirty (30) minutes from the scheduled commencement time of the meeting, the third meeting notice must be sent within 20 days from the date of the second scheduled meeting. The third General Meeting of Shareholders shall be conducted regardless of the total voting shares of the attending shareholders.

Article 5. Rights and Obligations of Shareholders or Authorized Representatives Attending the General Meeting of Shareholders

5.1. Conditions for Attending the General Meeting of Shareholders

All shareholders of the Company, as per the record date of March 19, 2025, are entitled to attend the General Meeting of Shareholders; they can attend in person or authorize their representatives to attend.

In cases where more than one authorized representative is appointed to attend as prescribed by law, the specific number of shares held by each representative must be identified.

5.2. Rights of Shareholders or Authorized Representatives Attending the General Meeting of Shareholders

- To discuss and vote on all matters within the authority of the General Meeting of Shareholders as stipulated by the Law on Enterprises and the Company's Charter;

- Upon registration with the Shareholder Eligibility Verification Board, each shareholder or authorized representative attending the General Meeting of Shareholders will receive a ballot and relevant documents;

- Shareholders or authorized representatives arriving after the commencement of the meeting are entitled to register immediately and subsequently participate and vote in the General Meeting of Shareholders immediately after registration. The Chairperson shall not be obligated to suspend the General Meeting of Shareholders for late registrations, and the validity of matters previously voted upon remains unchanged.

5.3. Obligations of Shareholders or Authorized Representatives Attending the General Meeting of Shareholders

- Shareholders or authorized representatives attending the General Meeting of Shareholders must present their Citizen Identity Card or Passport, meeting invitation,

or Power of Attorney (for authorized representatives) and register with the Shareholder Eligibility Verification Board.

- During the General Meeting of Shareholders, attendees must comply with the Chairperson's instructions and conduct themselves in a civilized and courteous manner.

- Attendees must maintain confidentiality, utilize and safeguard documents according to regulations, and refrain from copying, recording audio, or filming the General Meeting of Shareholders without prior authorization from the Presidium.

Article 6. Presidium

6.1. The Presidium, consisting of the Chairperson and 05 members, shall be approved by the General Meeting of Shareholders. The Chairman of the Board of Directors shall serve as the Chairperson of the General Meeting of Shareholders. The Presidium operates on the principles of collective leadership, democratic centralism, and majority rule.

6.2. Responsibilities of the Presidium

- To manage the activities of the General Meeting of Shareholders according to the agenda approved by the General Meeting of Shareholders. Guide delegates and the General Meeting of Shareholders in discussing the contents of the agenda.

- Present drafts and conclusions on necessary matters for the General Meeting of Shareholders to vote on and respond to issues raised by the General Meeting of Shareholders.

- Resolve issues arising during the General Meeting of Shareholders.

Article 7. Secretariat of the General Meeting of Shareholders

7.1. The Secretariat of the General Meeting of Shareholders, consisting of 02 members, shall be approved by the General Meeting of Shareholders and shall be responsible to the Presidium and the General Meeting of Shareholders for its duties.

7.2. Responsibilities of the Secretariat

- Receive speaking registration forms from shareholders and forward them to the Presidium.

- Record minutes of the General Meeting of Shareholders accurately and comprehensively reflecting the proceedings.

- Draft and approve the minutes at the General Meeting of Shareholders.

Article 8. Delegate Credentials Committee

8.1. The Delegate Credentials Committee, comprising 01 Head of the Committee and 07 members, is accountable to the Presidium of the General Meeting of Shareholders for its duties.

8.2. Duties of the Credentials Committee

- The Credentials Committee is responsible for verifying the eligibility and attendance of shareholders/proxies at the meeting.

- The Head of the Credentials Committee reports the shareholder attendance to the General Meeting of Shareholders. If the meeting has a quorum of shareholders representing at least over 50% of the total voting shares, the General Meeting of Shareholders of Mechannics Construction And Foodstuff Joint-Stock Company shall proceed.

Article 9. Ballot Counting and Election Committee

9.1. The Ballot Counting Committee consists of 01 Head of the Committee and

07 members, elected by the General Meeting.

9.2. Duties of the Ballot Counting and Election Committee

- Accurately determine the voting results of shareholders or their proxies on matters submitted for approval at the General Meeting.

- Conduct ballot counting and elections in accordance with the Nomination, Candidacy, and Election Regulations approved by the General Meeting.

- Prepare minutes of the ballot counting and election, and announce the results to the General Meeting.

Article 10. Discussion at the General Meeting

10.1. Principles:

- Discussions are only permitted within the allotted time and within the scope of matters presented in the agenda of the General Meeting of Shareholders.

- Delegates wishing to speak must register their topic on the Registration Form and submit it to the Secretary of the General Meeting.

- The Secretary of the General Meeting will arrange the shareholders' question forms in the order of registration and forward them to the Presidium.

- Delegates who wish to speak or debate should raise their hands, and may only speak with the unanimous consent of the Presidium. Each delegate may speak for no more than 03 minutes, keeping their remarks concise and avoiding repetition.

10.2. Responses to Delegates' Questions

- Based on the delegates' registration forms, the Chairperson or a designated member will address the delegates' comments.

- Due to time constraints, any unanswered questions at the General Meeting will be addressed in writing by the Company.

Article 11. Voting on Matters at the General Meeting

11.1. Principles

All matters on the General Meeting's agenda must be approved by shareholder vote. Each shareholder attending the General Meeting receives a Voting Card and a Ballot, indicating their name, shareholder code, and the number of voting shares they hold.

a) Voting Cards are used to vote on matters such as the meeting agenda; Rules of Procedure; personnel for the Presidium, Secretariat, and Ballot Counting Committee; Board of Directors election regulations; Board of Directors candidate list; Resolutions; and meeting minutes.

b) Ballots are used for voting on the following matters:

*** Reports:**

Board of Directors' report on 2024 performance and direction for 2025.

Board of Supervisors' report on the company's production and business results, the performance of the Board of Directors and the General Director in 2024, and the Board of Supervisors' self-assessment report for 2024.

*** Proposals:**

Proposal on the Business and Investment Plan for 2025.

Proposal for Approval of the Financial Statements for 2024.

Proposal on the Profit Distribution Plan for 2024 and the Profit Distribution Plan for 2025.

Proposal on the Results of Implementation of the Salary and Remuneration Fund for the Board of Directors and the Supervisory Board in 2024, and the Salary and Remuneration Plan for 2025.

Proposal on the Execution of Contracts or Transactions with Related Parties Under the Authority of the Board of Directors for 2025.

Proposal to Select the Independent Auditing Firm for 2025.

Proposal to Cease Business Operations in the Handicraft Sector

Proposal on Dismissal and Additional Election of Members of the Board of Directors for the Term (2024–2028).

11.2. Voting Method

Delegates cast their votes to "agree, disagree, abstain" on a matter put to a vote at the general meeting by raising their Voting Card or filling in the options on the Ballot corresponding to the contents requiring voting.

When voting by raising the Voting Card, the front of the Voting Card must be raised high towards the Presidium. If a delegate does not raise their Voting Card in all three voting sessions ("agree, disagree, abstain") on a matter, they are considered to have voted "agree" on that matter. If a delegate raises their Voting Card more than once when voting "agree, disagree, abstain" on a matter, their vote is considered invalid. Following the method of voting by raising the Voting Card, members of the Vote Counting Board mark the shareholder code and corresponding Ballot number of each shareholder as "agree, disagree, abstain," or invalid.

When voting by filling out the Ballot, for each item, delegates choose one of the three options "agree, disagree, abstain" pre-printed on the Ballot by marking an "X" in the box of their choice. After completing all the contents requiring voting at the general meeting, delegates submit their Ballots to the sealed ballot box at the General Meeting as instructed by the Vote Counting Board. The Ballot must be signed and clearly state the delegate's full name.

11.3. Validity of Ballots

Valid Ballot: A ballot that follows the pre-printed template issued by the Organizing Committee, is not erased, scraped, or torn, does not contain any additional content beyond what is stipulated for this ballot, and must be signed with the full name handwritten below the signature. On the Ballot, the voting content (Report, Submission) is valid when the delegate marks one of the three voting boxes.

- Invalid Ballot:

+ Additional content written on the ballot;

+ Ballots that do not follow the pre-printed template issued by the Organizing Committee, ballots without the company's red seal, or ballots that have been erased, scraped, or have additional content written on them beyond the stipulated content, in which case all voting content on the Ballot is invalid.

11.4. Voting Regulations

Each common share is equivalent to one voting right. Each delegate attending representing one or more voting rights will be issued a Voting Card and a Ballot.

As of the shareholder record date (March 19, 2025), the total number of shares of the Company is: 10,777,838 shares, equivalent to 10,777,838 voting rights.

Matters requiring a vote at the General Meeting are approved when they receive the approval of shareholders holding more than 50% of the total Voting rate of all shareholders attending the meeting. Certain contents stipulated in Clause 3, Article 20 of the Company's Charter are approved if they receive the approval of shareholders representing 65% or more of the total Voting rate of all shareholders attending the meeting, except for cases specified in Clauses 3, 4, and 6, Article 148 of the Enterprise Law.

11.5. Record the voting results.

- At the general meeting, the General Meeting of Shareholders will approve the Ballot Counting Board.

- The Ballot Counting Board is responsible for collecting the ballots.

- The Ballot Counting Board will check the number of votes for " agree, disagree, abstain" for each content and be responsible for recording, summarizing, and reporting the results of the ballot counting at the General Meeting of Shareholders.

Article 12. Election of additional members of the Board of Directors.

The election of members of the Board of Directors must be conducted in accordance with the Regulations on nomination, candidacy, and election of additional members of the Board of Directors approved by the General Meeting of Shareholders at the general meeting.

Article 13. Minutes and Resolutions of the General Meeting of Shareholders.

The minutes and resolutions of the General Meeting of Shareholders shall be read and approved before the closing of the general meeting.

Article 14. Effect.

- All delegates, representatives, and guests attending the General Meeting are responsible for fully complying with the provisions of these Regulations, the current regulations, internal rules, and management regulations of the Company, and relevant legal provisions.

- The convener of the General Meeting of Shareholders has the right to:

+ Request all attendees to undergo inspection or other security measures.

+ Request the competent authorities to maintain order during the meeting; expel those who do not comply with the chairperson's right to conduct the meeting, intentionally disrupt order, obstruct the normal progress of the meeting, or do not comply with security inspection requirements from the General Meeting of Shareholders.

- Matters not specifically prescribed in these regulations shall be uniformly applied in accordance with the provisions of the Company's Charter, the Law on Enterprises 2020, and current legal documents of the State.

These Regulations take effect immediately after being approved by the General Meeting of Shareholders.

Recipients:

- Company shareholders.
- SSC, HNX.
- VINAFOOD II;
- Board of Directors, Member of the Board of Supervisors of the Company.
- Management Board of the Company.
- Archive: Documentation Department.
(2025 Annual General Meeting of Shareholders Document).

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

LE PHAT TAI

Long An, April 17, 2025

No: ____/BC-MCF-HĐQT

DRAFT

REPORT ON THE RESULTS OF THE BOARD OF DIRECTORS' ACTIVITIES IN 2024 AND ACTION PLAN FOR 2025

To: General Meeting of Shareholders
Mechanics Construction And Foodstuff Joint-Stock Company

The Board of Directors of Mechanics Construction And Foodstuff Joint-Stock Company reports the results of the Board of Directors' activities in 2024 and the action plan for 2025 as follows:

PART I ACTIVITY REPORT 2024

I- OVERVIEW OF THE SITUATION

1.1. General situation:

In 2024, the company's production-business activities faced numerous difficulties, with all product lines failing to achieve the planned profit, revenue, and output targets, specifically as follows:

Food products: Rice prices remained high, making forecasting and choosing opportune buying and selling times challenging. The company only retained existing customers for rice, with new customer acquisition proving difficult. Export contracts were scarce due to increased shipping costs, with customers waiting for lower freight rates.

Concrete products: Many construction projects commenced this year, but progress has been slow or stalled. The company focused on residential projects and rural roads, leading to low concrete sales. Moreover, the state's construction of a riverbank near the factory prevented direct material sourcing (sand, gravel, etc.) from the factory's site, requiring the use of external private docks and increasing production costs.

Handicraft products: The 2024 contract with customers was for 12,5 containers. With this sales volume, the handicraft sector could not offset costs, resulting in frequent losses. In recent years, handicraft production-business has been ineffective and affected the company's overall performance. Further

difficulties are anticipated if production-business continues. Currently, the company has suspended operations in this sector.

Packaging products: While supported by consumption within the parent company and external clients, fierce price competition persists, although output increased compared to 2023, the profitability remained low.

Mechanical products: Lacking major contracts, operations mainly involved repair, renovation, and equipment upgrades for external parties and internal projects within the parent company, this resulted in low revenue and high labor costs, compounded by a limited mechanical workforce, requiring the company to devise solutions to ensure efficiency and timely completion for clients.

Faced with these challenges, the Board of Directors and Executive Board remained vigilant and adopted prudent, steady, and adaptable strategies to ensure efficacy. Despite failing to achieve the planned profit in 2024, the company preserved and grew the capital of the state and shareholders, safeguarding employment, living standards, and income for its employees.

II- ACTIVITIES OF THE BOARD OF DIRECTORS IN 2024

2.1. Personnel structure

The company's Board of Directors comprises 05 members:

No.	Board of Directors' members	Position	Major shareholders/ Shareholder Representative
1	Mr. Le Phat Tai	Chairman Of The Board of Directors (Non-executive Board of Directors' members)	Capital Representative of Southern Food Corporation, 20% charter capital ratio
2	Mr. Nguyen Van Kiet	Vice Chairman of the Board of Directors (Executive Board of Directors' members)	Capital Representative of Southern Food Corporation, 10% charter capital ratio
3	Mrs. Le Mai Han	Vice Chairman of the Board of Directors (Non-executive Board of Directors' members)	Capital Representative of Southern Food Corporation, 10% charter capital ratio
4	Ms. Ho Thi Cam Van	Board of Directors' members (Non-executive Board of Directors' members)	Capital Representative of Southern Food Corporation, 10% charter capital ratio
5	Mr. Nguyen Binh Hien	Board of Directors' members (Non-executive Board	Capital Representative of Southern Food Corporation, 10% charter

		of Directors' members)	capital ratio
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2.2. Operating Results:

In 2024, the Board of Directors organized activities to implement the Resolution of the General Meeting of Shareholders in accordance with the Company's Charter, the Board of Directors' Working Regulations, the Corporate Governance Regulations, and legal provisions.

Based on the production and business plan approved by the General Meeting of Shareholders on on May 8, 2024, the Board of Directors directed the Company's Executive Board to carry out the following main tasks:

Implementing the 2024 production and business plan;

Conducting investment activities;

Implementing the payment of remuneration and salaries for the Board of Directors, the Board of Supervisors, and allocating funds in accordance with the Resolution;

Several other tasks. The specific results are as follows:

2.3. Results of Implementing Key Business Targets in 2024:

No.	Criteria	Unit	2024			Compared to the same period in 2023 (%)
			Plan	Implemented	Compared to the 2024 plan (%)	
1	Total revenue	Billion VND	572.529	494.134	86.31	110.68
2	Profit before tax	Billion VND	14	12.528	89.49	90.12
3	Budget contribution	Billion VND	According to the Decision	5.278		105.08
4	Income per share	Million VND	8.850	9.616	108.65	101.64

2.4. Results of Business Output by Product Category:

No.	Description	Unit	2024			Compared to the same period in 2023 (%)
			Planned	Implemented	Compared to the Plan year (%)	
I	Purchase					
1	- Foodstuff (rice equivalent)	Ton	34,000	26,653	78.39	115.41
II	Sell					

1	- Foodstuff sold	Ton	34,000	22,440	66.00	88.72
	Including: + Export	Ton	6,000	3,438		
	+ Domestic rice	Ton	28,000	19,002		
2	- Packaging	1000 units	7,000	5,466	78.09	145.84
3	- Mechanical	Billion VND	25	26	104	118.18
4	- Concrete – Construction Materials	m3	60,000	42,657	71.10	112.97
5	- Fine Arts and Crafts	Cont	20	12.5	62.5	100

2.5. Profit Distribution Results:

Implementing the Resolution of the 2024 Annual General Meeting of Shareholders, the Company distributed the 2023 profit as approved, specifically as follows:

Unit: Dong

No.	CONTENT	PLAN 2023	IMPLEMENTATION 2023	(%) compared to the Resolution of the General Meeting of Shareholders
1	Total revenue	511,538,000,000	446,452,863,082	87.28%
2	Profit before tax	13,800,000,000	13,900,916,734	100.73%
3	Profit after tax for distribution	11,040,000,000	16,110,911,431	145.93%
	- Retained earnings from previous years		191,462,556	
	- Development investment fund from previous years		5,055,904,066	
	- Profit after tax this year	11,040,000,000	10,863,544,809	
4	Source for remuneration, fund allocation, and dividend distribution	11,040,000,000	10,863,544,809	98.40%
a	Remuneration for the Board of Directors not directly involved in production-business management	84,000,000	102,000,000	121.43%
b	Allocation to the executive board's reward fund (According to Decree 53)	310,700,000	310,700,000	100.00%
c	Allocation to the Development	1,064,530,000	1,045,084,000	98.17%

	Investment Fund (10%)			
d	Allocation to the Reward and Welfare Fund (15%)	1,596,795,000	1,567,627,000	98.17%
e	Dividend distribution	7,975,600,120	12,933,405,600	
5	Dividend payout ratio/Charter Capital (Charter Capital: 107,778,380,000 VND)	7.40%	12.00%	162.16%
6	Remaining profit after dividend distribution	8,374,880	152,094,831	

2.6. Remuneration Payment Status:

The company has paid remuneration to the Board of Directors and the Board of Supervisors in 2024 at the following rates:

- Non-executive Chairman of the BoD: 10,000,000 VND/person/month
- Non-executive Vice Chairman of the BoD: 8,000,000 VND/person/month
- Non-executive BOD member: 7,000,000 VND/person/month
- Supervisor: 4,500,000 VND/person/month
- Secretary of the Board of Directors: 4,500,000 VND/person/month

2.7. Investment Activities:

In 2024, the Company invested in arising essential items with a total value excluding VAT of 1,772,370,825 VND, including:

No.	Name of investment item	Investment - Construction Plan 2024 approved	Total investment in 2024	Note
I	Mechanical Construction Enterprise	3,850,000,000		
1	CNC metal cutting machine (VN, 100% new): 1 machine	550,000,000		Transferred from 2023
2	Concrete mixer truck (China, 100% new): 2 units	3,300,000,000		
II	Foodstuff Enterprise	4,730,000,000	1,040,179,916	
1	Finished product tank system (Dc machine 3 – PX1)	2,000,000,000		Transferred from 2023
2	Firefighting water reservoir	550,000,000		Completed in 2023
3	Raising the floor of warehouse PX 1	1,210,000,000	161,712,452	Transferred from 2023
4	Renovation and upgrade of the dust treatment system for production lines at PX1	970,000,000	821,467,464	Transferred from 2023

5	Conveyor scale CBS01- Cao Lanh Food Trading Station		57,000,000	Resolution No. 13/NQ-MCF-HĐQT dated 2024-05-02
III	Company office		732,190,909	
1	8-seat Toyota Innova, license plate: 62A 396,67		732,190,909	Resolution No. 07/NQ-MCF-HĐQT dated 2024-03-20
TOTAL		8,580,000,000	1,772,370,825	

2.8. Regarding Financial and Accounting Work and the Selection of an Audit Unit:

A sound financial management strategy has been maintained, ensuring the preservation of capital, timely cash flow to support the company's business operations, and bank lending with timely debt repayment.

On July 2, 2024, the company signed Audit and Review Service Contract No. 80/2025/HĐKT-CPA VIET NAM - HCM with CPA VIET NAM Auditing Co., Ltd. to review the report as of June 30, 2024 and audit the financial statements for the fiscal year ending December 31, 2024. The semi-annual and annual financial statements for 2024 were prepared in accordance with Vietnamese Accounting Standards, and the auditor's opinions fully approved the financial statements without any exceptions.

2.9. Regarding Management Activities:

The Board of Directors has fully exercised its rights and obligations in accordance with the provisions of the Law, the Charter, and the company's internal regulations. Additionally, with the qualifications and many years of management experience of the Board of Directors' members, the assigned tasks of each member are suitable for the fields in which the members have strengths; which created conditions for members to promote their strengths and always stand side by side with the Executive Board in all areas of the company's operations. At the same time, Board of Directors' members always closely coordinated and informed each other of related issues during the process of handling assigned tasks.

In addition, the Board of Directors also closely coordinated with the Board of Supervisors (BKS) and always listened to the contributions of the Board of Supervisors as well as created all conditions to ensure the independence of the Board of Supervisors' operations.

In 2024, the Board of Directors held 11 meetings and conducted written consultations on matters under the Board's authority, concerning production and business activities, investment, human resources, and other tasks. Meeting invitations and materials were sent to members of the Board of Directors and the Board of Supervisors in accordance with regulations. At these meetings, Board

members attended fully and expressed their voting opinions with a high sense of responsibility, unity, and cooperation, performing their duties honestly, prudently, for the benefit of shareholders and the overall development of the Company. Following the meetings and consultations, the Board of Directors issued 11 Resolutions and Decisions.

Resolutions/Decisions of the Board of Directors in 2024:

No.	Resolution/ Decision No.	Date of issuance	Content	Approva l Rate
1	04/NQ- MCF- HDQT	11/03/2024	Agreement on preparing the list of shareholders eligible to attend the 2024 Annual General Meeting of Shareholders.	100%
2	07/NQ- MCF- HDQT (Resolution of the Board of Directors)	20/03/2024	<ul style="list-style-type: none"> - Approved the 2023 Production and Business Activities Report. - Approved the 2023 Financial Statements audited by CPA Vietnam Auditing Company Limited. - Agreement on approving the policy for investing in passenger vehicles to support operations at Mechannics Construction And Foodstuff Joint-Stock Company. 	100%
3	08/QĐ- MCF- HDQT (Decision of the Board of Directors)	20/03/2024	- Decided to issue the Company's information disclosure policy.	100%
4	10/NQ- MCF- HDQT (Resolution of the Board of Directors)	08/04/2024	- Agreed to choose 08/05/2024 as the date for the 2024 Annual General Meeting of Shareholders.	100%
5	13/NQ- MCF- HDQT (Resolution of the Board of Directors)	02/5/2024	- Approved the reports and proposals submitted to the 2024 Annual General Meeting of Shareholders.	100%
6	30/NQ- MCF-	13/05/2024	- Approved the implementation of the 2023 dividend payment.	100%

No.	Resolution/ Decision No.	Date of issuance	Content	Approval Rate
	HDQT (Resolution of the Board of Directors)			
7	30C/NQ- MCF0- HDQT (Resolution of the Board of Directors)	20/05/2024	- Agreed to assign the General Director of the Company to select one of the independent audit firms approved by the 2024 Annual General Meeting of Shareholders.	100%
8	37/NQ- MCF- HDQT (Resolution of the Board of Directors)	28/06/2024	- Agreed to select CPA Vietnam Auditing Company Limited as the auditor to review the semi-annual financial statements and audit the 2024 financial statements of the company.	100%
9	40/NQ- MCF- HDQT (Resolution of the Board of Directors)	28/8/2024	- Approval for the Company to raise capital from BIDV - Long An Branch to support production and business activities in the form of a credit limit or individual loans.	100%
10	43/NQ- MCF- HDQT (Resolution of the Board of Directors)	09/10/2024	- Approved the refinancing and asset mortgage at Vietcombank Long An Branch.	100%
11	45/NQ- MCF- HDQT (Resolution of the Board of Directors)	31/12/2024	- Consensus on temporarily suspending the production and business activities of the handicraft sector of Mechannics Construction And Foodstuff Joint-Stock Company.	100%

2.10. Evaluation of the General Director and the Executive Board's Performance:

The supervision of the activities of the General Director and the Executive Board has been carried out by the Board of Directors in compliance with the Charter, Regulations, and other provisions, specifically as follows:

The Board of Directors participates in monthly, quarterly, and annual meetings with the General Director and the Executive Board to stay informed

about the situation, providing timely direction and resolving difficulties (if any) to achieve the production and business objectives assigned by the General Meeting of Shareholders. The Board regularly requests the Executive Board to review and promptly report on the implementation of Resolutions, Decisions, and directions of the Board of Directors.

Collaborated with the Board of Supervisors' inspection and supervision efforts to better monitor and understand the Company's operational status, enabling prompt decision-making and risk mitigation.

Overall, the Board of Directors recognizes the significant efforts and dedication of the Executive Board in management and administration, adhering to the Resolutions of the General Meeting of Shareholders and the Board of Directors in fulfilling the 2024 management and administration tasks within a particularly challenging context.

2.11. Transactions between the company and affiliated persons; or between the company and major shareholders, internal persons, or affiliated persons of internal persons in 2024: Attached in Appendix 01.

2.12. Transactions between the Company and the company that its members of Board of Management, the Board of Supervisors, Director (General Director) have been founding members or members of Board of Directors, or CEOs in three (03) latest years (calculated at the time of reporting): Attached in Appendix 02.

2.13. Results of Corporate Governance and Supervision:

Overall, the Board of Directors has effectively fulfilled its role in implementing plans, policies, and strategic directions set forth by the General Meeting of Shareholders.

The Board of Directors has adhered to regulations on corporate governance, convening regular and extraordinary meetings to provide timely guidance and issue decisions in line with the prevailing circumstances.

The Board of Directors has fulfilled its roles and responsibilities in directing, supporting, and supervising the Executive Board's implementation of matters approved by the General Meeting of Shareholders and the Board, ensuring compliance with legal regulations while balancing the interests of the Company and its shareholders.

Board members proactively recognize their supportive roles and responsibilities towards the Executive Board, sharing their experience and interacting with the Executive Board regarding the Company's management practices.

III. GENERAL ASSESSMENT:

The Board of Directors has fully exercised its representative function of the owners in supervising the Company's operations, providing appropriate guidance and timely direction to ensure the efficient utilization of resources to achieve the

targets set by the General Meeting of Shareholders, while complying with legal regulations and the Company's Charter.

Alongside executing the management and supervisory function of the Board of Directors' operational tasks, the Board of Management collaborated closely with the Board of Directors to seek solutions to overcome difficulties in production-business in 2024.

Overall, in 2024, amidst the profound impact of macroeconomic factors on the national economy, the global situation changed rapidly and complexly; strategic competition between major countries intensified, and protracted military conflicts in many regions led to a decline in global economic growth; financial and monetary risks, energy insecurity, and food insecurity became apparent. Domestically, inflationary pressure increased; gasoline, oil, and raw material prices fluctuated significantly, impacting the economy. The Board of Management implemented decisive solutions in monitoring and directing the Board of Directors to execute the Resolutions of the General Meeting of Shareholders and the Board of Directors' Resolutions, and the result was profitable production-business activities, thus ensuring benefits for the Company and shareholders.

PART II DIRECTION AND TASKS FOR 2025

I. SITUATION ASSESSMENT:

It is assessed that in 2025, the company's production and business activities will continue to face many difficulties due to the impact of various domestic and international factors, such as: escalating conflicts in Ukraine and the Middle East, localized disruptions in global supply chains, sharp fluctuations in fuel prices, basic commodities, and transportation costs; unpredictable fluctuations in exchange rates and interest rates; natural disasters, climate change, energy security, and food security issues...

From this assessment, the company has developed its production and business plan for 2025 with the following key targets:

II. PLANNED TARGETS:

1. Plan for several key business targets in 2025:

No.	Target	Unit	2025 Target	Note
1	Total Revenue	Billion VND	621,487	
2	Profit	Billion VND	12.5	
3	Budget Contribution	Billion VND	As per Decision	
4	Average income per employee	Million VND	10.890	

2. Business output plan for each sector in 2025:

No.	Description	Unit	2025 Target	Note
1	- Food purchased in rice equivalent:	Ton	34,000	
	Including: + Rice of all kinds:	Ton	33,500	
	+ Rice of all kinds :	Ton	1,000	
	- Food sold in rice equivalent	Ton	34,000	
	Including: + Export	Ton	6,000	
	+ Domestic Rice	Ton	28,000	
2	Packaging (standard 120 gr)	Million units	7	
3	Mechanical sales	Billion VND	25	
4	Concrete	M3	60,000	

3. Operational Direction of the Board of Directors in 2025

In 2025, the Board of Directors will focus on promoting several of the Company's activities as follows:

- Exercise the rights and responsibilities of the Board of Directors as stipulated in the Charter, ensuring compliance with the objectives of the General Meeting of Shareholders and the interests of the shareholders.

- Develop the Company's production-business operational direction in accordance with the Resolution of the 2025 General Meeting of Shareholders to ensure the successful completion of the 2025 planned targets.

- Strengthen forecasting efforts, continue to enhance financial management capacity, and ensure the safety and efficiency of the entire Company's finances.

- Strengthen the inspection and supervision of capital and asset management, ensuring compliance with regulations. Direct the strict control of operating costs for the entire Company.

- Strengthen the direction of risk management for the entire Company, controlling risks related to debt and inventory.

- Direct information disclosure in accordance with current legal regulations.

- Renovate salary and bonus policies, employee policies, decentralization and authorization mechanisms, and administrative procedure reform.

- Continue to consolidate the organizational structure, personnel, and promote the development of the Company's business activities.

- Foster a spirit of unity and consensus in the management and operation of production-business activities.

- Continue implementing digital transformation and information technology applications in enterprise administration and management.

- Organize reviews, evaluations, and planning of management personnel, the Board of General Directors, department-level leaders, and leaders of directly affiliated units.

- Continue training human resources, enhancing work capacity, improving

professional expertise, and contract negotiation skills.

- Regularly review and refine the regulations to align with current legal provisions and the Company's practical circumstances.

This is the report on the activities of the Company's Board of Directors in 2024 and the operational direction for 2025.

Respectfully submitted to the General Meeting of Shareholders for consideration and approval.

Respectfully submitted!

Recipients:

- Company shareholders;
- State Securities Commission, Hanoi Stock Exchange;
- VINAFOOD II;
- Board of Directors, Member of the Board of Supervisors of the Company;
- Company Management Board;
- Archive: Documentation Department (2025 Annual General Meeting of Shareholders Document).

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

LE PHAT TAI

Appendix 03: Transactions between the Company and its affiliated persons or between the Company and its major shareholders, internal persons and affiliated persons

Attached to the reports the results of the Board of Directors' activities, No. /BC-MCF-HĐQT, dated April 17, 2025

No.	Name of Organization/Individual	Relationship with the Company	Certificate of Business Registration Number	Date of Issuance	Place of Issuance	Head Office Address	Date of Transaction with the Company	Resolution Number	Content	Transaction Value	Notes
1	Southern Food Corporation - JSC	State shareholders account for 60% of charter capital	0300613198	2/8/2007	Department of Planning and Investment of Ho Chi Minh City	333 Tran Hung Dao Street, Cau Kho Ward, District 1, Ho Chi Minh City	1/1/2024 to 31/12/2024		Sale of packaging, rice, and mechanical products	48,267,778,400	
									Dividend income	7,760,160,000	
2	Long An Food Company	Subsidiary of the Southern Food Corporation - Joint Stock Company	0300613198-008	11/2/1996	Department of Planning and Investment of Long An	No. 10 Cu Luyen Street, Ward 5, Tan An City, Long An Province	1/1/2024 to 31/12/2024		Sale of packaging and mechanical services	7,429,306,711	
3	Dong Thap Food Company	Subsidiary of the Southern Food Corporation - Joint Stock Company	0300613198-010	6/16/2006	Department of Planning and Investment of Dong Thap	No. 531, National Highway 30, My Tan Commune, Cao Lanh City, Dong Thap Province, Vietnam	1/1/2024 to 31/12/2024		Sale of mechanical services	8,400,000	
									Cooperation fees for premises exploitation and associated services	1,832,895,242	
4	Kien Giang Import Export Joint Stock Company	Joint Stock Company with Capital Contribution from the Southern Food Corporation - Joint Stock Company	1700100989	12/22/2005	Department of Planning and Investment of Kien Giang	85-87 Lac Hong Street, Vinh Lac Ward, Rach Gia City, Kien Giang Province	1/1/2024 to 31/12/2024	24/NQ-MCF-DHCD ngày 08/05/2024	Sale of packaging and mechanical services	9,378,789,000	
									Fuel fees	454,545	
5	Saigon Food Joint Stock Company	Joint Stock Company with Capital Contribution from the Southern Food Corporation - Joint Stock Company	0300606715	4/4/2005	Department of Planning and Investment of Ho Chi Minh City	265 Dien Bien Phu Street, Vo Thi Sau Ward, District 3, Ho Chi Minh City	1/1/2024 to 31/12/2024		Sale of rice and milling services	2,210,321,857	

No.	Name of Organization/Individual	Relationship with the Company	Certificate of Business Registration Number	Date of Issuance	Place of Issuance	Head Office Address	Date of Transaction with the Company	Resolution Number	Content	Transaction Value	Notes
6	Tien Giang Food Company	Joint Stock Company with Capital Contribution from the Southern Food Corporation - Joint Stock Company	0300613198-009	6/7/2006	Department of Planning and Investment of Tien Giang	No. 256, Quarter 2, Ward 10, My Tho City, Tien Giang Province	1/1/2024 to 31/12/2024		Purchase of green mineral water	48,306,949	
7	COLUSA-MILIKET Food Joint Stock Company	Joint Stock Company with Capital Contribution from the Southern Food Corporation - Joint Stock Company	0304517551	1/3/2023	Department of Planning and Investment of Ho Chi Minh City	No. 1230, Kha Van Can Street, Linh Trung Ward, Thu Duc City, Ho Chi Minh City	1/1/2024 to 31/12/2024		Sale of rice	1,700,000	
									Purchase of instant noodles	34,444,410	
8	SAFOCO Food Joint Stock Company	Joint Stock Company with Capital Contribution from the Southern Food Corporation - Joint Stock Company	0303752249	4/14/2005	Department of Planning and Investment of Ho Chi Minh City	1079 Pham Van Dong Street, Quarter 1, Linh Tay Ward, Thu Duc City, Ho Chi Minh City	1/7/2024 to 31/12/2024		Sale of packaging	40,890,000	

Appendix 04: Transactions between the Company and the company that its members of Board of Management, the Board of Supervisors, Director (General Director) have been founding members or members of Board of Directors, or CEOs in three (03) latest years (calculated at the time of reporting)

Attached to the reports the results of the Board of Directors' activities, No. /BC-MCF-HĐQT, dated April 17, 2025

No.	Company Conducting the Transaction	Relationship with Members of the Board of Directors, Members of the Board of Supervisors, the General Director (Director), and Other Managers	Certificate of Business Registration Number	Date of Issuance	Place of Issuance	Head Office Address	Transaction Date with the Company	Resolution Number	Content	Transaction Value	Notes
1	Southern Food Corporation - JSC	Ms. Ho Thi Cam Van is currently a Member of the Board of Directors of the Mechanics Construction and Foodstuff Joint Stock Company and simultaneously a Member of the Board of Directors of the Southern Food Corporation - JSC	0300613198	2/8/2007	Department of Planning and Investment of Ho Chi Minh City	333 Tran Hung Dao Street, Cau Kho Ward, District 1, Ho Chi Minh City	1/1/2024 to 31/12/2024	24/NQ-MCF-ĐHCD dated 08/05/2024	Sale of packaging, rice, and mechanical products	48,267,778,400	
									Dividend income	7,760,160,000	

Long An, April 17, 2025

No.: /BC-MCF-HĐQT

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**SUMMARY REPORT
ON 2024 PRODUCTION AND BUSINESS ACTIVITIES
AND 2025 PLAN**

**PART A
IMPLEMENTATION OF 2024 WORK TASKS**

I. SITUATION OVERVIEW:

1. General Situation:

In 2024, the global and domestic economies faced numerous difficulties and challenges, with fierce competition among major countries; escalating conflicts (Russia and Ukraine, Middle East); a rising US dollar; fluctuating prices of crude oil, commodities, and transportation services; uncertain monetary policies in many countries; and severe impacts from climate change, natural disasters, and epidemics, especially heat waves and droughts due to the El Nino phenomenon, leading to a potential food security crisis in several countries and regions.

Domestically, the economy was affected by external factors in various sectors, especially exports, trade, investment, finance, currency, exchange rates, and interest rates.

2. Company Situation:

Amidst the general economic difficulties, the Company's production-business activities encountered the following advantages and difficulties:

a. Advantages:

- Receiving timely direction and guidance from the leadership of Vietnam Southern Food Corporation - Joint Stock Company (“The Corporation”).

- Gaining support from the The Corporation and its member companies in the consumption of products in several sectors of the company, such as packaging, foodstuff, and mechanical engineering.

- Decisive, dynamic, and innovative leadership and management from the Board of Directors and the Executive Board of the Company.

- Unity and solidarity among the Board of Directors, the Executive Board, and all employees of the company.

- The Company has a strong financial position, with many years of profitable operations and trusted credit lines from financial institutions.

- The Company possesses a team of experienced and skilled management personnel.

b. Difficulties:

From the beginning of 2024 until now, the Company's production-business activities have faced numerous difficulties. None of the Company's product lines have achieved the expected profits, revenue, or output, specifically as follows:

Food products: Rice prices remained high, forecasting market trends to determine optimal buying and selling times was challenging, and the Company primarily retained existing customers, making it difficult to acquire new clients. Export contracts were limited due to rising freight costs, with customers delaying imports until freight rates decrease.

Concrete products: While numerous public construction projects existed since the beginning of the year, their implementation was slow or stalled, the Company focused on residential and rural road projects, resulting in low concrete sales volume. Additionally, in 2024, the embankment of the factory was constructed by the State, preventing the company from sourcing raw materials such as sand and stone directly from the factory's yard, the company had to rent storage yards from external private entities and transport the materials to the factory, which increased the production costs for this product line

Handicrafts: The 2024 contract with customers was for 12.5 containers. With the current sales output, the Handicrafts department was unable to cover its expenses and consistently incurred losses. In recent years, the handicraft production-business has been ineffective, impacting the overall production-business results of the company, forecasts indicate continued operational challenges in the future. The company has submitted a proposal to the Corporation and the Board of Directors to temporarily suspend production-business in this sector.

Packaging products: Supported by consumption within the Corporation's system as well as external customers, but facing intense price competition. Although sales volume increased compared to the same period in 2023, the resulting effectiveness remains very low.

Mechanical products: There were no large contracts, primarily focusing on repair, renovation, and upgrading machinery and equipment for external units as well as repair projects within the Corporation's system. This resulted in low revenue and high labor costs. With a thin mechanical workforce, the Company had to seek various solutions to ensure efficiency and meet customers' deadlines.

Faced with these challenges, the Board of Directors and the Executive board adopted a cautious, resolute, and flexible approach, prioritizing effectiveness. While 2024 profits fell short of projections, the company secured employment, livelihood, and income for its workforce.

II- BUSINESS PERFORMANCE RESULTS IN 2024

1- General Results:

1.1- Results of key business indicators for 2024:

No.	Criteria	Unit	Year 2024			Compared to the same period in 2023 (%)
			Plan	Implemented	Compared to the 2024 plan (%)	
1	Total revenue	Billion VND	572.529	494.134	86.31	110.68
2	Pre-tax profit	Billion VND	14	12.528	89.49	90.12
3	Budget contribution	Billion VND	According to the decision	5.278		105.08
4	Quarter income	Million VND	8.850	9.616	108.65	101.64

1.2- Results of business output by product category:

No.	Description	Unit	Year 2024			Compared to the same period in 2023 (%)
			Planned	Implemented	Compared to the plan year (%)	
I	Purchased					
1	- Foodstuff (rice equivalent)	Ton	34,000	26,653	78.39	115.41
II	Sold					
1	- Foodstuff sold	Ton	34,000	22,440	66.00	88.72
	In which: + Export	Ton	6,000	3,438		
	+ Domestic rice	Ton	28,000	19,002		
2	- Packaging	1000 units	7,000	5,466	78.09	145.84
3	- Mechanical Engineering	Trillion VND	25	26	104	118.18
4	- Concrete – Construction Materials	m3	60,000	42,657	71.10	112.97
5	- Fine Arts and Crafts	Container	20	12.5	62.5	100

2. Evaluation of Each Product Category:

a) Foodstuff Category:

The sales volume of food products in 2024 reached 22,440 tons, equivalent to 66.00% of the plan (22,440 tons/34,000 tons), and 88.72% compared to the

same period in 2023. Although the sales volume of food products in 2024 reached only 66.00% of the plan, this is a category that brought significant profits to the Company. This result was achieved due to effective procurement efforts, as from the beginning of 2024, the Company consistently monitored market conditions and selected the right timing to purchase raw rice at low prices, ensuring profitability when processing and selling to customers. This category was the main source of profit for the Company in 2024.

b) Mechanical Engineering Sector:

The mechanical engineering sector in 2024 reached a turnover of 26 billion VND (including: actual revenue of 15.772 billion VND and 10.6 billion VND received from Saigon Viet Hung Agricultural Products Processing and Export Joint Stock Company as settlement for breach of contract as per Decision No. 01/2024/QĐST-KDTM dated 2024-02-16 by the People's Court of Thanh Hoa District, Long An Province). This represents 104% of the planned target (26 billion VND/25 billion VND) and 118.18% compared to the same period in 2024. Focusing on repairs, renovations, and equipment upgrades for internal projects and external private entities, the sector experienced limited revenue and profitability, primarily prioritizing employment and cost recovery to sustain operations while awaiting growth opportunities. The significant increase in revenue and gross profit stems from the settlement received for the partial breach of contract originating in 2014 by Saigon Agricultural Products Processing and Export Joint Stock Company.

c) Concrete - Construction Materials Sector:

The concrete sector in 2024 saw sales of 42,657 m³, achieving 71.10% of the planned target (42,657 m³/60,000 m³) and 112.97% compared to the same period in 2023. Facing a challenging market with construction projects halted or operating at reduced capacity, the company focused on private projects, residential construction, and rural roads, leading to lower sales volumes and reduced profitability for the concrete sector.

d) Packaging – Handicraft sector:

In 2024, packaging product sales reached 5.466 million units, achieving 78.09% of the plan (5.471 million units/7 million units) and 145.84% compared to the same period in 2023. This result was achieved due to the company fulfilling packaging supply contracts for member units within the Corporation system and external private units in 2024, significantly increasing output compared to the same period in 2023. However, the business efficiency of this product line remains low due to intense price competition from external private entities. The Company had to lower prices significantly just to sell the products.

Handicraft product sales in 2024 reached 12.5 containers, achieving 62.5% of the plan (12.5 containers/20 containers) and 100% compared to the same period in 2023. This product line is no longer profitable for the company due to increasing

raw material prices, difficulties in procurement and recruitment, and a gradual decline in sales volume over the years. The company has developed a plan to temporarily suspend production-business activities for this product line, which has been approved by the Corporation and the company's Board of Directors.

III/- Management activities:

1. Executive management:

+ Submitting periodic reports as per the Securities Law to relevant authorities in accordance with regulations.

+ Continuing to review, rearrange, and redefine the organizational structure throughout the company for streamlining and enhanced work efficiency. Specifically: arranging and consolidating the company's and its subsidiaries' management apparatus, and improving organization in specific management and business areas to adapt to the company's current production-business activities amidst prevailing difficulties.

+ Enhancing corporate governance and risk management practices.

+ Reviewing and evaluating labor and wage practices, implementing suitable compensation policies to motivate production development and ensure economic efficiency.

+ Diligently and decisively implementing concrete measures for management cost reduction.

+ Supplementing and completing regulations for management activities; actively practicing thrift and combating waste; strengthening inspections of compliance with financial management regulations for revenue, expenditure, imports, and exports at subsidiaries, and regulations for receivables management.

+ Strengthening fire prevention and fighting, occupational safety, and food hygiene measures. Organizing occupational safety and health training for all company employees; conducting periodic health check-ups for those working in hazardous environments and for those meeting food safety criteria.

+ Finalizing the 2023 financial statements, preparing documentation for the 2024 Annual General Meeting of Shareholders, electing the Board of Directors and Supervisory Board for the 2024-2028 term on May 8, 2024; distributing 2023 dividends to shareholders at a rate of 12% on June 12, 2024.

+ Establishing a team specializing in technical and economic norms for brown rice to define standards and implement them at the Cao Lanh Food Processing and Trading Station.

+ Developing a plan to temporarily suspend production-business activities in the handicraft sector due to its inefficiency, which is currently under review by the

Corporation and the company's Board of Directors for approval, while simultaneously addressing outstanding issues after the suspension.

2- National security, defense, and agency safety and order:

- Regularly disseminating directives and Resolutions from the Party and the State on national security and defense to all officials, party members, and workers transparently, especially during high-alert periods for combat readiness, ensuring security for holidays and Tet.

- Effectively implementing national security, defense, and safety and order within the agency.

- Developed the 2024 plan for the whole-people movement to protect national security and the militia and self-defense training plan.

- Conducted coordination and regular reporting with higher-level agencies and units in the area regarding political security, social order, and safety, achieving positive results throughout the year, preventing any disorder within the Company's jurisdiction.

3- Regarding Inspection and Examination:

*** Inspection Work:**

- In 2024, the Company received 04 regular and unannounced fire prevention and fighting inspection teams organized by the Fire Prevention and Fighting & Rescue Police Department, 01 environmental protection inspection team, and 01 interdisciplinary inspection team focusing on anti-corruption, economic, anti-smuggling, and environmental protection efforts, with the Company demonstrating good compliance.

- The Organization and Administration Department regularly conducts inspections of fire prevention and fighting, occupational safety and health, and sanitation to adjust employee behavior and enhance adherence to company regulations.

- The Finance and Accounting Department conducts quarterly inspections of accounting records and books at subordinate factories to ensure compliance with legal regulations.

- Organized and implemented inspections and monitoring of compliance with internal regulations, working rules, financial management regulations, goods management regulations, and regulations on fire prevention and fighting, national security and defense, labor safety, and environmental protection.

- The results of the inspection and supervision of anti-corruption efforts in 2024 did not reveal any violations.

*** Anti-corruption efforts:**

- Developed and implemented an anti-corruption plan and submitted regular reports to the Vietnam Southern Food Corporation - Joint Stock Company.

- Regularly disseminated regulations and rules on anti-corruption, strengthened inspection, examination, and supervision to prevent violations.

- Promoted the exemplary role of unit leaders, regularly educated and fostered integrity, honesty, and built a culture of thrift and anti-waste among officials, party members, and employees within the Company.

- Implemented the grassroots democracy regulations effectively, ensured transparency through preliminary and final reviews, and held employee conferences, implemented asset and income declaration in accordance with regulations. There were no violations or indications of violations during the year.

4- Finance and Accounting:

- Implemented the Company's 2024 budget contribution confirmation.
- Completed and submitted the 2024 financial statement, which was audited, to higher authorities as regulated.
- Regularly inspected subordinate units for compliance with financial management and accounting regulations to promptly correct any errors.
- Tightly controlled the use of capital and goods at subordinate units.
- Strengthened cost-saving practices in all production and business activities to minimize expenses, reduce costs, and increase profits for the Company.
- Controlled and monitored debts, actively collected debts to prevent stagnation and bad debts.
- Regularly advised the Company's leadership on credit matters such as developing loan plans, repayment schedules, loan terms, and currency.
- In 2024, with a credit limit of 350 billion VND approved by the Corporation, the Company engaged with financial institutions offering the lowest interest rates for loans. The Company's capital resources were always sufficient for business operations, ensuring payment capabilities, implementing safe, economical, and effective financial expenditures.

5. Investment Management:

In 2024, the Company invested in essential arising items with a total value excluding VAT of 1,772,370,825 VND, which includes:

Unit: VND

TT	Investment Project Name	Investment - Construction Plan 2024 approved	Total Investment in 2024	Note
I	Mechanical Construction Enterprise	3,850,000,000		
1	CNC metal cutting machine (VN, 100% new): 1 machine	550,000,000		Transferred to 2023
2	Concrete mixer truck (CN, 100% new): 2 units	3,300,000,000		
II	Foodstuff Enterprise	4,730,000,000	1,040,179,916	
1	Finished product tank system (Dc	2,000,000,000		Transferred to

	machine 3 – PX1)	0		2023
2	Fire Protection Water Reservoir	550,000,000		Completed in 2023
3	PX1 warehouse floor raising	1,210,000,000	161,712,452	Transferred to 2023
4	Renovation and upgrade of the dust treatment system of the production lines at PX1	970,000,000	821,467,464	Transferred to 2023
5	Conveyor scale CBS01 - Cao Lanh Food Trading Station		57,000,000	Resolution No. 13/NQ-MCF-HĐQT dated 2024-05-02
III	Company Office		732,190,909	
1	8-seater Toyota Innova BKS: 62A 396.67		732,190,909	Resolution No. 07/NQ-MCF-HĐQT dated 2024-03-20
	TOTAL	8,580,000,000	1,772,370,825	

6. Organization - Labor - Salary:

- Regular employees on the payroll as of December 31, 2024: 323 people.
- Regarding cadre organization: Focus on training and development to enhance management, business, and professional skills for the cadre team and succession planning. Prioritize training young cadres with qualifications and qualities from the workshop level and above to meet the current work requirements of the company.
- In 2024, the company appointed 04 cadres and transferred 01 cadre. Processed retirement procedures for 04 cadres.
- Finalized the 2023 payroll and developed the 2024 payroll plan; Finalized 2023 personal income tax.
- Continue to promote cadre renewal, focusing on young cadres with qualifications and qualities from the workshop level and above to meet the management and market exploitation requirements in the current period.
- Continue to update the system of documents on state policies regarding labor, salary, insurance, etc., to adjust and supplement the Company's policies and documents in accordance with the law.
- Employee healthcare: The Company organized health check-ups for employees working in arduous and hazardous jobs twice a year and annual periodic health check-ups for all employees with a total cost of 79,077,700 VND. Provided in-kind benefits at the workplace for employees working in hazardous and dangerous jobs, spending 273,704,393 VND on hazard allowances in 2024.
- Developed a plan and implemented the provision of labor protection equipment throughout the Company with a total cost of 192,947,964 VND;

Organized training on occupational safety and hygiene, food safety and hygiene, periodic health check-ups, work environment measurements, in-kind hazard allowances, etc.

- Fully implemented insurance policies: Social, health, unemployment, and personal accident insurance for all employees; took care of employees' lives, distributed salaries, bonuses, and other benefits as regulated, etc.

7. Large-Scale Field Investment:

The Company partnered with Tan Dong Tien Agricultural Service Cooperative in Tan Hoa Commune, Tan Thanh District, Long An Province to purchase products from farmers under the "3-party agreement" method for an area of 32 hectares, with a total purchased rice quantity of 265 tons. The Company collaborated with Nhon Thinh Phu Transport Trading Company Limited. to transport rice from the fields to the drying furnace and then to the Company's warehouse.

IV/- REVIEW AND EVALUATION:

1. Achievements:

With the attention, direction, and timely facilitation of the Parent Company, the Board of Directors has promoted leadership capacity, focused collective strength, sought new solutions and directions for the company, and implemented several key tasks as follows:

The Company maintained stable production and business activities on a development trend. Maintained the system of traditional customers bringing in significant revenue for the company, especially in the food industry.

Investment in various sectors was carried out with focus, and upon implementation, yielded positive investment results.

The Company has always maintained its credibility with credit institutions, borrowing and repaying debts on time. Credit institutions are readily available to lend when requested.

The company operates effectively, preserving state capital and shareholder capital, ensuring employment, livelihood, and income for employees within the company.

2. Unfinished tasks:

The company's product lines developed unevenly; the output, revenue, and profit of food, packaging, concrete, and fine arts product lines did not achieve the set plan.

Digital transformation and IT 4.0 application work have been deployed according to the direction of the Corporation. However, the company's financial capacity is limited, so the implementation follows the annual roadmap and prioritizes essential investments.

The company's salary mechanism has not yet attracted highly skilled and qualified workers.

The domestic rice, packaging, and concrete customer network has expanded, but has not yet met the company's requirements.

Rice export activities are still slow and have not met the company's export capacity. Finding rice export customers encounters many difficulties.

Despite the best efforts of the company's managers and employees, the company's production-business results in 2024 have not achieved the output, revenue, and profit targets set by the Corporation and the 2024 Annual General Meeting of Shareholders.

PART B PRODUCTION-BUSINESS PLAN FOR 2025

I/- PLANNED INDICATORS:

1- Situation assessment:

The company's production-business situation in 2025 is expected to continue facing many difficulties due to the impact of various domestic and international factors, such as the escalating conflicts in Ukraine and the Middle East, disruptions to global supply chains, fluctuations in gasoline prices, commodity prices, and freight rates; unpredictable fluctuations in exchange rates and interest rates; natural disasters, climate change, energy security, and food security.

Based on the above assessment, the company has developed its production-business plan for 2025 with the following main targets:

2-Plan of some key business targets for 2025:

No.	Index	Unit	Plan 2025	Note
1	Total Revenue	Billion VND	621,487	
2	Profit	Billion VND	12.5	
3	Budget Contribution	Billion VND	According	
4	Average Income per Employee	Million VND	10.890	

Plan for production-business output of each industry in 2025:

No.	Description	Unit	Plan 2025	Note
1	- Foodstuff purchased in rice equivalent:	Ton	34,000	
	Including: + <i>Rice varieties:</i>	Ton	33,500	
	+ <i>Rice paddy varieties:</i>	Ton	1,000	
	- Foodstuff sold in rice equivalent	Ton	34,000	
	Including: + <i>Export</i>	Ton	6,000	
	+ <i>Domestic Rice</i>	Ton	28,000	
2	Packaging (120 gram standard)	Million units	7	
3	Mechanical Engineering Revenue	Billion VND	25	

4	Concrete	M ³	60,000	
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3. General tasks and solutions:

The company proposes several key tasks and solutions to be implemented in 2025 as follows:

- Complete regulations and rules in management work; Actively practice thrift and combat waste; Strengthen inspection of compliance with regulations on financial management in revenue, expenditure, import, and export at affiliated units. Actively collect debts, limit lingering and overdue debts.
- Regularly direct and inspect the work of information disclosure in a timely and accurate manner according to the current Securities Law, ensuring transparency and openness.
- Establish an inventory team to inventory goods, assets, machinery, equipment, and tools of the entire Company to serve the 2024 settlement work.
- Develop a production-business plan for 2025 and submit it to the Board of Directors and the Corporation for consideration and approval.
- Continue to arrange and consolidate the management apparatus of the Company and its affiliated enterprises, and consolidate the management apparatus and business lines suitable to the company's production-business activities.
- Strengthen regular and irregular inspections of environmental protection, fire prevention and fighting, occupational safety and hygiene, and food safety and hygiene. Organize training on occupational safety and health, fire prevention and fighting for all employees; Conduct periodical health check-ups for employees and other subjects according to food safety and hygiene criteria.

4- Solutions for product lines:

4.1- Foodstuffs:

+ *Regarding production and processing:*

- Relevant departments shall coordinate with the Foodstuff Enterprise to review and adjust production line quotas for inefficient stages to minimize costs, reduce selling prices, increase finished product recovery, and enhance sales effectiveness.
- Implement effective machinery and equipment maintenance for stable production and timely delivery as per signed contracts.
- Conduct processing operations in strict accordance with HACCP quality standards.
- Emphasize quality management, organize and implement thorough inspections and controls throughout the production process from raw materials to finished products to mitigate potential risks in sales transactions.

+ *Regarding sales:*

- The Company's Business Development Department shall formulate specific sales plans based on the existing customer network, balance resources, and

develop marketing strategies for new market segments to ensure that sales targets are met.

- Develop a sales pricing strategy based on individual customer segments, specifying prices for each product at different times to ensure competitiveness and effectiveness.

- Forecast and analyze market trends and the effectiveness of each product before deciding to execute sales contracts to mitigate business risks.

- For exports, the Business Development Department shall strengthen relationships and actively seek new customers and export markets.

- Domestically, organize marketing and sales activities in new markets with rice varieties suitable for local incomes, focusing on businesses specializing in fast food such as vermicelli, pho noodles, and other noodle products. Participate in advertising, implement promotional programs, and introduce diverse new rice products to supermarkets, canteens, and industrial meal providers to enhance the Company's brand recognition.

- Maintain regular customer engagement to capture timely feedback on pricing, quality, and competitors to implement appropriate adjustments and adapt to market dynamics.

4.2- Packaging:

Focus on quality management, minimize defective and rejected products, and maximize recovery.

Actively market and nurture customer relationships to increase product sales in both domestic and export markets.

Stringently monitor production processes, conserve materials and energy consumption, manufacture products that meet quality and weight standards, reduce product costs, and enhance market competitiveness.

Forecast market conditions to determine optimal purchasing times for raw materials at the lowest prices to reduce product costs and increase market competitiveness. Intensify marketing, advertising, and new customer acquisition efforts to boost sales volume.

4.3- Mechanical Engineering – Concrete & Construction Materials:

Mechanical Engineering:

Strengthen pre-sale, during-sale, and post-sale customer relationship management, especially with established clients, offering consultations on equipment and production line upgrades.

Implement a scientific and rational arrangement of teams within the mechanical workshop to increase labor productivity in the current context of labor shortages.

Prioritize training and retraining of skilled technical personnel to adapt to new production technologies.

Continue to refine designs, enhance functionality and productivity of mechanical products and equipment to effectively meet customer requirements.

Concrete – Construction Materials: Enhance quality control measures to ensure consistent quality for customers.

Regularly inspect and maintain mixing station equipment, tanker trucks, and concrete pumps to ensure uninterrupted production operations.

Focus on researching and applying new materials and admixtures to concrete for mass production, aiming to reduce costs and increase competitiveness.

Actively cultivate customers for ready-mix concrete and unfired bricks to increase production volume and market share.

Prioritize debt collection to prevent protracted and difficult-to-recover debts.

III. REGARDING MANAGEMENT:

1- Management and Administration:

+ Continue to review, reorganize, and determine staffing levels throughout the Company to streamline and enhance work efficiency. Specifically: arrange and consolidate the management apparatus of the Company and its subsidiaries, and strengthen organization in management and business areas suitable for the Company's production-business activities.

+ Strengthen corporate governance and risk management.

+ Review and assess labor - wage practices, and establish a suitable salary system to motivate production development and economic efficiency.

+ Management cost reduction should be implemented thoroughly, decisively, and more specifically.

+ Supplement and complete regulations in management; Actively practice thrift and combat waste; Strengthen inspection of compliance with financial management regulations in revenue, expenditure, import, and export at subsidiaries, and regulations on receivables management.

+ Enhance fire prevention, occupational safety, and food hygiene. Organize occupational safety and health training for all employees.

+ Organize financial settlement for 2024, complete documents for the 2025 Annual General Meeting of Shareholders; Distribute 2024 dividends to shareholders.

+ Organize the purchase of rice for processing, export, and domestic consumption; Market and promote the unit's products; Implement sales promotion programs during holidays and festivals.

2- National Defense and Security, and Internal Order and Safety:

- Develop a plan to implement national defense activities in 2025. Submit periodic reports as required.

- Organize training for the company's self-defense force personnel as per the annual schedule.

- Continue coordinating with relevant agencies and units to ensure political security and social order and safety at the Company's production-business locations.

- Effectively implement national defense and security, and maintain internal order and safety within the company; Ensure absolute safety of the unit's assets and goods; Reinforce the company's self-defense force on duty during holidays and Tet,...

3- Personnel Organization, Labor - Wages - Policy Regime:

- Regarding personnel organization: Implement planning, review, and supplement planning, focus on successor planning, pay attention to young cadres with qualifications and managerial qualities to ensure continuity and meet the requirements of management, administration, and market exploitation.

- Continue to fully implement insurance policies: Social, health, unemployment, and personal injury insurance for employees; Take care of employees' lives, distribute salaries, bonuses, and other benefits according to regulations, etc.

- Continue updating the system of state policy documents on labor, wages, and insurance to modify the Company's policies and documents in accordance with the law.

- Develop a plan and organize the implementation of labor protection equipment provision in 2025 throughout the Company; organize training on occupational safety and hygiene, food safety and hygiene, fire prevention and fighting, periodic health check-ups, work environment measurements, and material compensation for hazardous work.

- Organize Workers' Conferences of subsidiary factories leading up to the Company's Workers' Conference in 2025.

4- Regarding Inspection and Examination:

*** Inspection Work:**

- Organize regular monitoring and inspection of compliance with labor regulations, working regulations, financial management regulations, goods management, debt management, and regulations on fire prevention and fighting, national security and defense, labor safety, industrial hygiene, and environmental protection.

*** Anti-corruption Work:**

- Develop an implementation plan and submit periodic reports on anti-corruption work in 2025. Establish an anti-corruption committee in 2025 as regulated. Organize an evaluation of the implementation of the anti-corruption plan. Submit periodic anti-corruption reports to the Corporation as prescribed.

- Implement the grassroots democracy regulations, ensure transparency and publicity through preliminary and final reviews, Workers' Conferences, and asset and income declarations in accordance with regulations.

*** Thrift Practice and Anti-waste Work:**

Develop a program with specific solutions to implement thrift practice and anti-waste efforts in 2025; actively promote the movement of thrift practice and anti-waste in all areas, from administrative and office activities to production, business, investment, and construction, making rational and economical use of working time, supplies, materials, and energy. Regularly review economic and technical norms for reasonable adjustments to prevent losses and waste.

5- Finance and Accounting:

- Regularly monitor the financial market situation to advise the Company's Board of Directors on borrowing activities, particularly regarding lending interest rates, currency types, borrowing methods, and loan terms to achieve optimal results.

- Maintain relationships with credit institutions that provide credit limits for production-business activities in 2025.

- Tightly manage finances, control cash flow, and manage sources of goods to increase capital turnover. Specifically: strictly control the use of capital and goods at subsidiary units, urge the collection of receivables, avoid protracted debts, and aim to achieve optimal economic efficiency.

- Prioritize capital for production-business.

- Strengthen internal control in revenue, expenditure, import, export, accounting, and scientific and efficient use of borrowed capital.

- Implement and report financial statements, financial audit reports, and other reports as required to the Corporation, the State Securities Commission, and the Hanoi Stock Exchange on schedule.

6- Investment and Construction:

- The Company has developed a capital construction investment plan for 2025, which has been submitted to higher authorities for approval. This plan primarily focuses on key projects serving urgent production-business needs in 2025 and subsequent years, specifically as follows:

- Internal investment in the company's office and factories in 2025 (including VAT) is expected to be: 13.082 billion VND. Including:

- + Foodstuff Factory: 6.532 billion VND.

- + Mechanical Construction Factory: 3.850 billion VND.

- + Company office: 2 billion VND.

- + Investment to implement digital transformation for the entire company: 0.7 billion VND.

7- Large-scale field investment:

To well prepare raw materials for 2025 to meet the increasingly high quality requirements of customers. The company has signed a contract with Tan Dong Tien Agricultural Service Trading Production Cooperative to implement large-scale field production in 2025 with an area of 30 hectares of IR50404 rice in Nhon Hoa commune, Tan Thanh district, Long An province, with the method of the

company purchasing fresh rice from farmers, then transporting it for drying and storing, expected to be harvested in January 2025.

8- Other tasks:

- Coordinate with đoàn thể organizations to regularly launch emulation movements in production and movements to promote technical innovation initiatives, practice thrift, and develop practical and effective solutions to complete the production-business plan.

- Pay attention to fire and explosion prevention, flood prevention; Focus on occupational safety, food hygiene, industrial hygiene and environmental protection.

The above is a report on the implementation of production and business activities in 2024 and the orientations, tasks, and plans for 2025 of Mechannics Construction And Foodstuff Joint-Stock Company.

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

Recipients:

- Company shareholders;
- SSC, HNX;
- VINAFOOD II;
- Board of Directors, Member of the Board of Supervisors;
- Board of General Directors;
- Archive: Documentation Department (2025 Annual General Meeting Document).

LE PHAT TAI

No.:...../BC-MCF-BKS

DRAFT

REPORT OF THE BOARD OF SUPERVISORS
Company's production-business results and
Performance of the Board of Directors, General Director in 2024

To: The General Meeting of Shareholders

Mechannics Construction And Foodstuff Joint-Stock Company.

- Pursuant to the Law on Enterprises dated June 17, 2020;
- Pursuant to the Charter of Mechannics Construction And Foodstuff Joint-Stock Company.
- Based on the production-business performance and the audited 2024 Financial Statements

The Board of Supervisors (BKS) reports to the 2025 Annual General Meeting of Shareholders of Mechannics Construction And Foodstuff Joint-Stock Company (Company) on the Company's production-business results and the performance of the Board of Directors, General Director in 2024 with the following contents:

A. PRODUCTION-BUSINESS RESULTS IN 2024

I- Characteristics of the situation:

1. General situation:

In 2024, the global and domestic economies faced numerous challenges: crude oil, commodity, and transportation service prices fluctuated significantly; monetary policies in many countries remained uncertain; climate change and natural disasters.

Domestically, the economy was affected by external factors in many areas, especially exports, trade, investment, finance, currency, exchange rates, and interest rates.

2. Company's situation:

In the context of the general economic difficulties, the Company's production-business activities had the following advantages and difficulties:

a. Advantages:

- Timely direction and support from the Leadership of Vietnam Southern Food Corporation - Joint Stock Company.
- Decisive, dynamic, and creative leadership of the Board of Directors and the General Director of the Company.
- Unity and solidarity of the Board of Directors, General Director Board of the Company, and all employees to overcome difficulties and develop production.
- The Company has maintained a healthy financial situation for many consecutive years with effective business operations, gaining trust from credit institutions for credit limits.
- The company possesses a team of experienced and capable managers and a young workforce imbued with creativity and passion for their work.

b. Difficulties:

In 2024, the domestic and global situation caused fluctuations in gasoline, commodity, and material prices, leading to many difficulties for the Company's production-business activities. All of the company's product lines did not achieve the planned output, revenue, and profit.

- **Foodstuff items:** Rice prices remained high, forecasting the market to choose buying and selling times was very difficult, the company only retained traditional rice customers, finding new customers was very challenging. Export contracts were scarce due to increased freight costs, with customers waiting for freight prices to decrease before importing.

- **Concrete items:** Since the beginning of the year, there have been many construction projects, but implementation has been very slow or stagnant. The Company mainly focused on civil works and rural road projects, leading to very low concrete sales volume. Additionally, in 2024, the state constructed the factory's embankment, making it impossible to import raw materials like sand and stone directly from the factory site. The company had to rent wharves from private entities for transportation to the factory, which increased production costs for this product line.

- **Handicrafts:** In 2024, the Handicrafts sector sold 12.5 cont, achieving 62.5% of the plan; this sector no longer brings efficiency to the Company due to factors such as increasing raw material prices, difficulties in procurement, worker recruitment challenges, and gradually decreasing consumption over the years. The Company has developed a plan to temporarily suspend this product line, which has been submitted to the Board of Directors for approval and implementation.

- **Packaging:** With consumption support within the Corporation system as well as from external customers, but facing fierce competition in selling prices, although output increased compared to the same period in 2023, the resulting efficiency was not high.

- **Mechanical Engineering:** Lacking large contracts, primarily focusing on repair, renovation, and upgrade contracts for machinery and equipment lines for external units and repair projects within the Corporation system, revenue remained low, consuming significant human resources with a limited mechanical workforce. The Company must seek various solutions to ensure efficiency and timely completion for customers.

II- Monitoring Results of Operations and Financial Situation in 2024:

Implementing Resolution No. 24/NQ-DHĐCĐ.MCF dated May 8, 2024 of the Annual General Meeting of Shareholders 2024, approving the 2024 production and business plan, as follows:

1. Results of Key Business Indicators in 2024:

No.	Index	Unit	Year 2024			Compared to same period in 2023 (%)
			Plan	Implemented	Compared to the 2024 Plan (%)	
1	Total Revenue	Billion VND	572.529	494.134	86.31	110.68
2	Profit Before Tax	Billion VND	14	12.528	89.49	90.12
3	Budget Contribution	Billion VND	According to the Decision	5.278		105.08
4	Average Income	Million VND	8.850	9.616	108.65	101.64

2- Results of Business Output by Product Line:

No.	Explanation	Unit	Year 2024			Compared to the same period in 2023 (%)
			Planned	Implemented	Compared to the Plan (%)	
I	Purchase					
1	- Food (rice equivalent)	Tons	34,000	26,653	78.39	115.41
II	Sales					
1	- Food Sales	Tons	34,000	22,440	66.00	88.72
	Of which: + Export	Tons	6,000	3,438		
	+ Domestic Rice	Tons	28,000	19,002		
2	- Packaging	1000 units	7,000	5,466	78.09	145.84
3	- Mechanics	VND trillion	25	26	104	118.18
4	- Concrete – Construction Materials	m3	60,000	42,657	71.10	112.97
5	- Fine Arts and Crafts	Content	20	12.5	62.5	100

3. Financial Indicators:

Unit: VND

Content	31/12/2023	31/12/2024	Compared to the same period last year (%)
I-Total Assets	169,335,200,991	195,125,015,315	115.23
1. Current Assets	135,826,871,992	170,878,235,463	125.81
- Cash and Cash Equivalents	6,068,926,742	3,125,122,734	
- Short-Term Receivables	28,745,907,460	35,831,513,072	
- Inventory	100,836,807,471	131,297,065,754	
- Other Current Assets	175,230,319	624,533,903	
2. Non-Current Assets	33,508,328,999	24,246,779,852	72.36
II-Total Equity and Liabilities	169,335,200,991	195,125,015,315	115.23
1. Liabilities	45,579,727,742	76,827,041,726	
- Current Liabilities	45,309,727,742	76,557,041,726	
- Non-Current Liabilities	270,000,000	270,000,000	
2. Owner's Equity	123,755,473,249	118,297,973,589	95.59

4. Evaluation of Implementation Results.

a) Food Sector:

In 2024, food output reached 22,440 tons, achieving 66.00% of the plan (22,440 tons/34,000 tons), reaching 88.72% compared to the same period in 2023. Although the output in 2024 reached 66.00% of the plan.

b) Mechanical Engineering Sector:

In 2024, the Mechanical Engineering sector achieved a turnover of 26 billion VND (including: revenue of 15.772 billion VND and the breach of contract portion from Sai Gon Viet Hung Agricultural Products Processing and Export Joint Stock Company, which agreed to mediation and paid the Company under Decision No. 01/2024/QĐST-KDTM dated 2024-02-16 of the People's Court of Thanh Hoa District, Long An Province, recognizing the agreement between the parties, amounting to 10.6 billion VND), reaching 104% of the plan (26 billion VND/25 billion VND), reaching 118.18% compared to the same period in 2024.

c) Concrete - Construction Materials Sector:

Concrete output in 2024 was 42,657 m³, achieving 71.10% of the plan (42,657 m³/60,000 m³), reaching 112.97% compared to the same period in 2023.

d) Packaging - Handicrafts Sector:

Packaging output in 2024 was 5.466 million units, reaching 78.09% of the plan (5.471 million units/7 million units), reaching 145.84% compared to the same period in 2023,

Handicrafts in 2024 sold 12.5 cont, reaching 62.5% of the plan (12.5 cont/20 cont), reaching 100% compared to the same period in 2023.

5. Evaluation of Related-Party Transactions.

In 2024, the Company signed contracts for the purchase and sale of goods with related parties in accordance with the Charter and legal regulations, which were fully recorded and reported in the Company's 2024 Corporate Governance Report.

III. GENERAL ASSESSMENT

1. Achievements

With the timely direction and attention of the Vietnam Southern Food Corporation - Joint Stock Company's leadership, along with the unity and efforts of the Board of Directors, the Executive Board, and all staff and employees, the Company has achieved the following:

- Maintained stable production and business activities in line with the development orientation.
- Maintained traditional food customers and markets that have brought the largest revenue to the Company.
- Always grasped the market situation, chose the right time to purchase raw materials with good quality and competitive prices, resulting in low product costs and creating efficiency for the Company.
- The Company has done a good job in quality management, effectively controlling the production process from raw materials to finished products.
- Effectively implemented product consumption for farmers with an area of 32ha and a total purchase volume of 265 tons of rice.
- Closely controlled the use of capital and goods at affiliated units.
- Debt collection work has always been focused on and urged.
- Expanded credit relations and accessed many sources of credit limits with competitive interest rates, helping the Company meet capital needs for procurement progress.

2. Unfinished tasks

Besides the accomplishments, the Company still has some unaccomplished tasks as follows:

- The company's product lines have developed unevenly.
- Digital transformation and information technology application have been implemented but are still slow.
- Orientation to develop the rice export market to bring in foreign currency for the Company is still limited.
- The exploitation of additional domestic rice, packaging, and concrete customers has expanded, but not significantly.

3. Overall assessment.

Year 2024 was a challenging year for the Company's production and business lines. Most product lines did not achieve the planned output, revenue, and profit. The reason was due to the general difficulties of the domestic and global economy, but the Board of Directors and the Executive Board have taken cautious, certain, and flexible steps to preserve state capital and shareholder capital, create jobs, and ensure stable income for employees, helping them feel secure in their work.

B. PERFORMANCE RESULTS OF THE BOARD OF DIRECTORS AND GENERAL DIRECTOR.

1. Activities of the Board of Directors and the General Director Board in management and administration:

- The Company's Board of Directors held quarterly and annual meetings according to the Company's Charter and other legal regulations. The Supervisory Board assessed the Board of Directors' activities during the year as compliant with the Company's Charter and other legal regulations.

- The Board of Directors has fully fulfilled its management responsibilities cautiously, honestly, and legally, ensuring the legitimate interests of the Company and shareholders.

- All Resolutions of the Board of Directors adhere to the Company's actual situation, are within the Board of Directors' authority, and comply with the Resolutions of the General Meeting of Shareholders, the Enterprise Law, the Securities Law, the Company's Charter, and other legal regulations.

- The General Director Board has organized the implementation of Resolutions of the General Meeting of Shareholders and decisions of the Board of Directors promptly in the Company's production and business activities.

- The General Director Board has proactively seized opportunities, been flexible and creative in effective business, created jobs, and ensured stable income for employees.

2. Coordination between the Supervisory Board and the Board of Directors, the Company's Executive Board:

- The company's Board of Directors provided timely and complete Resolutions and Decisions of the Board of Directors to the Supervisory Board, and the General Director Board facilitated the Supervisory Board in collecting information and documents related to the company's production and business activities upon request.

- The Board of Directors invited the Member of the Board of Supervisors to all meetings, and the Member of the Board of Supervisors' comments and recommendations to the Board of Directors and the Executive Board were considered and acknowledged.

- The company's Board of Directors, Board of Supervisors, Executive Board, and management personnel have maintained close coordination in executive and management tasks for production and business activities.

C. COMMENTS AND RECOMMENDATIONS

1. Comments:

- The Board of Directors and the Executive Board have implemented and complied with the Company's Charter and other legal regulations. The results of the Company's production and business activities in 2024 are effective, preserving state capital and shareholder capital, ensuring jobs, livelihood, and income for the Company's employees.

- The Company publishes information to ensure that shareholders receive complete and timely updates.

2. Recommendations:

The Board of Supervisors recommends the following to the Board of Directors and Executive Board:

- Maintain stability and enhance effectiveness in existing business segments.

- Intensify forecasting and risk management endeavors to proactively develop preventive and remedial solutions.

- Strengthen debt collection and reconciliation efforts for outstanding debts and effectively manage newly incurred debts.

- Continue strengthening, training, and refining the team of highly specialized and skilled human resources to meet the evolving needs of the Company's progress.

This is the Board of Supervisors' report on the Company's Production and Business Results and the operational results of the Board of Directors and the General Director in 2024, which the Board of Supervisors respectfully submits to the 2025 Annual General Meeting of Shareholders for review and approval.

On behalf of the Board of Supervisors, I wish all delegates and shareholders good health, happiness, and a successful congress.

Respectfully.

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

Recipients:

- As above
- Shareholders
- Archives: Documentation
Department, Member of the Board
of Supervisors

HOANG THI LIEN

No:...../BC-MCF-BOS

DRAFT

SELF-ASSESSMENT REPORT

ON THE PERFORMANCE RESULTS OF THE SUPERVISORY BOARD IN 2024 AND ORIENTATIONS AND TASKS FOR 2025

To: General Meeting of Shareholders

Mechannics Construction And Foodstuff Joint-Stock Company.

- Pursuant to the Law on Enterprises dated June 17, 2020;
- Pursuant to the Charter of Mechannics Construction And Foodstuff Joint-Stock Company;
- Based on the production-business results and the audited 2024 Financial Statements.

The Board of Supervisors (BOS) reports to the 2025 Annual General Meeting of Shareholders of the Company on the implementation of the duties and powers of the BOS in 2024 and the direction of the BOS's tasks in 2025 with the following contents:

I. Activities of the Board of Supervisors in 2024:

1. Members of the Board of Supervisors:

The BOS has 03 members appointed by the General Meeting of Shareholders (GM of Shareholders) at the meeting on May 8, 2024, including: Ms. Hoang Thi Lien, Mr. Phan Le Duy, Ms. Le Thi Hong Nhung.

Tasks within the BOS are assigned as follows: 01 Head of the Board in charge of general affairs and 02 members monitoring other activities assigned by the Head of the Board.

2. Activities carried out by the Board of Supervisors:

- Inspecting and supervising the implementation of the production-business plan; Supervising compliance with the resolutions of the Annual General Meeting of Shareholders; Supervising compliance with the Company's Charter, State laws, and the Company's internal regulations;

- Quarterly inspection and supervision based on reports on the implementation of production-business and capital construction works of the Company;

- Appraising quarterly business results reports and financial statements, analyzing and evaluating the financial situation, operational efficiency, and capital preservation and development capacity;

- Participating in meetings of the Board of Directors and the Executive Board of the Company.

- Proposing and recommending to the General Meeting of Shareholders the approval of an independent audit unit to conduct the audit of the Company's financial statements.

3. Meetings of the Board of Supervisors:

The Board of Supervisors meets quarterly with the full participation of all members of the Board of Supervisors.

4. Salaries and Remuneration of the Company's Board of Supervisors:

Salaries and remuneration of the Board of Supervisors are implemented in accordance with the resolutions of the General Meeting of Shareholders and legal regulations.

II. Directions and Tasks of the Board of Supervisors in 2025:

Based on the functions and tasks of the Board of Supervisors as stipulated in the Company's organizational and operational charter, the Board of Supervisors establishes the direction and tasks of the Board of Supervisors in 2025 as follows:

- Supervising and inspecting the management and implementation of the profit plan of the Board of Directors and the Executive Board of the Company, inspecting the legality and reasonableness of business activities during the year according to the resolutions of the Annual General Meeting of Shareholders.

- Inspecting and supervising the implementation of the production-business plan and the financial situation; Inspecting and supervising the issuance of resolutions and decisions of the Board of Directors and the Executive Board of the Company.

- Review of the semi-annual financial statements and the annual financial statements.

The above is the self-assessment report on the activities of the Supervisory Board in 2024 and the orientations and tasks of the Supervisory Board for 2025, respectfully submitted by the Supervisory Board to the Annual General Meeting of Shareholders in 2025 of the Company for review and approval.

On behalf of the Board of Supervisors, I would like to wish the distinguished delegates and shareholders good health, happiness, and a successful Congress.

Respectfully.

Recipients:

- As above
- Shareholders
- Archives: Documentation
Department, Member of the Board
of Supervisors

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

HOANG THI LIEN

GENERAL MEETING OF
SHAREHOLDERS
**MECHANICS CONSTRUCTION
AND FOODSTUFF JOINT-STOCK
COMPANY**

THE SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom – Happiness

Long An, April 17, 2025

No.: ___/TTTr-MCF-BOD

DRAFT

PROPOSAL

Regarding the Business, Production, and Investment-Procurement Plan for 2025

To: General Meeting of Shareholders
Mechanics Construction And Foodstuff Joint-Stock Company

The Board of Directors respectfully submits to the General Meeting of Shareholders for approval the 2025 production, business and fixed asset investment - procurement plan with the following main targets:

I. Production and Business Plan:

1. Input:

- Foodstuff (rice equivalent): 34,000 tons

2. Output:

- Foodstuff (rice equivalent): 34,000 tons

- Packaging: 7,000,000 units

3. Total Revenue: 621.487 billion VND

4. Profit Before Tax: 12.5 billion VND

5. Budgetary Contributions: Implemented in accordance with regulations.

II. Fixed Asset Investment - Procurement Plan:

TT	Investment Item	Total Investment (VND)	Funding Source		Notes
			Company Capital	Loan	
I	Foodstuff Enterprise	6,532,000.000	6,532,000,000		
1	Finished Product Tank System (Machine Dc 3 – PX1)	2,000,000,000	2,000,000,000		Carried over from 2024
2	Warehouse Floor Raising – PX1	1,032,000,000	1,032,000,000		Carried over from 2024
3	Upgrade and Renovate 02 Food Processing Lines at Cao Lanh Food Trading Sta-	3,500,000,000	3,500,000,000		

	tion				
II	Company Office	2,000,000,000	2,000,000,000		
1	Repair and Upgrade Com- pany Office Building	2,000,000,000	2,000,000,000		
III	Digital Transformation Items	700,000,000	700,000,000		
TOTAL		9,232,000,000	9,232,000,000		

We respectfully request the General Meeting of Shareholders to review and approve.

Sincerely./.

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

Recipients:

- Company Shareholders;
- SSC, HNX;
- VINAFOOD II;
- BOD, Supervisory Board;
- Management Board;
- Archive:Documentation
Department
(2025 AGM Documents).

LE PHAT TAI

GENERAL MEETING OF
SHAREHOLDERS
**MECHANICS CONSTRUCTION
AND FOODSTUFF JOINT-STOCK
COMPANY**

THE SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom – Happiness

Long An, April 17, 2025

No.:___/TTTr-MCF-HDQT

DRAFT

PROPOSAL
**“Regarding: 2024 profit distribution plan
and the 2025 profit distribution plan”**

**To: General Meeting of Shareholders
Mechanics Construction And Foodstuff Joint-Stock Company**

*Pursuant to the resolution of the 2024 Annual General Meeting of Shareholders;
Pursuant to the audited 2024 Financial Statements;
Pursuant to the company's 2025 production-business plan.*

The Board of Directors respectfully submits to the 2025 Annual General Meeting of Shareholders for consideration and approval of the 2024 profit distribution plan and the 2025 profit distribution plan as follows:

1. 2024 Profit Distribution Plan

Unit: VND

No.	CONTENT	AGM RESOLUTION 2024	2024 IMPLEMENTATION	Percentage compared to AGM Resolution
I	Output			
1	Purchase: Rice equivalent food	34,000	26,653	78.39%
2	Sales:			
	- Rice equivalent paddy	34,000	22,440	66.00%
	- Packaging	7,000,000	5.466.000	78.09%
II	Financial indicators			
1	Total revenue	572,529,000,000	494,134,156,904	86.31%
2	Profit before tax	14,000,000,000	12,528,073,059	89.49%
3	Net profit for distribution	11,352,094,831	9,806,327,771	86.38%
	- Retained earnings from previous years	152,094,831	152,094,831	
	- Net profit this year	11,200,000,000	9,654,232,940	
4	Source for remuneration, fund allocation and dividend distribution	11,200,000,000	9,654,232,940	86.20%
a	Remuneration for the Board of Directors who do not directly participate in production-business management	300,000,000	300,000,000	100.00%
b	Allocation to the management board's bonus fund (According to Decree 53)	292,500,000	174,410,000	59.63%
c	Allocation to the Development	1,060,750,000	917,982,000	86.54%

	Investment Fund (10%)			
d	Allocation to the Reward and Welfare Fund (15%)	1,591,125,000	1,376,973,000	86.54%
e	Dividend distribution	8,083,378,500	7,005,594,700	86.67%
5	Percentage of dividend / Charter capital 107,778,380,000 VND	7.50%	6.50%	86.67%
6	Remaining profit after dividend distribution	24,341,331	31,368,071	

2. Plan for distribution of after-tax profit in 2025

Unit: VND

No .	CONTENT	2024 IMPLEMENTATION	PLAN Production-business 2025	(%) compared to Fiscal Year 2024
I	Output			
1	Purchase: Rice equivalent of food crops	26,653	34,000	127.57%
2	Sales:			
	- Rice in rice equivalent	22,440	34,000	151.52%
	- Packaging	5,466,000	7,000,000	128.06%
II	Financial Targets			
1	Total Revenue	494,134,156,904	621,487,000,000	125.77%
2	Profit Before Tax	12,528,073,059	12,500,000,000	99.78%
3	Net Profit After Tax for Distribution	9,806,327,771	10,031,368,071	102.29%
	- Retained Earnings from Previous Years	152,094,831	31,368,071	20.62%
	- Net Profit After Tax for the Current Year	9,654,232,940	10,000,000,000	103.58%
4	Source for Remuneration, Fund Allocation, and Dividend Distribution	9,654,232,940	10,000,000,000	103.58%
a	Remuneration for Board of Directors not Directly Involved in Production-business Operations	300,000,000	272,400,000	90.80%
b	Allocation to the Executive Board's Reward Fund (According to Decree 53)	174,410,000	412,770,000	236.67%
c	Allocation to the Development Investment Fund (10%)	917,982,000	931,483,000	101.47%
d	Allocation to the Reward and Welfare Fund (15%)	1,376,973,000	1,397,225,000	101.47%
e	Dividend Distribution	7,005,594,700	7,005,594,700	100.00%
5	Dividend Distribution Percentage/Charter Capital 107,778,380,000 VND	6.50%	6.50%	100.00%
6	Remaining Profit After Dividend Distribution	31,368,071	11,895,371	

Authorize the Board of Directors to decide on the timing of dividend payments for 2024 and interim dividend payments for 2025 (*if deemed necessary*), carry out necessary procedures to finalize the list of shareholders with the Vietnam Securities Depository and Clearing Corporation.

Respectfully submitted to the General Meeting of Shareholders for review and approval.

Respectfully submitted./.

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

Recipients:

- Company Shareholders;
- SSC, HNX;
- VINAFOOD II;
- BOD, Supervisory Board;
- Management Board;
- Archive: Documentation Department
(2025 AGM Documents).

LE PHAT TAI

GENERAL MEETING OF
SHAREHOLDERS
**MECHANICS CONSTRUCTION
AND FOODSTUFF JOINT-STOCK
COMPANY**

THE SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom – Happiness

Long An, April 17, 2025

No.: /TTr-MCF-HĐQT

DRAFT

PROPOSAL

Regarding the approval of the audited 2024 Financial Statements

**To: General Meeting of Shareholders
Mechanics Construction And Foodstuff Joint-Stock Company**

Pursuant to Clause 1, Article 14 of the Charter of the Mechanics Construction And Foodstuff Joint-Stock Company, approved by the General Meeting of Shareholders on June 18, 2021, stipulating the rights and responsibilities of the General Meeting of Shareholders regarding the approval of the Company's audited annual financial statements.

The Board of Directors respectfully submits to the General Meeting of Shareholders for approval the 2024 financial statements audited by CPA Vietnam Co., Ltd.

The financial statements prepared include the separate financial statements that have been publicly disclosed and posted on the website www.mecofood.com.vn

1. Independent Auditor's Report
2. Balance Sheet
3. Income Statement
4. Statement of Cash Flows
5. Notes to the Financial Statements

The full text of the audited 2024 financial statements has been publicly disclosed, in which the independent audit report states the following:

In our opinion, the accompanying Financial Statements gives a true and fair view of, in all material respects, the financial position of Mechanics Construction and Foodstuff Joint-Stock Company as at December 31, 2024 and the results of its operations and its cash flows for the year then ended in accordance with Vietnamese Accounting Standards, Vietnamese Enterprise Accounting System and the statutory requirements relevant to preparation and presentation of the Financial Statements in Vietnam.

Respectfully submitted to the General Meeting of Shareholders for consideration and approval.

Sincerely./.

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

Recipients:

- Company Shareholders;
- SSC, HNX;
- VINAFOOD II;
- BOD, Supervisory Board;
- Management Board;
- Archive: Documentation Department
(2025 AGM Documents).

LE PHAT TAI

No. /TTr-MCF-HDQT

DRAFT

PROPOSAL

“Report on the results of salary and remuneration fund implementation in 2024 and salary and remuneration fund plan in 2025

To: **General Meeting of Shareholders**
Mechanics Construction And Foodstuff Joint-Stock Company

Pursuant to Decree No. 44/2025/NĐ-CP dated February 28, 2025 of the Government on Labor Management, Wages, Remuneration, and Bonuses in State-Owned Enterprises.

The Board of Directors respectfully reports to the General Meeting of Shareholders on the implementation of the salary fund in 2024 and the salary fund plan in 2025, specifically as follows:

1/ Report on the results of the Salary Fund implementation in 2024:

In fact, the Company has accounted for the salary fund included in the production-business expenses in 2024 as 23,871,712,468 VND, accounting for 65.58% of the total profit before salary deduction, specifically as follows:

Unit: VND

Explanation	Salary fund allocated in 2024	Actual amount finalized in 2024	Difference	Comparison (%)
A	B	C	D=(C-B)	E=(C/Bx100%)
Payroll allocated to production-business expenses	35,300,000,000	23,871,712,468	-11,428,287,532	67.63%
In which: - Management payroll	2,340,000,000	2,093,000,000		
- Worker payroll	32,960,000,000	21,778,712,468		

2/ Plan for the Salary Fund to be included in the production-business expenses in 2025:

Based on the 2025 production-business plan, the profit before tax is 12,500,000,000 VND, a decrease of 0.22% compared to 2024.

To ensure that employees' income is not reduced given the current cost of living, the Company respectfully requests the General Meeting of Shareholders to consider and approve the salary fund to be included in the production-business expenses in 2025 at a rate of 70.90% of profit before salary deduction, specifically as follows:

Unit: VND

No.	Description	Year 2024		Plan 2025	Comparison (%)	
		Planned Amount	Actual Amount			
1	2	3	4	5	(6)= (5)/(3)	(7)= (5)/(4)
1	Pre-tax Net Profit	14,000,000,000	12,528,073,059	12,500,000,000	89.29%	99.78%
2	Salary Unit Price (Percentage on profit before salary deduction v/(v+m))	71.60%	65.58%	70.90%	99.01%	108.10%
3	Payroll allocated to production-business expenses	35,300,000,000	23,871,712,468	30,448,000,000	86.25%	127.55%
	In which:					
	- Management payroll	2,340,000,000	2,093,000,000	1,325,880,000	56.66%	63.35%
	- Worker payroll	32,960,000,000	21,778,712,468	29,122,120,000	88.36%	133.72%

Based on the results of business operations in 2025, the Company will allocate the payroll fund accordingly. At the end of the year, the payroll fund for 2025 will be settled in compliance with the provisions of Decree No. 44/2025/ND-CP.

3/ Salary of the Board of Directors and the Supervisory Board for 2025

Based on Decree No. 44/2025/ND-CP, the basic salary of the Chairman of the Board of Directors, full-time members of the Board of Directors, and the Head of the Supervisory Board is structured as follows:

No.	Title	Basic Salary (monthly)	Planned Salary (monthly)	Notes
1	Chairman of the BOD	31,000,000	43,300,000	
2	Other Members of the BOD	25,000,000	34,920,000	
3	Head of the Supervisory Board	23,100,000	32,270,000	

The company will advance the monthly salary to the Board of Directors and the Head of the Supervisory Board based on the basic salary. Based on the company's production and business situation at the end of the year, the company will finalize the salary fund in accordance with Decree 44/2025/ND-CP.

4/ Remuneration level for the Board of Directors, the Board of Supervisors, and the Secretary in 2025:

- Non-executive Chairman of the BOD: 8,700,000 VND/person/month
- Other Non-executive Members of BOD: 7,000,000 VND/person/month
- Member of the Board of Supervisors: 4,500,000 VND/person/month
- Secretary of the Board of Directors: 4,500,000 VND/person/month

The Board of Directors respectfully submits to the General Meeting of Shareholders for approval to serve as a basis for implementation.

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

Recipients:

- Company Shareholders;
- SSC, HNX;
- VINAFOOD II;
- BOD, Supervisory Board;
- Management Board;
- Archive: Documentation Department
(2025 AGM Documents).

LE PHAT TAI

GENERAL MEETING OF
SHAREHOLDERS
MECHANICS CONSTRUCTION
AND FOODSTUFF JOINT-STOCK
COMPANY

THE SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom – Happiness

Long An, April 17, 2025

No.: ___/TTTr-MCF-HĐQT

DRAFT

PROPOSAL

**Regarding the execution of contracts or transactions with related parties
under the authority of the Board of Directors.**

**To: General Meeting of Shareholders
Mechanics Construction And Foodstuff Joint-Stock Company**

Pursuant to the Law on Enterprises No. 59/2020/QH14 dated June 17, 2020;

Pursuant to the Charter of Mechanics Construction And Foodstuff Joint-Stock Company.

The Board of Directors of Mechanics Construction And Foodstuff Joint-Stock Company submits to the 2025 Annual General Meeting of Shareholders for approval the authorization of the General Director to decide on contracts or transactions under the authority of the Board of Directors according to Clause 2, Article 167 of the Law on Enterprises No. 59/2020/QH14 and Point a, Clause 4, Article 36 of the Company's Charter, specifically as follows:

Approve the Board of Directors to authorize the General Director to decide on contracts or transactions with a value of less than 35% of the total asset value recorded in the Company's latest Financial Statements signed between the company and the following entities:

- Entities related to major shareholders owning 60% of the company's charter capital (Vietnam Southern Food Corporation - Joint Stock Company):

+ Vietnam Vietnam Southern Food Corporation - Joint Stock Company

+ *Member companies, branches of Vietnam Southern Food Corporation - Joint Stock Company*

+ *Subsidiaries of Vietnam Southern Food Corporation - Joint Stock Company*

+ *Entities that are members of the Board of Directors, Supervisory Board, Board of General Directors, Chief Accountant of the Company and related individuals and organizations; or organizations related to members of the Board of Directors, Supervisory Board, Board of General Directors, Chief Accountant of the Company.*

- The Board of Directors approves the authorization of the General Director to decide on contracts and transactions with the above entities in 2025 (from 2025-01-01 to the date of the 2026 Annual General Meeting of Shareholders). The General Director shall report in writing to the Board of Directors no later than 3 working days from the date the company signs a transaction contract with the related entities mentioned above, clearly stating some main contents of the contract (name of goods, quantity, contract value, payment method, delivery time, effectiveness of the contract and attached signed contract).

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

Respectfully submitted./.

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

Recipients:

- Company Shareholders;
- SSC, HNX;
- VINAFOOD II;
- BOD, Supervisory Board;
- Management Board;
- Archive: Documentation Department
(2025 AGM Documents).

LE PHAT TAI

No.:___/Tr-MCF-HĐQT

PROPOSAL

Regarding the selection of an audit firm for the 2025 semi-annual and annual financial statement audits

DRAFT

**To: General Meeting of Shareholders
Mechanics Construction And Foodstuff Joint-Stock Company**

- Pursuant to the Law on Enterprises No. 59/2020/QH14 dated June 17, 2020;
- Pursuant to the Law on Securities No. 54/2019/QH14 dated November 26, 2019;
- Pursuant to the Law on Accounting No. 88/2015/QH13 dated November 20, 2015 and its guiding documents;
- Pursuant to the Charter of Mechanics Construction And Foodstuff Joint-Stock Company.

To ensure accurate and transparent public disclosure of the company's financial status, the Supervisory Board requests the 2025 Annual General Meeting of Shareholders to select an independent audit firm as follows:

1. Criteria for selecting an independent audit firm:

- An independent auditing firm with a good reputation, authorized to operate in Vietnam, and approved by the State Securities Commission to conduct audits for issuers, listed companies, and securities trading organizations.
- No conflict of interest when auditing the financial statements of the Mechanical and Food Processing Construction Joint Stock Company (auditing financial statements must remain independent of financial statement preparation consultancy)
- Extensive experience in auditing public companies in Vietnam;
- Reputable audit quality;
- Reasonable audit fees, commensurate with the audit quality and scope requested by Mechanics Construction And Foodstuff Joint-Stock Company.

2. Proposed independent audit firms:

With the above selection criteria, the Supervisory Board proposes 04 (four) audit firms for the provision of semi-annual financial statement review and 2025 annual financial statement audit services, as follows:

- KPMG Vietnam Ltd.
- CPA Vietnam Auditing Company Limited
- Deloitte Vietnam Ltd.
- Ernst & Young Vietnam Ltd.

3. Opinion of the Supervisory Board:

The Supervisory Board respectfully submits to the General Meeting of Shareholders:

- Approval of the selection criteria and the list of 04 independent audit firms mentioned above as the basis for selecting the service provider for the semi-annual financial statement review and the 2025 annual financial statement audit.

- Authorization of the Board of Directors to select one of the proposed audit firms and assignment of the General Director to sign the service contract for the semi-annual financial statement review and the 2025 annual financial statement audit of Mechannics Construction And Foodstuff Joint-Stock Company.

Respectfully submitted to the General Meeting of Shareholders for approval.

Sincere thanks!

**ON BEHALF OF THE SUPERVISORY BOARD
HEAD OF THE BOARD**

Recipients:

- Company Shareholders;
- SSC, HNX;
- VINAFOOD II;
- BOD, Supervisory Board;
- Management Board;
- Archive: Documentation Department
(2025 AGM Documents).

HOANG THI LIEN

No.: ___/TTTr-MCF-HĐQT

DRAFT

PROPOSAL

Regarding the cessation of production and business activities in the handicraft sector

**To: General Meeting of Shareholders
Mechanics Construction And Foodstuff Joint-Stock Company**

Pursuant to the Charter for the Organization and Operation of the Mechanics Construction And Foodstuff Joint-Stock Company;

Pursuant to the actual production and business situation at the Mechanics Construction And Foodstuff Joint-Stock Company.

The handicraft workshop under the Construction – Mechanical and Food Supply Joint Stock Company is located at No. 04 Cu Luyen Street, Ward 5, Tan An City, Long An. This workshop was established in 1994. Over 30 years of development, the handicraft sector has consistently brought effectiveness to the Company and created jobs for hundreds of workers. At various times, the handicraft sector achieved 46 containers/year (in 2008 and 2009). In addition to the main production facility (No. 4 Cu Luyen, Ward 5, Tan An City, Long An), the Company has had to expand additional production facilities, such as Nhat Tan (Tan Tru) and My Phu (Thu Thua), to attract labor and increase productivity to meet customer orders. However, in recent years, this sector has faced significant challenges as follows:

Labor Recruitment: In the past 10 years (2015-2024), with the development of industry and services in Long An province, many industrial zones have been established, attracting a large number of workers. Therefore, it has become increasingly difficult to recruit workers to produce this product in recent years.

Material Procurement: Vietnamese agricultural production has advanced tremendously, particularly with the introduction of combined harvesters and straw balers, which have greatly impacted the supply of straw. As of early 2024, the Company had to place advance orders with suppliers; otherwise, they would only harvest separately for the Company at a high price (*the price of straw in 2015 was 2,580 VND/kg; in 2024 it is 4,200 VND/kg*). The price of young rice has risen each year (*the price of young rice in 2015 was 1,928 VND/kg; in 2024 it is 2,200 VND/kg*), while export prices have increased very little, with some years showing no increase.

Export Situation: Handicraft products are exported to the Japanese market through intermediaries in Taiwan. In recent years, the number of orders has continuously decreased, reaching a low of only 12.5 containers in 2023 and 2024. The reason for this decline is that since the Covid-19 pandemic, due to economic difficulties, Japanese consumers have gradually changed their spending habits, becoming more frugal, leading some to buy alternative products made from grass sourced from China at lower prices. This is the main reason for the decreasing consumption volume.

In recent years, the handicraft sector's production and business activities have not yielded effectiveness, adversely affecting the overall business results of the Company, specifically, in 2024, the handicraft sector incurred a loss of 1.177 billion VND, and if production and business continue, the Company is expected to face significant difficulties ahead, which will greatly impact the overall business operations of the Company. Therefore, the Company has developed a plan to cease the activities of the handicraft sector, including plans to address existing issues as follows:

a) Labor Plan:

The number of workers currently serving the handicraft sector is 24, with employment contracts of 1 year or more and a salary budget of 1.355 billion VND per year. However, currently, only 5 workers remain in the handicraft sector (as 19 workers have requested to resign to receive their insurance benefits). For these 19 workers, the Company will process their resignation requests according to their wishes and provide severance pay (if applicable).

For the remaining 5 workers, the Company will assign them to specific positions: 1 worker in the Packaging Sewing Team, 1 worker in the Packaging Cutting Team, and 3 workers in the Packaging Weaving Team.

b) Land Use Plan:

The handicraft workshop has 2 properties: Facility No. 8, Cu Luyen, Ward 5, Tan An City, Long An, with an area of 3,262 m², and Warehouse No. 4, Cu Luyen, Ward 5, Tan An City, Long An, with an area of 1,781.8 m².

These two properties, the Company will develop a plan to collaborate in exploiting the manufacturing facilities and seek opinions for implementation after being approved by the General Meeting of Shareholders. Ensure that the exploitation and use of land are carried out for the intended purpose and effectively.

c) Financial handling plan, assets on the land, and surplus materials remaining from the production process of the handicraft sector.

As of now, the handicraft sector does not have any receivables or payables incurred.

Assets on land include workshops, warehouses, machinery, and equipment such as dryers, presses, and wire twisting machines valued at 3,829,432,231 VND, with a remaining value as of February 28, 2025, of 190,378,332 VND. The management team will review and utilize them for other sectors. For assets and machinery that are no longer usable, there will be a liquidation plan to recover capital.

Inventory as of February 28, 2025, includes dried rice, straw, etc., valued at 566,848,312 VND. The management team has initiated procedures for liquidation after the cessation plan is approved.

Now, the Board of Directors respectfully submits to the Annual General Meeting of Shareholders 2025 for consideration and approval of the policy to cease production and business activities in the handicraft sector so that the Board of Directors can implement it.

Sincerely./.

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

Recipients:

- Company Shareholders;
- SSC, HNX;
- VINAFOOD II;
- BOD, Supervisory Board;
- Management Board;
- Archive: Documentation Department
(2025 AGM Documents).

LE PHAT TAI

Long An, April 17, 2025

No.: ___/Tr-MCF-HĐQT

DRAFT

PROPOSAL

“Regarding: Dismissal and supplementary election of BOD members for term V
(2024-2028)”

To: **General Meeting of Shareholders**
Mechanics Construction And Foodstuff Joint-Stock Company

- Pursuant to the Law on Enterprises No. 59/2020/QH14 dated June 17, 2020;

- Pursuant to the Law on Securities No. 54/2019/QH14 dated November 26, 2019;

- Pursuant to the Charter of Organization and Operation of the Mechanics Construction And Foodstuff Joint-Stock Company;

- Pursuant to the resignation letter of a member of the Board of Directors of the Mechanics Construction And Foodstuff Joint-Stock Company;

- Pursuant to the Resolution on nominating a candidate for the Board of Directors of the Vietnam Southern Food Corporation - Joint Stock Company No./QĐ-LTMN-BOD dated march 3, 2025;

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

1. Approval of the dismissal of a member of the Board of Directors

- The number of Board of Directors members to be dismissed is: 01 member.

- Personnel submitted for dismissal:

Effective time of dismissal: At the time the General Meeting of Shareholders votes for approval.

2. Approval of the supplementary election of a member of the Board of Directors

- The number of Board of Directors members to be elected is: 01 member.

- The list of candidates nominated to participate in the supplementary election for the position of member of the Board of Directors is as follows:

+ Mr.

(attached candidate's resume).

(*) The nomination and candidacy dossiers for members of the Board of Directors are regulated in the regulations on nomination, candidacy, and election.

Respectfully submitted to the General Meeting of Shareholders for consideration and approval.

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

LE PHAT TAI



**REGULATIONS ON NOMINATION, CANDIDACY, AND ELECTION
SUPPLEMENTARY ELECTION OF Member of the Board of Directors
TERM V (2024-2028)**

Pursuant to the Law on Enterprises No. 59/2020/QH14 dated June 17, 2020;

Pursuant to the Law on Securities No. 54/2019/QH14 dated November 26, 2019;

Pursuant to Decree No. 155/2020/ND-CP dated December 31, 2020 of the Government elaboration of some articles of the law on securities;

Pursuant to the Charter of Organization and Operation of Mechannics Construction And Foodstuff Joint-Stock Company;

Pursuant to the Regulations on Corporate Governance of Mechannics Construction And Foodstuff Joint-Stock Company.

The supplementary election of Member of the Board of Directors of Mechannics Construction And Foodstuff Joint-Stock Company shall be conducted in accordance with the following regulations:

I. Explanation of terms/abbreviations:

- Company: Mechannics Construction And Foodstuff Joint-Stock Company
- BOD: Board of Directors
- OC: Organizing Committee
- GMS: General Meeting of Shareholders
- Representative: Authorized representative of a shareholder
- BOD's members: Member of the Board of Directors

II. Chairperson of the General Meeting:

The Chairperson of the General Meeting is responsible for presiding over the election with the following specific tasks:

- Introducing the list of nominees and candidates for the supplementary election of the Board of Directors for term V (2024-2028);
- Supervising the voting and vote counting;
- Resolving complaints about the election (If any).

III. Nomination and Candidacy for the Board of Directors Members:

1. Number of supplementary BOD's members to be elected: 01 person
2. Term: 2024 - 2028
3. Maximum number of candidates for the Board of Directors: Unlimited
4. Right to nominate and stand as a candidate for the Board of Directors
(According to Article 24 of the Company's Charter)

A shareholder or a group of shareholders holding shares with voting rights may combine their voting rights to nominate candidates for the Board of Directors and must notify the Board of Directors no later than 3 working days before the opening of the General Meeting of Shareholders. With the following conditions: A shareholder or group of shareholders holding from 10% to less than 20% of the total voting shares may nominate a maximum of one (01) candidate; from 20% to less than 30%, a maximum of two (02) candidates; from 30% to less than 40%, a maximum of three (03) candidates; from 40% to less than 50%, a maximum of four (04) candidates; from 50% to less than 60%, a maximum of five (05) candidates; from 60% or more, the full number of candidates.

In the event that the number of candidates for the Board of Directors through nomination and candidacy is still insufficient, the incumbent Board of Directors may nominate additional candidates or organize nominations according to a mechanism prescribed by the Company. The nomination mechanism or the way the incumbent Board of Directors nominates candidates for the Board of Directors must be clearly announced and approved by the General Meeting of Shareholders before conducting the nomination.

5. Criteria for candidates to the Board of Directors:

Candidates for the Board of Directors must fully meet the following criteria and conditions (according to Article 155 of the 2020 Enterprise Law, Decree No. 155/2020/ND-CP and Article 24 of the company's charter):

- Possess full capacity for civil acts and not fall into categories prohibited from managing enterprises, as prescribed in Clause 2, Article 17 of the Law on Enterprises;

- Members of the Board of Directors are not required to hold shares in the Company;

- Must not have familial relationships (Wife, husband, biological father, biological mother, adoptive father, adoptive mother, husband's father, husband's mother, wife's father, wife's mother, biological child, adopted child, son-in-law, daughter-in-law, biological elder brother, biological elder sister, biological younger brother/sister, elder brother-in-law, younger brother-in-law, elder sister-in-law, younger sister-in-law, elder brother of the wife, elder brother of the husband, elder sister of the wife, elder sister of the husband, younger brother/sister of the wife, younger brother/sister of the husband) with the General Director and other managers of the Company;

- A Member of the Board of Directors of the Company may concurrently serve as a member of the Board of Directors of a maximum of 05 other companies.

IV. Election Principles

- Implementation must adhere to legal regulations and the Company's Charter.

- Voting rights are calculated based on the number of shares owned or represented. Election results are calculated based on the votes of shareholders with voting rights present at the meeting.

- The ballot counting committee is nominated by the chairperson and approved by the General Meeting. Members of the ballot counting committee must not be included in the nomination list or self-nominate for the Board of Directors.

V. Election Method:

- Conducted via cumulative voting (According to Clause 3, Article 148 of the Enterprise Law)
- Accordingly, each representative has a total number of votes corresponding to the total number of shares owned or represented, multiplied (x) by the number of members of the Board of Directors.
- Attending representatives have the right to cast all their votes for a candidate, cast a partial number of votes for a candidate, or abstain from voting.

VI. Election ballot:

1. Content of the election Ballot

- A ballot is a form containing the representative's code, the number of shares owned and/or represented, bearing the company's official seal.
- Each representative will receive a Board of Directors election ballot. Upon receiving the ballot, representatives must verify the information printed on it and immediately notify the ballot counting committee of any discrepancies.

2. How to Fill Out the election Ballot

Election Ballot completion instructions are as follows:

- + Representatives may vote for a maximum number of candidates equal to the number of members to be elected;
- + If casting all votes for one candidate or distributing all votes equally among candidates, the representative marks an X in the "Cumulative Vote" box of the corresponding candidates;
- + If casting an unequal number of votes for each candidate, the representative clearly indicates the number of votes in the "Number of Votes" box of the corresponding candidate.

Note:

In cases where a representative both marks the "Cumulative Vote" box and enters a number in the "Number of Votes" box, the result will be based on the number in the "Number of Votes" box.

3. Validity and Invalidity of Ballots

- Valid election Ballot: An election ballot printed on the pre-printed form issued by the Organizing Committee, without erasures, alterations, or additions of content beyond the prescribed ballot format.
- The following ballots will be considered invalid:
 - + Additional content written on the election ballot.
 - + Content written on the ballot in pencil.
 - + Crossed-out candidate names.

+ Election Ballots not on the pre-printed form issued by the Organizing Committee, ballots lacking the company's official seal, or ballots with erasures, alterations, or additional content beyond the prescribed format.

+ Ballots where the total number of votes for candidates by a shareholder or representative exceeds the total number of permitted votes.

+ Ballots submitted after the ballot counting committee has unsealed the ballot box.

4. Election Voting and Vote Counting

- If any errors occur, shareholders may contact the Ballot Counting Committee to request a new ballot paper and must return the old one (before placing it in the ballot box).

- Representatives cast their votes in the sealed ballot box, supervised by the Ballot Counting Committee.

- After voting concludes, ballot counting will be conducted under the supervision of the Supervisory Board or shareholder representatives.

- The Ballot Counting Committee is responsible for preparing the ballot counting minutes, announcing the results, and addressing shareholder inquiries and complaints (if any) with the Chairman.

- After verification, the ballots will be archived according to regulations.

5. Principles for electing candidates (According to Article 148 of the Enterprise Law).

- The successful candidates are determined by the number of votes received, starting from the highest number of votes until the required number of members are elected.

- In cases where two (02) or more candidates receive the same number of votes for the final position, a revote shall occur among these tied candidates.

VII. Application documents for nomination and candidacy for the Board of Directors:

Documents required to nominate and/or run for supplementary election of members to the Board of Directors:

- Application form for nomination and/or candidacy for the Board of Directors (using the provided template).

- Curriculum vitae (using the provided template).

- Copies of the following documents: Citizen Identity Card/Passport.

- Any diplomas and/or certificates related to education and/or professional qualifications.

- A confirmation document of the shareholding percentage of the nominating shareholder or shareholder group that satisfies the nomination requirements as stipulated in the company's charter.

- Candidates nominated or self-nominated for the Board of Directors shall be responsible before the law and the General Meeting of Shareholders for the accuracy and truthfulness of the contents in their dossiers.

- Please submit applications to Mechannics Construction And Foodstuff Joint-Stock Company.

- Address: No. 29 Nguyen Thi Bay Street, Ward 6, Tan An City, Long An Province.

- Telephone: 0272.3521299.

The above constitutes the complete regulations for nomination, candidacy, and supplementary election of Board of Directors' members for the 2024-2028 term at the 2025 Annual General Meeting of Shareholders of the Mechannics Construction And Foodstuff Joint-Stock Company, respectfully submitted to the General Meeting of Shareholders for review and approval.

Recipients:

- Company shareholders.
- SSC, HNX.
- VINAFOOD II;
- Board of Directors, Member of the Board of Supervisors of the Company.
- Management Board of the Company.
- Archive: Documentation Department. (2025 Annual General Meeting of Shareholders Document).

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

LE PHAT TAI

Long An, April 17, 2025

No.: __/BB-MCF-ĐHCĐ

**MINUTES OF THE ANNUAL GENERAL MEETING OF
SHAREHOLDERS 2025**

MECHANNICS CONSTRUCTION AND FOODSTUFF JOINT-STOCK COMPANY

DRAFT

COMPANY INFORMATION

- Enterprise Name : Mechannics Construction And Foodstuff Joint-Stock Company.
- Head Office Address : No. 29 Nguyen Thi Bay Street, Ward 6, Tan An City, Long An.
- Telephone : 02723 521299 Fax: 02723 521252
- Enterprise Code : 1100664038 issued by the Department of Planning and Investment of Long An Province for the first time on February 18, 2005, and amended for the 16th time on May 19, 2022.
- Time : 09:00 AM, Wednesday, May 08, 2024.
- Location : Hall of Mechannics Construction And Foodstuff Joint-Stock Company, No. 04 Cu Luyen Street, Ward 5, Tan An City, Long An.

PART I: INTRODUCTION - OPENING OF THE MEETING

Mr. Nguyen Minh Phuc – On behalf of the Organizing Committee of the 2025 Annual General Meeting of Shareholders, reviewed the ceremonial proceedings as follows:

- Declaration of reasons.
- Introduction of delegates attending the meeting.

1. Report on shareholder eligibility verification

- Mr. Nguyen Minh Phuc – On behalf of the Organizing Committee of the 2025 Annual General Meeting of Shareholders, reported on the shareholders attending the meeting:

The Company's charter capital is: 107,778,380,000 VND, equivalent to: 10,777,838 shares, each share with a value of 10,000 VND. Whereof:

Regarding the State shareholder, there is 01 shareholder with a total contributed capital of: 64,668,000,000 VND, equivalent to: 6,466,800 shares, accounting for 60% of the charter capital.

Regarding other individual and institutional shareholders, there are shareholders with a total contributed capital of: VND, equivalent to shares, accounting for 40% of the charter capital.

The number of shareholders eligible to attend the meeting is the number of shareholders holding shares and registering to attend the meeting with the organizing committee.

The total number of shareholders attending and authorizing proxies is shareholders, representing shares, accounting for% of the charter capital.

According to the Enterprise Law of 2020 and the Company's Charter, the 2025 Annual General Meeting of Shareholders of Construction - Mechanical and Food Joint Stock Company is eligible to proceed.

2. Introduction of the Presidium list:

3. Presidium:

- | | |
|--------------------------|---|
| 1/- Mr. Le Phat Tai | Chairman of the BOD - Chairman |
| 2/- Mr. Nguyen Van Kiet | Vice Chairman of the Board of Directors |
| 3/- Ms. Le Mai Han | Vice Chairman of the Board of Directors |
| 4/- Ms. Ho Thi Cam Van | Board of Directors' members |
| 5/- Mr. Nguyen Binh Hien | BOD's members - Deputy General Director |

The General Meeting voted to approve the list of the Presidium, with a 100% approval rate.

4. Meeting Secretary:

- | | |
|-------------------------------|----------------------|
| 1- Ms. Phan Thi Phuc Ngan | - Head of Department |
| 2- Ms. Nguyen Thi Ngoc Thuong | - Member |

The General Meeting voted to approve the Meeting Secretary, with a 100% approval rate.

5. Ballot Counting Committee of the General Meeting:

- | | |
|-------------------------------|----------------------|
| 1- Ms. Nguyen Thi Thanh Phung | - Head of Department |
| 2- Mr. Tran Van Phuong | - Member |
| 3- Ms. Bui Thi Kim Phuong | - Member |
| 4- Ms. Tran Thi Diem | - Member |
| 5- Ms. Nguyen Van Khanh | - Member |
| 6- Mr. Tran Y K Nop | - Member |
| 7- Mr. Vo Dang Phin | - Member |
| 8- Ms. Le Thi Thu Huong | - Member |

The General Meeting voted to approve the Ballot Counting Committee, with a 100% approval rate.

6. Approving the working regulations and agenda at the General Meeting:

Mr. Le Phat Tai, on behalf of the Presidium, presented the agenda of the General Meeting.

The General Meeting unanimously approved the agenda with a 100% approval rate.

Mr. Le Truong Son, on behalf of the Presidium, presented the Rules of Procedure for the General Meeting.

The General Meeting unanimously approved the Working regular with a 100% approval rate.

PART II. CONTENT OF THE GENERAL MEETING

1. The General Meeting listens to the presentation of reports

Content 1: Report on The Results of The Board Of Directors' Activities in 2024 and Action Plan for 2025 (Report No./BC-MCF-HĐQT dated, 2025).

Presenter: Mr. Nguyen Van Kiet – Vice Chairman of the Board of Directors

Content 2: Report of the Supervisory Board on the Company's production and business results and the performance of the Board of Directors and the General Director in 2024; the Supervisory Board's Self-Assessment Report on its 2024 performance and the 2025 direction and tasks (Report No./BC-MCF-BKS; No./BC-MCF-BKS dated, 2025).

Presenter: Ms. Hoang Thi Lien – Head of the Supervisory Board

2. The General Meeting listens to the presentation of Proposals

Content 1: Proposal No./TTr-MCF-HĐQT dated, 2025 of the company's Board of Directors regarding Approving the Business, Production, and Investment-Procurement Plan for 2025

Presenter: Mr. Le Truong Son – General Director

Content 2: Proposal No./TTr-MCF-HĐQT dated, 2025 of the company's Board of Directors regarding the approval of the audited 2024 Financial Statements.

Presenter: Ms. Nguyen Thi Thanh Phung - Chief Accountant

Content 3: Proposal No./TTr-MCF-HĐQT dated, 2025 of the company's Board of Directors regarding 2024 profit distribution and 2025 profit distribution plan.

Presenter: Ms. Hồ Thị Cẩm Vân – Member of the Board of Directors,

Content 4: Proposal No./TTr-MCF-HĐQT dated, 2025 of the company's Board of Directors reporting on the results of salary and remuneration fund implementation in 2024 and salary and remuneration fund plan in 2025.

Presenter: Ms. Lê Mai Hân – Vice Chairman of the Board of Directors

Content 5: Proposal No./TTr-MCF-HĐQT dated, 2025 of the company's Board of Directors on the implementation of contracts or transactions with related persons under the authority of the Board of Directors in 2025.

Presenter: Mr. Nguyễn Bình Hiến – Member of the Board of Directors, Deputy General Director

Content 6: Proposal No./ TTr-MCF-BKS dated, 2025 of the company's Supervisory Board on the selection of an audit firm for the 2025 financial statements.

Presenter: Ms. Hoang Thi Lien – Head of the Supervisory Board

Content 7: Proposal No./ TTr-MCF- HĐQT dated, 2025 of the company's Board of Directors on the the cessation of production and business activities in the handicraft sector.

Presenter: Ms. Hoang Thi Lien – Head of the Supervisory Board

Content 8: Proposal No...../TTr-MCF-HĐQT dated, 2025 of the company's Board of Directors on the dismissal and supplementary election of Members of the Board of Directors for term V (2024-2028).

Presenter: Mr. Nguyen Van Kiet – Vice Chairman of the Board of Directors

PART III. DISCUSSION

.....
.....
.....
.....

PART IV. VOTING TO APPROVE THE CONTENTS

Total number of ballots issued: ballots representing shares, accounting for 100% of the voting shares attending the meeting.

Total number of ballots collected: ballots representing shares, accounting for 100% of the voting shares attending the meeting.

Total uncollected votes: 0 votes representing 0 shares, accounting for 0% of the voting shares attending the meeting (abbreviated as: CPBQ attending the meeting).

Content 01: Approve the Board of Directors' Activity Report for 2024 and the Board of Directors' Operational Direction for 2025 (Report No./BC-MCF-HDQT dated/..../2025).

+ Voting results:

Agree votes: ... - Number of shares - Percentage 100% of the total voting shares present at the meeting.

Disagree votes: 0 - Number of shares 0 - Percentage 0% of CPBQ of the total voting shares present at the meeting.

Abstain votes: 0 - Number of shares 0 - Percentage 0% of the total voting shares present at the meeting.

Invalid votes: 0 - Number of shares 0 - Percentage 0% of the total voting shares present at the meeting.

Thus, Content 01 has been approved.

Content 02: Approve the Supervisory Board's Report on the Company's Production and Business Results and the Performance of the Board of Directors and General Director in 2024; Report on the Supervisory Board's Self-Assessment of Activities in 2024 and Direction for 2025 (Report No./BC-MCF-BKS; No./BC-MCF-BKS dated/..../2025).

+ Voting results:

Agree votes: ... - Number of shares - Percentage 100% of the total voting shares present at the meeting.

Disagree votes: 0 - Number of shares 0 - Percentage 0% of CPBQ of the total voting shares present at the meeting.

Abstain votes: 0 - Number of shares 0 - Percentage 0% of the total voting shares present at the meeting.

Invalid votes: 0 - Number of shares 0 - Percentage 0% of the total voting shares present at the meeting.

Thus, Content 02 has been approved.

Content 03: Approve Proposal No./TTTr-MCF-HDQT dated/..../2025 of the Company's Board of Directors regarding the 2025 Production, Business, and Investment Plan.

+ Voting results:

Agree votes: ... - Number of shares - Percentage 100% of the total voting shares present at the meeting.

Disagree votes: 0 - Number of shares 0 - Percentage 0% of CPBQ of the total voting shares present at the meeting.

Abstain votes: 0 - Number of shares 0 - Percentage 0% of the total voting shares present at the meeting.

Invalid votes: 0 - Number of shares 0 - Percentage 0% of the total voting shares present at the meeting.

Thus, Content 03 has been approved.

Content 04: Approve Proposal No./TTr-MCF-HĐQT dated/..../2025 of the Company's Board of Directors regarding the approval of the audited 2024 financial statements.

+ Voting results:

Agree votes: ... - Number of shares - Percentage 100% of the total voting shares present at the meeting.

Disagree votes: 0 - Number of shares 0 - Percentage 0% of CPBQ of the total voting shares present at the meeting.

Abstain votes: 0 - Number of shares 0 - Percentage 0% of the total voting shares present at the meeting.

Invalid votes: 0 - Number of shares 0 - Percentage 0% of the total voting shares present at the meeting.

Thus, Content 04 has been approved.

Content 05: Approve Proposal No./TTr-MCF-HĐQT dated/..../2025 of the Company's Board of Directors on the profit distribution plan for 2024 and the profit distribution plan for 2025.

+ Voting results:

Agree votes: ... - Number of shares - Percentage 100% of the total voting shares present at the meeting.

Disagree votes: 0 - Number of shares 0 - Percentage 0% of CPBQ of the total voting shares present at the meeting.

Abstain votes: 0 - Number of shares 0 - Percentage 0% of the total voting shares present at the meeting.

Invalid votes: 0 - Number of shares 0 - Percentage 0% of the total voting shares present at the meeting.

Thus, Content 05 has been approved.

Content 06: Approval of Proposal No./TTr-MCF-HĐQT dated/..../2025 from the Board of Directors regarding the salary and remuneration fund for 2024 and the planned salary and remuneration fund for 2025.

+ Voting Results:

Agree votes: ... - Number of shares - Percentage 100% of the total voting shares present at the meeting.

Disagree votes: 0 - Number of shares 0 - Percentage 0% of CPBQ of the total voting shares present at the meeting.

Abstain votes: 0 - Number of shares 0 - Percentage 0% of the total voting shares present at the meeting.

Invalid votes: 0 - Number of shares 0 - Percentage 0% of the total voting shares present at the meeting.

Thus, Content 06 has been approved.

Content 07: Approval of Proposal No./TTr-MCF-HDQT dated/..../2025 from the Board of Directors regarding the execution of contracts or transactions with related persons under the authority of the Board of Directors in 2025.

+ Voting Results:

Agree votes: ... - Number of shares - Percentage 100% of the total voting shares present at the meeting.

Disagree votes: 0 - Number of shares 0 - Percentage 0% of CPBQ of the total voting shares present at the meeting.

Abstain votes: 0 - Number of shares 0 - Percentage 0% of the total voting shares present at the meeting.

Invalid votes: 0 - Number of shares 0 - Percentage 0% of the total voting shares present at the meeting.

Thus, Content 07 has been approved.

Content 08: Approval of Proposal No./TTr-MCF-BKS dated..../..../2025 from the Supervisory Board regarding the selection of an audit firm for the 2025 financial statements.

+ Voting Results:

Agree votes: ... - Number of shares - Percentage 100% of the total voting shares present at the meeting.

Disagree votes: 0 - Number of shares 0 - Percentage 0% of CPBQ of the total voting shares present at the meeting.

Abstain votes: 0 - Number of shares 0 - Percentage 0% of the total voting shares present at the meeting.

Invalid votes: 0 - Number of shares 0 - Percentage 0% of the total voting shares present at the meeting.

Thus, Content 08 has been approved.

Content 09: Approval of Proposal No./ TTr-MCF- HDQT dated..../..../2025 of the company's Board of Directors regarding the the cessation of production and business activities in the handicraft sector.

+ Voting Results:

Agree votes: ... - Number of shares - Percentage 100% of the total voting shares present at the meeting.

Disagree votes: 0 - Number of shares 0 - Percentage 0% of CPBQ of the total voting shares present at the meeting.

Abstain votes: 0 - Number of shares 0 - Percentage 0% of the total voting shares present at the meeting.

Invalid votes: 0 - Number of shares 0 - Percentage 0% of the total voting shares present at the meeting.

Thus, Content 09 has been approved.

Content 10: Approval of Proposal No...../TTr-MCF-HĐQT dated..../..../2025 from the Board of Directors regarding the dismissal and supplementary election of members of the Board of Directors for Term V (2024-2028).

+ Voting Results:

Agree votes: ... - Number of shares - Percentage 100% of the total voting shares present at the meeting.

Disagree votes: 0 - Number of shares 0 - Percentage 0% of CPBQ of the total voting shares present at the meeting.

Abstain votes: 0 - Number of shares 0 - Percentage 0% of the total voting shares present at the meeting.

Invalid votes: 0 - Number of shares 0 - Percentage 0% of the total voting shares present at the meeting.

Thus, Content 10 has been approved.

SECTION V. SUPPLEMENTARY ELECTION OF MEMBERS OF THE BOARD OF DIRECTORS FOR TERM V (2024-2028)

1. Ms. Nguyen Thi Thanh Phung presented the Regulations for the supplementary election of members of the Board of Directors for Term V (2024-2028).

The General Meeting unanimously approved the Regulation on the nomination, candidacy, and election of additional members to the Board of Directors.

2. After Ms. Nguyen Thi Thanh Phung guided the cumulative voting method, the General Meeting conducted a vote to elect additional members to the Board of Directors for Term V (2024-2028).

3. Ms. Nguyen Thi Thanh Phung – Head of the Vote Counting Board, announced the results:

No.	Full name	Number of Valid Voting Rights	Voting rate
1			
2			

SECTION VI. APPROVAL OF THE MINUTES AND RESOLUTION OF THE GENERAL MEETING:

1. Ms. Phan Thi Phuc Ngan - Secretary of the General Meeting, presented the Draft Minutes and Resolution of the 2025 Annual General Meeting of Shareholders.

The General Meeting voted and unanimously approved the full text of the Minutes of the Annual General Meeting of Shareholders with 100% of the votes in favor.

The General Meeting voted and unanimously approved the full text of the Resolution of the Annual General Meeting of Shareholders with 100% of the votes in favor.

These minutes are made in 04 copies and are kept at Mechannics Construction And Foodstuff Joint-Stock Company.

SECTION VII. CLOSING OF THE GENERAL MEETING:

Mr. Nguyen Binh Hien, on behalf of the Presidium, declared the General Meeting closed.

The 2025 Annual General Meeting of Shareholders of Mechannics Construction And Foodstuff Joint-Stock Company ended at hours minutes on April 17, 2025.

**SECRETARY OF
THE GENERAL MEETING**

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

CHAIRMAN

Phan Thi Phuc Ngan Nguyen Thi Ngoc Thuong

LE PHAT TAI

Long An, April 17, 2025

No.: ____/ NQ-MCF-ĐHCĐ

DRAFT

RESOLUTION

ANNUAL GENERAL MEETING OF SHAREHOLDERS 2025 MECHANICAL – CONSTRUCTION AND FOOD JOINT STOCK COMPANY

Pursuant to the Law on Enterprises No. 59/2020/QH14 dated June 17, 2020;

Pursuant to the Charter of Organization and Operation of Mechannics Construction And Foodstuff Joint-Stock Company;

Pursuant to the Minutes of the 2024 Annual General Meeting of Shareholders No..../BB-MCF-ĐHCĐ dated April 17, 2025, 2025 of Mechannics Construction And Foodstuff Joint-Stock Company;

Pursuant to the voting results and ballots at the 2025 Annual General Meeting of Shareholders on April 17, 2025 of Mechannics Construction And Foodstuff Joint-Stock Company.

RESOLVES

The 2025 Annual General Meeting of Shareholders of Mechannics Construction And Foodstuff Joint-Stock Company, held on April 17, 2025, with shareholders and authorized representatives present, representing shares, accounting for% of the total voting shares of the Company.

After reviewing the reports and submissions, the General Meeting discussed and unanimously approved the Resolution with the following contents:

Article 1: Report on The Results of The Board Of Directors' Activities in 2024 and Action Plan for 2025 (Report No..../BC-MCF-HĐQT dated..../..../2025).

+ Voting Results:

The General Meeting approved with votes in favor, representing 100% of the total votes of all shareholders present and voting at the meeting.

Article 2: Approving the Supervisory Board's Report on the Company's production and business results and the performance of the Board of Directors and the General Director in 2024; the Supervisory Board's Self-Assessment Report on its 2024 performance and the 2025 direction and tasks (Report No..../BC-MCF-BKS; No...../BC-MCF-BKS dated/..../2025).

+ Voting Results:

The General Meeting approved with votes in favor, representing 100% of the total votes of all shareholders present and voting at the meeting.

Article 3: Approving the Business, Production, and Investment-Procurement Plan for 2025 (Submission No..../TTr-MCF-HĐQT dated.../.../2025).

I. Production and Business Plan:

1. Purchase:

- Food (rice equivalent) : 34,000 tons

2. Sales:

- Food (rice equivalent) : 34,000 tons

- Packaging: 7,000,000 units

3. Total Revenue: 621.487 billion VND

4. Profit Before Tax: 12.5 billion VND

5. Budgetary Contributions: Implemented in accordance with regulations.

II. Fixed Asset Investment and Procurement Plan:

TT	Name of investment item	Total investment (Dong)	Capital source		Note
			Company capital	Loan capital	
I	Foodstuff Enterprise	6,532,000,000	6,532,000,000		
1	Finished product tank system (Dc machine 3 – PX1)	2,000,000,000	2,000,000,000		Carried over from 2024
2	Warehouse floor raising – PX1	1,032,000,000	1,032,000,000		Carried over from 2024
3	Upgrading and renovating 02 food processing lines at Cao Lanh Food Trading Station	3,500,000,000	3,500,000,000		
II	Company Office	2,000,000,000	2,000,000,000		
1	Repair and upgrade the Company Office building	2,000,000,000	2,000,000,000		
III	Digital transformation item	700,000,000	700,000,000		
TOTAL		9,232,000,000	9,232,000,000		

+ Voting Results:

The General Meeting approved with votes in favor, representing 100% of the total votes of all shareholders present and voting at the meeting.

Article 4: Approval of the audited 2024 Financial Statements (Submission No./TTr-MCF-HĐQT dated .../.../2025).

+ Voting Results:

The General Meeting resolved to approve with the number of affirmative votes being, representing 100% of the total votes of all shareholders present and voting at the meeting.

Article 5: Approval of the 2024 profit distribution plan and the 2025 profit distribution plan (Submission No./TTr-MCF-HĐQT dated .../.../2025).

1. 2024 Profit Distribution Plan Unit: VND

No.	CONTENT	2024 GENERAL MEETING RESOLUTION	2024 IMPLEMENTATION	Percentage (%) compared to the General Meeting Resolution
I	Output			
1	Purchase: Foodstuffs in rice equivalent	34,000	26,653	78.39%
2	Sales:			
	- Rice in rice equivalent	34,000	22,440	66.00%
	- Packaging	7,000,000	5.466.000	78.09%
II	Financial Targets			
1	Total Revenue	572,529,000,000	494,134,156,904	86.31%
2	Profit Before Tax	14,000,000,000	12,528,073,059	89.49%
3	Profit After Tax for Distribution	11,352,094,831	9,806,327,771	86.38%
	- Retained Earnings from Previous Years	152,094,831	152,094,831	
	- Profit After Tax This Year	11,200,000,000	9,654,232,940	
4	Source for Remuneration, Fund Allocation, and Dividend Distribution	11,200,000,000	9,654,232,940	86.20%
a	Remuneration for Board Members not Directly Involved in Production-Business Management	300,000,000	300,000,000	100.00%
b	Allocation to Management Board Bonus Fund (According to Decree 53)	292,500,000	174,410,000	59.63%
c	Allocation to Development Investment Fund (10%)	1,060,750,000	917,982,000	86.54%
d	Allocation to Rewards and Welfare Fund (15%)	1,591,125,000	1,376,973,000	86.54%
e	Dividend Distribution	8,083,378,500	7,005,594,700	86.67%
5	Dividend Distribution Percentage/Charter Capital 107,778,380,000 VND	7.50%	6.50%	86.67%
6	Remaining Profit After Dividend Distribution	24,341,331	31,368,071	

2. Plan for distribution of after-tax profit in 2025

Unit: VND

No.	CONTENT	2024 IMPLEMENTATION	PLAN Production-business 2025	(%) compared to Fiscal Year 2024
I	Output			
1	Purchase: Rice equivalent of food crops	26,653	34,000	127.57%

2	Sales:			
	- Rice in rice equivalent	22,440	34,000	151.52%
	- Packaging	5,466,000	7,000,000	128.06%
II	Financial Targets			
1	Total Revenue	494,134,156,904	621,487,000,000	125.77%
2	Profit Before Tax	12,528,073,059	12,500,000,000	99.78%
3	Net Profit After Tax for Distribution	9,806,327,771	10,031,368,071	102.29%
	- Retained Earnings from Previous Years	152,094,831	31,368,071	20.62%
	- Net Profit After Tax for the Current Year	9,654,232,940	10,000,000,000	103.58%
4	Source for Remuneration, Fund Allocation, and Dividend Distribution	9,654,232,940	10,000,000,000	103.58%
a	Remuneration for Board of Directors not Directly Involved in Production-business Operations	300,000,000	272,400,000	90.80%
b	Allocation to the Executive Board's Reward Fund (According to Decree 53)	174,410,000	412,770,000	236.67%
c	Allocation to the Development Investment Fund (10%)	917,982,000	931,483,000	101.47%
d	Allocation to the Reward and Welfare Fund (15%)	1,376,973,000	1,397,225,000	101.47%
e	Dividend Distribution	7,005,594,700	7,005,594,700	100.00%
5	Dividend Distribution Percentage/Charter Capital 107,778,380,000 VND	6.50%	6.50%	100.00%
6	Remaining Profit After Dividend Distribution	31,368,071	11,895,371	

Authorize the Board of Directors to decide on the timing of dividend payments for 2024 and interim dividend payments for 2025 (if deemed necessary), and to carry out the necessary procedures for finalizing the list of shareholders with the Vietnam Securities Depository.

+ Voting Results:

The General Meeting resolved to approve with the number of affirmative votes being, representing 100% of the total votes of all shareholders present and voting at the meeting.

Article 6: Report on the results of salary and remuneration fund implementation in 2024 and salary and remuneration fund plan in 2025 (Submission No. .../TTTr-MCF-HĐQT dated .../.../2025).

1. Report on the implementation of the Salary Fund in 2024:

In reality, the company has accounted for the salary fund included in the production-business expenses in 2024 as 23,871,712,468 VND, accounting for 65.58% of the total profit before salary deduction, specifically as follows:

Explanation	Salary Fund Allocated in 2024	Actual Amount Allocated and Settled in 2024	Difference	Comparison (%)
A	B	C	D=(C-B)	E=(C/Bx100%)
Salary Fund Allocated to Production-Business Expenses	35,300,000,000	23,871,712,468	-11,428,287,532	67.63%
Including: - Management and Executive Salary Fund	2,340,000,000	2,093,000,000		
- Employee Salary Fund	32,960,000,000	21,778,712,468		

2/ Plan for the Salary Fund to be included in the production-business expenses in 2025:

Based on the 2025 production-business plan, the profit before tax is 12,500,000,000 VND, a decrease of 0.22% compared to 2024's performance.

To ensure that employees' income is not reduced in the face of the current cost of living, the Company respectfully requests the General Meeting of Shareholders to consider and approve the salary fund included in the production-business expenses in 2025 at a rate of 70.90% of profit before salary deduction, specifically as follows:

Unit: VND

No.	Explanation	Year 2024		2025 Plan	Comparison (%)	
		Planned Amount	Actual Amount		(6)=(5)/(3)	(7)=(5)/(4)
1	2	3	4	5		
1	Net Profit Before Tax	14,000,000,000	12,528,073,059	12,500,000,000	89.29%	99.78%
2	Salary Unit Price (Percentage on Profit Before Salary Deduction $v/(v+m)$)	71.60%	65.58%	70.90%	99.01%	108.10%
3	Payroll included in production-business expenses	35,300,000,000	23,871,712,468	30,448,000,000	86.25%	127.55%
	Wherein: - Management's payroll	2,340,000,000	2,093,000,000	1,325,880,000	56.66%	63.35%
	- Employee payroll	32,960,000,000	21,778,712,468	29,122,120,000	88.36%	133.72%

Based on the results of business operations in 2025, the Company will allocate the payroll fund accordingly. At the end of the year, the payroll fund for 2025 will be settled in compliance with the provisions of Decree No. 44/2025/ND-CP.

3/ Salary of the Board of Directors and the Supervisory Board for 2025

Based on Decree No. 44/2025/ND-CP, the basic salary of the Chairman of the Board of Directors, full-time members of the Board of Directors, and the Head of the Supervisory Board is structured as follows:

No.	Title	Basic Salary (monthly)	Planned Salary (monthly)	Notes
1	Chairman of the BOD	31,000,000	43,300,000	
2	Other Members of the BOD	25,000,000	34,920,000	
3	Head of the Supervisory Board	23,100,000	32,270,000	

The company will advance the monthly salary to the Board of Directors and the Head of the Supervisory Board based on the basic salary. Based on the company's production and business situation at the end of the year, the company will finalize the salary fund in accordance with Decree 44/2025/ND-CP.

4/ Remuneration level for Board of Directors' members, Member of the Board of Supervisors, and Secretary in 2025:

- Non-executive Chairman of the BOD: 8,700,000 VND/person/month
- Other Non-executive Members of: 7,000,000 VND/person/month
- Member of the Board of Supervisors: 4,500,000 VND/person/month
- Secretary of the Board of Directors: 4,500,000 VND/person/month

+ Voting Results:

The General Meeting resolved to approve with the number of affirmative votes being, representing 100% of the total votes of all shareholders present and voting at the meeting.

Article 7: Approval of the report on the execution of contracts or transactions with related parties under the authority of the Board of Directors. (Submission No.//TTr-MCF-HĐQT dated ...//.../2025).

+ Voting Results:

The General Meeting ratified the resolution with a 100% affirmative vote of all shareholders present and voting at the meeting.

Article 8: Approve the proposal regarding the selection of an audit firm for the 2025 financial statements (Proposal No.//TTr-MCF-BKS dated, 2025....., 2025).

+ Voting Results:

The General Meeting ratified the resolution with..... affirmative votes, representing 100% of the total votes of all shareholders present and voting at the meeting.

Article 9: Approve the proposal regarding the cessation of production and business activities in the handicraft sector (Proposal No.//TTr-MCF-BKS dated, 2025).

+ Voting Results:

The General Meeting ratified the resolution with..... affirmative votes, representing 100% of the total votes of all shareholders present and voting at the meeting.

Article 10: Approve the proposal on the Dismissal and supplementary election of BOD members for term V (2024-2028) (Proposal No.....//TTr-MCF-HĐQT dated, 2025).

+ Voting Results:

The General Meeting approved the resolution with 7,965,975 affirmative votes, representing 100% of the total votes of all shareholders present and voting at the meeting.

Article 11: Approve the results of the election to supplement members of the Board of Directors for term V (2024-2028).

The General Meeting elected supplementary members to the Board of Directors for term V (2024-2028) by cumulative voting. The election results are as follows:

Serial No.	Name	Number of valid voting rights	Voting rate
1			
2			

Article 12. Implementation of the Resolution

This Resolution takes effect from 2025-04-17.

Members of the Board of Directors' members, Member of the Board of Supervisors, and the General Director are responsible for directing the implementation of this Resolution according to their functions, duties, and powers in accordance with the law and the Company's Charter.

The Resolution was fully approved by the 2025 Annual General Meeting of Xay Lap – Co Khi and Luong Thuc Thuc Pham Joint Stock Company at the meeting. The Board of Directors is responsible for reporting the implementation results to the Annual General Meeting of Shareholders in the 2026 annual session.

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

Recipients:

- Company shareholders;
 - State Securities Commission, Hanoi Stock Exchange;
 - LTMN Corporation;
 - Board of Directors, Member of the Board of Supervisors of the Company;
 - The Company's Management Board;
 - For record
- (2025 AGM Documents).

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MECHANNICS CONSTRUCTION AND FOODSTUFF JOINT-STOCK COMPANY

ANNUAL GENERAL MEETING OF SHAREHOLDERS 2025

VOTING CARD

001

SHAREHOLDER/AUTHORIZED PERSON'S NAME:

.....

TOTAL VOTING SHARES:SHARES



BALLOT

DRAFT Code:

- **Name:**

- Number of shares owned: Shares

- Number of shares by proxy: Shares

Shareholders mark "x" in the box of their chosen opinion for each voting item.

Content	Agree	Disagree	Abstain
1. Approval of the Board of Directors' Report on The Results of The Board Of Directors' Activities in 2024 and Action Plan for 2025.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
2. Approval of the Supervisory Board's Report on the Company's production and business results and the performance of the Board of Directors and the General Director in 2024; the Supervisory Board's Self-Assessment Report on its 2024 performance and the 2025 direction and tasks.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
3. Approving the Business, Production, and Investment-Procurement Plan for 2025.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
4. Approval of the audited 2024 Financial Statements.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
5. Approval of the 2024 profit distribution plan and the 2025 profit distribution plan.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
6. Report on the results of salary and remuneration fund implementation in 2024 and salary and remuneration fund plan in 2025.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
7. Approval of the report on the execution of contracts or transactions with related parties under the authority of the Board of Directors.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
8. Approval of the selection of an audit firm for the 2025 financial statements.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
9. Proposal to Cease Business Operations in the Handicraft Sector.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
10. Approval of the dismissal and supplementary election of members of the Board of Directors for term V (2024-2028).	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Instructions: Shareholders vote by selecting one of the following options: "Agree, Disagree, Abstain" for each voting item.

Date: 2025-04-17

Shareholder/Authorized Person
(Signature and full name)

Recipients:

- Organizing Committee of the General Meeting.

THE SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom – Happiness

**REGISTRATION FORM FOR MEETING ATTENDANCE OR
AUTHORIZATION
TO ATTEND THE ANNUAL GENERAL MEETING OF SHAREHOLDERS
2025**

To: Mechannics Construction And Foodstuff Joint-Stock Company

Shareholder's Name:.....

Legal Representative (only applicable to shareholders that are organizations):

.....

ID Card/Citizen ID/Passport/Business Registration Certificate No.:
issued on at

Address:.....Telephone:.....

Total number of shares represented or owned:shares.

(Shareholders choose one of the two options below, mark the appropriate box)

1. REGISTER TO ATTEND THE MEETING

2. AUTHORIZE THE FOLLOWING PERSON

Mr./Ms.:.....

ID Card/Citizen ID/Passport No.:.....issued on.....at.....

Address:..... Telephone:.....

In case shareholders are unable to attend and cannot authorize someone else,
please authorize a member of the Company's Board of Directors from the list below:

<i>No</i>	<i>Name</i>	<i>Position</i>	<i>Check Mark</i>	<i>Number of Shares Authorized</i>
1	Le Phat Tai	Chairman of the BOD		
2	Nguyen Van Kiet	Vice Chairman of the BOD		
3	Le Mai Han	Vice Chairman of the BOD		
4	Ho Thi Cam Van	Member of BOD		
5	Nguyen Binh Hien	Member of BOD		

(Note: Please mark (X) next to the name of the member whom you choose to authorize, only authorize one person for all the shares owned; in case you want to authorize multiple people, please specify the number of shares authorized for each member)

Authorization Content:

The authorized representative represents the authorizing party to attend the 2025 Annual General Meeting of Shareholders of Mechannics Construction And Foodstuff Joint-Stock Company to exercise all rights and obligations at the General Meeting of Shareholders related to the authorized shares.

We are fully responsible for this authorization and commit to strictly comply with the current regulations of the Law and the Charter of Mechannics Construction And Foodstuff Joint-Stock Company and will not have any complaints later.

Note:

The authorized person is not allowed to authorize the number of shares owned by themselves and/or by the authorizing person to another person, and must bring their Citizen ID/Passport when attending the meeting.

This authorization letter is only valid when it is an authorization letter with the live signatures of both parties, for authorization from an organization shareholder, it needs to have the seal of the authorizing organization. This authorization letter will expire when the 2025 Annual General Meeting of Shareholders of Mechannics Construction And Foodstuff Joint-Stock Company ends./.

Date:/04 /2025

Shareholder/Authorizing Person
(Signature and full name, affix seal if any)

Authorized Person
(Signature and full name)

Note: If the authorizing person or the authorized person is an organization, the signature of the legal representative and the seal of the organization must be included.

GENERAL MEETING OF
SHAREHOLDERS
**MECHANICS CONSTRUCTION
AND FOODSTUFF JOINT-STOCK
COMPANY**

THE SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom - Happiness

Long An, April 17, 2025

No.:___/BB-MCF-DHĐCĐ

DRAFT

**MINUTES OF THE VOTING BALLOT CHECK
ANNUAL GENERAL SHAREHOLDERS MEETING 2025
MECHANICS CONSTRUCTION AND FOODSTUFF JOINT-STOCK COMPANY**

Today, at ... hour ... minute on April 17, 2025, at the headquarters of the Mechanics Construction And Foodstuff Joint-Stock Company, our ballot verification committee consists of:

- | | |
|-------------------------------|-------------------------|
| 1- Ms. Nguyen Thi Thanh Phung | - Head of the Committee |
| 2- Mr. Tran Van Phuong | - Member |
| 3- Ms. Bui Thi Kim Phuong | - Member |
| 4- Ms. Tran Thi Diem | - Member |
| 5- Ms. Nguyen Van Khanh | - Member |
| 6- Mr. Tran Y K Nop | - Member |
| 7- Mr. Vo Dang Phin | - Member |
| 8- Ms. Le Thi Thu Huong | - Member |

Ballot Counting and Election Committee has worked urgently, honestly, and in accordance with regulations, and would like to report the results of the voting ballot verification on the following contents:

The number of shareholders present and legally represented at the meeting is shareholders, holding shares, accounting for% of the voting rights.

The total number of ballots issued is ballots, the number of ballots collected is ballots, and the number of invalid ballots is 0 ballots.

The voting results are as follows:

1. Approving the Report on The Results of The Board Of Directors' Activities in 2024 and Action Plan for 2025

Voting results:

- *Agree: shares, accounting for 100% of the shares with voting rights present at the meeting.*

- *Disagree: 0 shares, accounting for 0% of the shares with voting rights present at the meeting .*

- *Abstain: 0 shares, accounting for 0% of the shares with voting rights present at the meeting.*

Conclusion: This content has been unanimously approved by the General Meeting of Shareholders.

2. Approving the Supervisory Board's Report on the Company's production and business results and the performance of the Board of Directors and the General Director in 2024; the Supervisory Board's Self-Assessment Report on its 2024 performance and the 2025 direction and tasks

Voting results:

- *Agree: shares, accounting for 100% of the shares with voting rights present at the meeting.*

- *Disagree: 0 shares, accounting for 0% of the shares with voting rights present at the meeting .*

- *Abstain: 0 shares, accounting for 0% of the shares with voting rights present at the meeting.*

Conclusion: This content has been unanimously approved by the General Meeting of Shareholders.

3. Approving the Business, Production, and Investment-Procurement Plan for 2025.

Voting results:

- *Agree: shares, accounting for 100% of the shares with voting rights present at the meeting.*

- *Disagree: 0 shares, accounting for 0% of the shares with voting rights present at the meeting .*

- *Abstain: 0 shares, accounting for 0% of the shares with voting rights present at the meeting.*

Conclusion: This content has been unanimously approved by the General Meeting of Shareholders.

4. Approval of the audited 2024 Financial Statements .

Voting results:

- *Agree: shares, accounting for 100% of the shares with voting rights present at the meeting.*

- *Disagree: 0 shares, accounting for 0% of the shares with voting rights present at the meeting .*

- *Abstain: 0 shares, accounting for 0% of the shares with voting rights present at the meeting.*

Conclusion: This content has been unanimously approved by the General Meeting of Shareholders.

5. Approval of the 2024 profit distribution plan and the 2025 profit distribution plan.

Voting results:

- *Agree: shares, accounting for 100% of the shares with voting rights present at the meeting.*
- *Disagree: 0 shares, accounting for 0% of the shares with voting rights present at the meeting .*
- *Abstain: 0 shares, accounting for 0% of the shares with voting rights present at the meeting.*

Conclusion: This content has been unanimously approved by the General Meeting of Shareholders.

6. Approval of the Report on the results of salary and remuneration fund implementation in 2024 and salary and remuneration fund plan in 2025.

Voting results:

- *Agree: shares, accounting for 100% of the shares with voting rights present at the meeting.*
- *Disagree: 0 shares, accounting for 0% of the shares with voting rights present at the meeting .*
- *Abstain: 0 shares, accounting for 0% of the shares with voting rights present at the meeting.*

Conclusion: This content has been unanimously approved by the General Meeting of Shareholders.

7. Approval of the report on the execution of contracts or transactions with related parties under the authority of the Board of Directors .

Voting results:

- *Agree: shares, accounting for 100% of the shares with voting rights present at the meeting.*
- *Disagree: 0 shares, accounting for 0% of the shares with voting rights present at the meeting .*
- *Abstain: 0 shares, accounting for 0% of the shares with voting rights present at the meeting.*

Conclusion: This content has been unanimously approved by the General Meeting of Shareholders.

8. Approve the proposal regarding the selection of an audit firm for the 2025 financial statements.

Voting results:

- *Agree: shares, accounting for 100% of the shares with voting rights present at the meeting.*
- *Disagree: 0 shares, accounting for 0% of the shares with voting rights present at the meeting .*
- *Abstain: 0 shares, accounting for 0% of the shares with voting rights present at the meeting.*

Conclusion: This content has been unanimously approved by the General Meeting of Shareholders.

9. Approve the proposal regarding the cessation of production and business activities in the handicraft sector .

Voting results:

- *Agree: shares, accounting for 100% of the shares with voting rights present at the meeting.*

- *Disagree: 0 shares, accounting for 0% of the shares with voting rights present at the meeting .*

- *Abstain: 0 shares, accounting for 0% of the shares with voting rights present at the meeting.*

Conclusion: This content has been unanimously approved by the General Meeting of Shareholders.

10. Approve the proposal on the dismissal and election of Board of Directors' members for term V (2024-2028).

Voting results:

- *Agree: shares, accounting for 100% of the shares with voting rights present at the meeting.*

- *Disagree: 0 shares, accounting for 0% of the shares with voting rights present at the meeting .*

Abstain: 0 shares, accounting for 0% of the shares with voting rights present at the meeting.

Conclusion: This content has been unanimously approved by the General Meeting of Shareholders.

Above are the voting results for the approval of the contents and proposals at the Annual General Shareholders Meeting 2025 of the Mechannics Construction And Foodstuff Joint-Stock Company. The minutes were completed at ... hour ... minute on the same day and were approved before the meeting.

HEAD OF THE COMMITTEE

Nguyen Thi Thanh Phung