

No.: 19042025/BB-DHDCD/ADS

MINUTES
2025 ANNUAL GENERAL MEETING OF SHAREHOLDERS
DAMSAN JOINT STOCK COMPANY

Company Name: **Damsan Joint Stock Company**

Head office: Lot A4, Bui Vien, Nguyen Duc Canh Industrial Park, Tran Hung Dao Ward, Thai Binh City, Thai Binh Province.

Enterprise Registration Certificate No. 1000389853 issued by the Department of Planning and Investment of Thai Binh province for the first time on 12/06/2006, changed for the 17th time on 10/6/2024

Time:*9h 30*....., April 19, 2025

Location: The Annual General Meeting of Shareholders in 2025 (*hereinafter referred to as "AGM"*) of Damsan Joint Stock Company (*hereinafter referred to as "Damsan/Company"*) will be held at Infinity Event Center - 4th Floor, Hung Thinh Tower - No. 5 Quang Trung - Thai Binh City - Thai Binh.

I. PARTICIPANTS, LEGALITY AND VALIDITY OF THE GENERAL MEETING OF SHAREHOLDERS

1. Participants:

**Shareholder:*

In addition to the shareholders who attended as mentioned in section 2 below, the General Meeting also had the participation of the following shareholders and attendees:

**Board of Directors ("BOD"):* Members of the Board of Directors present at the General Meeting of Shareholders include:

- Mr. Vu Huy Dong: Chairman of the Board of Directors
- Mr. Do Van Khoi: Member of the Board of Directors
- Mr. Le Van Tuan: Member of the Board of Directors
- Mr. Nguyen Le Hung: Member of the Board of Directors
- Mr. Pham Van Thuong: Independent Member of the Board of Directors

****Supervisory Board ("Supervisory Board"):*** Members of the Supervisory Board present at the General Meeting of Shareholders include:

- Ms. Vu Thuy Linh: Head of the Supervisory Board
- Ms. Ta Thi Thu Hien: Member of the Supervisory Board

****Board of Management:*** Members of the Board of Management present at the General Meeting of Shareholders include:

- Ms. Vu Phuong Diep: Deputy General Director
- Mr. Le Xuan Chien: Deputy General Director.
- Mr. Vuong Quoc Duong: Deputy General Director

2. Legality and validity of the General Meeting:

At the time of the General Meeting's opening, at 9:30 there were 94 shareholders and authorized representatives attending, representing 53,570,029 shares, accounting for 70.13% of the shares participating in the 2025 Annual General Meeting of Damsan Joint Stock Company.

Based on the Enterprise Law and the Company's Charter, with a ratio of 70.13% of voting shares attending the meeting, the General Meeting of Shareholders is legal, valid, and permitted to proceed.

II. DEVELOPMENTS OF THE GENERAL MEETING

A. Procedures for opening the General Meeting of Shareholders:

1. Ms. Nguyen Thu Phuong, on behalf of the General Meeting of Shareholders' organizing committee, announced the reasons for the meeting and introduced the attending delegates.
2. Ms. Nguyen Thi Mai Anh, on behalf of the shareholder qualification verification committee, announced the shareholder attendance rate at the 2025 General Meeting of Shareholders with the following results:

- According to the attendance list as of 9:30, the General Meeting of Shareholders was attended by: 94 shareholders and authorized representatives, representing 53,570,0289 shares, accounting for 70.13% of the total voting shares of the Company.

3. Ms. Nguyen Thu Phuong introduced the Chairman of the meeting as Mr. Vu Huy Dong and the members of the Presidium, including:

- Mr. Vu Huy Dong: Chairman of the Board of Directors
- Mr. Do Van Khoi: Member of the Board of Directors
- Mr. Le Van Tuan: Member of the Board of Directors

4. Ms. Nguyen Thu Phuong introduced the agenda of the General Meeting as follows:

- * Introduce the Secretary of the General Meeting
- * Introduce the Vote Counting Committee
- * Approve the working regulations of the General Meeting
- * The Board of Directors presents the contents to be approved by the General Meeting of Shareholders
 - Report on 2024 production and business results & 2025 plan
 - Report on the Board of Directors' activities
 - Report of the Supervisory Board
 - Approve the reports of the Board of Management, Board of Directors, and Supervisory Board
 - Approve the audited 2024 financial statements.
 - Approve the distribution of profits, dividends for 2024 and projected profit and dividend plan for 2025
 - Approve remuneration for the Board of Directors, Supervisory Board in 2024 and the plan for 2025
 - Authorize the Board of Directors to select the 2025 financial statement auditing firm.
 - Report on the dismissal and election of additional independent members of the Board of Directors.
 - Report on the dismissal and election of additional personnel for the Supervisory Board.
 - Report on the termination of investment in the road construction project from Thai Binh city to Cau Nghin.
 - Report on investment in industrial clusters within the province.

- Report on investment in the construction of factories for lease in Ninh An Industrial Cluster, An Ninh Industrial Cluster.
- Report on investment in the construction of social housing under the housing development project.
- Report on capital investment in the Textile Research Institute Joint Stock Company for the Office Building and Service Center Project

* Discuss, vote, and approve the reports

* Approve the minutes, resolutions, and closing of the General Meeting

The General Meeting unanimously agreed with 100% approval

5. The General Meeting proposed electing Ms. Nguyen Thi Mai Anh as the Head of the Meeting Secretariat, and Ms. Nguyen Thi Bich as a member. The General Meeting unanimously agreed with 100% approval.

6. The General Meeting proceeded to nominate the Vote Counting Committee, including:

- Ms. Hoang Kim Thu - Head
- Ms. Ngo Thanh Ngan - Member
- Ms. Nguyen Ngoc Phuong - Member
- Mr. Bui Anh Dung - Member
- Mr. Do Phuc Long - Member

The General Meeting unanimously agreed with 100% approval.

7. Mr. Pham Van Thuong read the working and voting regulations of the General Meeting of Shareholders.

The General Meeting unanimously agreed with 100% approval

B. Reports of the Board of Directors, the Board of Directors, the Board of Directors and the contents submitted to the General Meeting of Shareholders:

1. Mr. Le Xuan Chien – Deputy General Director of the Company presented the Report on Production and business results in 2024 and the plan for 2025

*** Consolidated production and business performance results for 2024**

Unit: Billion VND

No.	Indicator	Year 2023	Year 2024	% increase (decrease)2024 /2023
1	Total assets	2,503.799	2,603.855	+4,0
2	Owners' Equity	918.25	957.32	+4.25

3	Net sales	1,641.84	1,628.96	-0.78
In which	Sales from yarn and towel business	1,282.00	1,361.00	+6.16
	Sales from real estate	178.211	186.855	+4.84
6	Profit before tax	86.455	63.522	-26.52
7	Profit after tax	74.999	55.133	-26.48

(Source: Audited Consolidated Financial Statements 2024)

*** Consolidated Business Plan for 2025**

Unit: Billion VND

No	Indicator	Actual 2024	Plan 2025	% increase (decrease) compared to 2024
1	Net sales	1,628.96	1,950.4	+19.73%
2	Profit before tax	63.52	120.5	+89.70%
3	Dividend rate (expected)	5%	10%-15%	+100 %-200%
4	Average labor (person)	8,000,000 VND/person	9,000,000 VND/person	+12.5%

2. Mr. Do Van Khoi - Member of the Board of Directors presented Report No. 02/BC-DHĐCĐ/2025 of the Board of Directors for 2024 & the 2025 plan.
3. Ms. Vu Thuy Linh - Head of the Supervisory Board presented Report No. 03/BC-DHĐCĐ/2025-BKS of the Supervisory Board.
4. Mr. Vu Huy Dong gave a speech further clarifying the company's development orientation for the period 2025-2026.
5. Mr. Do Van Khoi - Member of the Board of Directors presented Reports No. 01, No. 02, and No. 03/TTr-ĐHĐCĐ regarding the Approval of the reports of the Board of Directors, Supervisory Board, Executive Board, the audited 2024 financial statements, the profit distribution plan and dividend payment for 2024, and the Proposed dividend payout ratio for 2025.

a) Appropriation of funds and dividend payment rates for 2024 are as follows:

Indicators	In 2024 (Unit: million VND)
1. Consolidated profit before tax	63,523.87
2. Corporate Income Tax Payable	.6,546.36
3. Profit after tax in 2024	55,125.78
4. Profit after tax of the parent company	50,061.33
5. Profit Distribution	50,061.33

5.1. Compulsory reserve fund	-
5.2. Development investment fund	-
5.3. Reward and welfare fund	-
5.4. Profit after distribution of funds	50,061.33
6. Retained earnings from previous years	15,926.19
7. Total Profit up to the end of 2024	65,987.52
8. Proposed 5% cash dividend payout	38,197.36
9. Profit Carried Forward to Next Year	27,790.16

b) Dividend Payment for 2024

The Board of Directors respectfully requests the General Meeting of Shareholders to approve the cash dividend payment for 2024 and authorize the Board of Directors to decide the payment time and implement the payment. The cash dividend payout rate is 5%.

c) Proposed Dividend Rate for 2025

Based on the 2025 production and business plan of Damsan Joint Stock Company, the Board of Directors proposes a dividend payout rate for 2025 of 10%-15%. The Board of Directors is authorized to decide on the payment of the 2025 dividend in cash or shares, based on the actual performance in 2025 and in accordance with the company's production and business activities.

6. Mr. Le Van Tuan – Member of the Board of Directors presented Report No. 04/TTr-ĐHĐCĐ on the approval of remuneration for the Board of Directors and Supervisory Board in 2024 and the plan for 2025; Report No. 05/TTr-ĐHĐCĐ on the approval of authorizing the Board of Directors to select the auditing firm for the 2025 financial statements; and Report No. 06/TTr-ĐHĐCĐ on the dismissal and election of additional independent members of the Board of Directors.

a) Remuneration of the Board of Directors

No.	Title	Remuneration/month in 2024	Proposed remuneration/month in 2025
1	Chairman of the Board of Directors	15,000,000 VND	15,000,000 VND

2	Board Members	10,000,000 VND	10,000,000 VND
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a) Remuneration of the Supervisory Board

No	Title	Remuneration/month in 2024	Proposed remuneration/month in 2025
1	Head of the Supervisory Board	4,000,000 VND	4,000,000 VND
2	Members of the Supervisory Board	3,000,000 VND	3,000,000 VND

* Total remuneration:

Total remuneration	2024 Remuneration Report
Board of Directors	660,000,000 VND
Supervisory Board	120,000,000 VND

7. Mr. Pham Van Thuong - Independent Member of the Board of Directors presented Report No. 07/TTr-DHĐCĐ on the dismissal and election of additional members to the Supervisory Board.

8. Mr. Vu Huy Dong - Chairman of the Board of Directors presented Report No. 08/TTr-DHĐCĐ on the termination of investment in the road construction project from Thai Binh city to Cau Nghin and Report No. 09/TTr-DHĐCĐ on investment in industrial clusters within the Province.

9. Mr. Le Van Tuan - Chairman of the Board of Directors presented Report No. 10/TTr-DHĐCĐ on the investment in the construction of factories for lease in Ninh An Industrial Cluster, An Ninh Industrial Cluster, Vu Ninh Industrial Cluster, and Report No. 11/TTr-DHĐCĐ on the investment in the construction of social housing under the housing development project in the residential area of Phu Xuan commune, Thai Binh city.

10. Mr. Vu Huy Dong - Chairman of the Board of Directors presented Report No. 12/TTr-DHĐCĐ on capital investment in the Textile Research Institute Joint Stock Company for the Office Building and Service Center Project.

C. Discussion

The General Meeting proceeded to discuss the Reports presented at the Meeting:

Comment No. 1:

+ The 2025 business plan outlines an impressive growth target. The shareholder would like the company to clarify which segment is expected to drive this growth. Regarding the industrial cluster invested in by the Company, how many hectares of factory space for lease are expected to be handed over?

Mr. Vu Huy Dong – Chairman of the Board of Directors responded:

In previous years, even with less charter capital than at present, the Company had achieved profits of over VND 100 billion. In 2025, the Company will focus primarily on investing in and leasing industrial factories in the 75-hectare Ninh An Industrial Cluster, with estimated profits of approximately VND 50 billion within the year. Additionally, profits will come from about 100,000 m² of rental factory space, of which 65,000 m² has already been leased and payments will start from January 1, 2025, estimated to bring in VND 30–40 billion. The rental factory project with AD Green has signed a contract for about 34,000 m², with payments starting from May 2025. The towel business segment will remain stable in 2025, with estimated revenue of over VND 10 billion. The Company will also gain profits from real estate projects such as the Residential Area Projects on Lots 39 and 40 in Quang Trung Ward, the Phu Xuan project, and from retained foreign currency, currently about USD 5 million. At the same time, the Company will streamline the workforce at the two yarn factories to minimize losses in the yarn segment in 2025.

+ With the Company planning to invest in multiple projects during 2025–2026, which project is the key focus, and what is the expected maximum revenue?

Mr. Vu Huy Dong – Chairman of the Board of Directors responded:

- The Company plans to convert one of the two yarn factories to align with the Chinese textile and garment supply chain.
- The Ninh An Industrial Cluster is expected to begin development in June 2025, with a model facility including infrastructure, a wastewater treatment plant, environmental landscaping, and an operations office.
- It is projected that in 2025, the Company will be able to sell 20–30 hectares of land in the Ninh An Industrial Cluster.

+ What are the business results for Q1/2025, and how are FDI investors reacting to investing in industrial clusters amid the new U.S. tax policies?

Mr. Vu Huy Dong – Chairman of the Board of Directors responded:

Estimated profit in Q1/2025 is about VND 15 billion, primarily from the industrial real estate leasing segment. According to Company partners, U.S. tariff policies do not affect their businesses because some of them export to other markets like Indonesia. Currently, the Company has three investors showing interest in leasing factory space.

Comment No. 2: A shareholder expressed concern about the decline in the company's stock price and requested an explanation.

Mr. Vu Huy Dong – Chairman of the Board of Directors responded:

- The Company's exploitable resources are highly sustainable and immediately profitable, starting with 100,000 square meters of leased factory space and the investment in the 74.5-hectare Ninh An industrial cluster, along with two additional expanded industrial clusters.
- The production of terry towels and investment in social housing ensure a stable source of income for the Company in 2025 and the years to come.
- The intrinsic value of one share is approximately VND 13,000. The stock price is determined by market supply and demand, but the Company is confident that once it affirms its position and achieves effective business operations, the stock price will certainly increase.

Comment No. 3: The Company's plan to invest in the construction and leasing of factories in the Industrial Cluster appears to be gradual rather than aggressive. Has the Company recalculated the cash flow, and will it be slower than initially planned?

Mr. Le Xuan Chien – Deputy General Director responded:

- As of December 31, 2024, the Company has VND 271 billion in cash, sufficient to implement the planned projects, including Ninh An Industrial Cluster and Phu Xuan social housing.
- In April 2025, the Company signed a VND 600 billion loan agreement with Agribank Thai Binh to finance the construction of Ninh An Industrial Cluster.
- The capital required for the construction of social housing is approximately VND 700 billion, of which 30% is the Company's counterpart capital, and 70% is loan capital from credit institutions. Among this, VND 120 billion is financed under the social housing support policy.
- Investment in the industrial cluster will proceed gradually, depending on tax policy developments and customer demand.

D. Voting on the contents presented at the General Meeting:

Ms. Nguyen Thu Phuong invited the esteemed shareholders to proceed with voting on the contents presented at the General Meeting using the Ballot Paper (01 share corresponds to 1 vote). The voting results are as follows:

***Content 01: Approval of the reports of the Board of Directors, the Supervisory Board, and the Executive Board.**

- Approve: 63 votes representing 53,570,029 shares, accounting for 100% of the voting shares present at the meeting.
- Disapprove: 0 votes, accounting for 0% of the voting shares present at the meeting.
- Abstain: 0 votes, accounting for 0% of the voting shares present at the meeting.

Thus, Content 01 was approved with a rate of 100%.

***Content 02. Approval of the audited 2024 financial statements.**

- Approve: 63 votes representing 53,570,029 shares, accounting for 100% of the voting shares present at the meeting.
- Disapprove: 0 votes, accounting for 0% of the voting shares present at the meeting.
- Abstain: 0 votes, accounting for 0% of the voting shares present at the meeting.

Thus, Content 02 was approved with a rate of 100%.

***Content 03. Approval of the profit distribution plan and dividend payment for 2024 and the profit and dividend plan for 2025**

- Approve: 62 votes representing 53,508,029 shares, accounting for 99.88% of the voting shares present at the meeting.
- Disapprove: 0 votes, accounting for 0% of the voting shares present at the meeting.
- Abstain: 01 votes, accounting for 0.12% of the voting shares present at the meeting.

Thus, Content 03 was approved with a rate of 99.88%.

***Content 04: Approval of remuneration for the Board of Directors and Supervisory Board in 2024 and the plan for 2025.**

- Approve: 63 votes representing 53,570,029 shares, accounting for 100% of the voting shares present at the meeting.

- Disapprove: 0 votes, accounting for 0% of the voting shares present at the meeting.
- Abstain: 0 votes, accounting for 0% of the voting shares present at the meeting.

Thus, Content 04 was approved with a rate of 100%.

***Content 05: Approval of the authorization for the Board of Directors to select the auditing firm for the 2025 financial statements**

- Approve: 62 votes representing 53,508,029 shares, accounting for 99.88% of the voting shares present at the meeting.
- Disapprove: 0 votes, accounting for 0% of the voting shares present at the meeting.
- Abstain: 01 votes, accounting for 0.12% of the voting shares present at the meeting.

Thus, Content 03 was approved with a rate of 99.88%.

Content 06: Report on the dismissal and election of additional independent members of the Board of Directors

- Approve: 63 votes representing 53,570,029 shares, accounting for 100% of the voting shares present at the meeting.
- Disapprove: 0 votes, accounting for 0% of the voting shares present at the meeting.
- Abstain: 0 votes, accounting for 0% of the voting shares present at the meeting.

Thus, Content 06 was approved with a rate of 100%.

Content 07: Report on the dismissal and election of additional members to the Supervisory Board

- Approve: 63 votes representing 53,570,029 shares, accounting for 100% of the voting shares present at the meeting.
- Disapprove: 0 votes, accounting for 0% of the voting shares present at the meeting.
- Abstain: 0 votes, accounting for 0% of the voting shares present at the meeting.

Content 08: Report on the termination of investment in the road construction project from Thai Binh city to Cau Nghin

- Approve: 63 votes representing 53,570,029 shares, accounting for 100% of the voting shares present at the meeting.
- Disapprove: 0 votes, accounting for 0% of the voting shares present at the meeting.
- Abstain: 0 votes, accounting for 0% of the voting shares present at the meeting.

Content 09: Report on investment in industrial clusters within the province

- Approve: 63 votes representing 53,570,029 shares, accounting for 100% of the voting shares present at the meeting.
- Disapprove: 0 votes, accounting for 0% of the voting shares present at the meeting.
- Abstain: 0 votes, accounting for 0% of the voting shares present at the meeting.

Content 10: Report on the investment in the construction of factories for lease in Ninh An Industrial Cluster, An Ninh Industrial Cluster, and Vu Ninh Industrial Cluster.

- Approve: 63 votes representing 53,570,029 shares, accounting for 100% of the voting shares present at the meeting.
- Disapprove: 0 votes, accounting for 0% of the voting shares present at the meeting.
- Abstain: 0 votes, accounting for 0% of the voting shares present at the meeting.

Content 11: Report on the investment in the construction of social housing under the housing development project in the residential area of Phu Xuan commune, Thai Binh city

- Approve: 63 votes representing 53,570,029 shares, accounting for 100% of the voting shares present at the meeting.
- Disapprove: 0 votes, accounting for 0% of the voting shares present at the meeting.
- Abstain: 0 votes, accounting for 0% of the voting shares present at the meeting.

Content 12: Report on capital investment in the Textile Research Institute Joint Stock Company for the Office Building and Service Center Project.

- Approve: 63 votes representing 53,570,029 shares, accounting for 100% of the voting shares present at the meeting.
- Disapprove: 0 votes, accounting for 0% of the voting shares present at the meeting.
- Abstain: 0 votes, accounting for 0% of the voting shares present at the meeting.

Thus, Content 12 was approved with a rate of 100%.

Content 12: The Head of the Election Committee announces the results of the election of the Independent Member of the Board of Directors and the additional Supervisory Board Members for the 2021–2026 term

13.1. The General Meeting elected a replacement Independent Member of the Board of Directors for the 2021–2026 term

- Total number of ballots issued: 65 ballots, equivalent to 53,572,129 shares, representing 100% of the total voting shares attending the Meeting.
- Total number of ballots collected: 63 ballots, equivalent to 53,570,029 shares.
- Valid ballots: 63 ballots, equivalent to 53,570,029 shares.
- Invalid ballots: 0 ballots, equivalent to 0 shares.

Election result: One candidate was elected with the following votes and percentage:

No.	Full name	Number of votes	Percentage of Voting Shares
1	Do Thanh Tung	63	100%

13.2. The General Meeting elected 02 additional members of the Supervisory Board for the 2021–2026 term:

Total number of ballots issued: 65 ballots, equivalent to 53,572,129 shares, representing 100% of the total voting shares attending the Meeting.

- Total number of ballots collected: 63 ballots, equivalent to 53,570,029 shares.
- Valid ballots: 63 ballots, equivalent to 53,570,029 shares.
- Invalid ballots: 0 ballots, equivalent to 0 shares.

Election result: One candidate was elected with the following votes and percentage:

No.	Full name	Number of votes	Percentage of Voting Shares
1	Pham Thi Le	62/63	97,91%
2	Đinh Thi Hoa	62/63	99,77%

Thus, all 13 agenda items were approved by the General Meeting of Shareholders.

III. APPROVAL OF THE MINUTES AND RESOLUTIONS OF THE GENERAL MEETING OF SHAREHOLDERS

The Minutes and Resolutions of the General Meeting of Shareholders were drafted and approved in full text at the 2025 Annual General Meeting of Damsan Joint Stock Company at 13:35./.

The General Meeting concluded at 13:35 on the same day.

Thai Binh, April 19, 2025

**ON BEHALF OF
GENERAL MEETING OF SHAREHOLDERS**

SECRETARY



Nguyen Thi Mai Anh

CHAIRMAN



VU HUY DONG

Thai Binh, April 19th, 2025

**RESOLUTION OF THE 2025 ANNUAL GENERAL MEETING OF
SHAREHOLDERS
DAMSAN JOINT STOCK COMPANY**

Base:

- Pursuant to the Law on Enterprises No. 59/2020/QH14 dated June 17, 2020;
- Pursuant to the Law on Securities No. 54/2020/QH14 dated November 26, 2009 and its amendments and supplements;
- Pursuant to the Charter on the organization and operation of Damsan Joint Stock Company;
- Pursuant to the Minutes of the vote counting of the 2025 Annual General Meeting of Shareholders of Damsan Joint Stock Company dated April 19, 2025;
- Pursuant to the Minutes of the 2025 Annual General Meeting of Shareholders of Damsan Joint Stock Company dated April 19, 2025.

The 2025 Annual General Meeting of Shareholders ("AGM") of Damsan Joint Stock Company, held at Infinity Event Center – 4th Floor, Hung Thinh Tower, No. 5 Quang Trung, Thai Binh City - Thai Binh, on April 19, 2025 approved this Resolution with the following contents:

RESOLUTION

Article 1. Through the reports:

- Report No. 01/BC-DHĐCĐ/2025 by the Boar of Management on the production and business situation in 2024 and the plan for 2025.
- Report No. 02/BC-ĐHĐCĐ/2025 by the Board of Directors in 2023 and the plan for 2024.
- Report No. 03/BC-DHĐCĐ/2025 by Supervisory Board on its activities.

*** Results of consolidated production and business activities in 2024**

Unit: Billion VND

No.	Indicators	2023	2024	% increase (decrease) in 2024 compare to 2023
1	Total assets	2,503.79	2,603.85	+4.0
2	Equity	918.25	957.32	+4.25
3	Net revenue	1,641.84	1,628.96	-0.78
<i>In which</i>	<i>Revenue from yarn and towel business</i>	1,282	1,361	+6.16
	<i>Revenue from real estate</i>	178.21	186.85	+4.84
4	Profit before tax	86.45	63.52	-26.52
5	Profit after tax	74.99	55.13	-26.48

* The Company's business plan for 2025

Unit: Billion VND

No.	Indicators	Implementation 2024	Plan 2025	% increase (decrease) compared to 2024
1	Net revenue	1,628.96	1,950.4	+19.73%
2	Profit before tax	63.52	120.5	+89.70%
3	Dividend payout ratio (estimated)	5%	10%-15%	+100%-200%
4	Average number of employees (persons)	8,000,000 VND/person	9,000,000 VND/person	+12.5%

Article 2. Approval of Proposal No. 01/TTr-DHĐCĐ on the reports of the Board of Directors, the Supervisory Board, and the Board of Management

Article 3. Approval of Proposal No. 02/TTr-DHĐCĐ on the audited financial statements for 2024.

Article 4. Approval of Proposal No. 03/TTr-DHĐCĐ on profit distribution and dividend payment for 2024 and the proposed dividend payment for 2025.

a) The appropriation of funds and dividend payment for 2024 are as follows:

Quota	2024 (Unit: Million VND)
1. Consolidated profit before tax	63,523.87
2. Payable CIT	6,546.36
3. Profit after tax in 2024	55,125.78
4. Profit after tax of the parent company	50,061.33
5. Profit Distribution	50,061.33
5.1. Mandatory reserve fund	-
5.2. Development investment fund	-
5.3. Reward and welfare fund	-
5.4. Profit after distribution of funds	50,061.33
6. Retained earnings from previous years	15,926.19
7. Total profit as of the end of 2024	65,987.52
8. Proposed 5% cash dividend distribution	38,197.36
9. Retained earnings carried forward to the next year	27,790.16

b) Dividend payment for 2024

The Board of Directors respectfully proposes that the General Meeting of Shareholders approve the payment of dividends in 2024 in cash and authorize the Board of Directors to determine the payment timing and execution. The cash dividend payout is 5%.

c) Proposal of dividend rate for 2025

Based on the 2025 production and business plan of Damsan Joint Stock Company, the Board of Directors proposes a dividend payment rate is expected to be from 10%-15% in 2025. Assign the Board of Directors to base on the performance results in 2025 to decide to pay dividends in 2025 in cash or shares in accordance with the company's production and business activities.

Article 5: Approval of the Report No. 04/TTr-ĐHDCD on remuneration for members of the Board of Directors and the Supervisory Board for 2025 and the remuneration payment plan for 2025:

a) Board of Directors' Remuneration

No.	Title	Monthly remuneration in 2024	Proposed monthly remuneration in 2025
1	Chairman of the Board of Directors	15,000,000 VND	15,000,000 VND
2	Member of the Board of Directors	10,000,000 VND	10,000,000 VND

b) Remuneration for members of the Supervisory Board

No.	Title	Monthly remuneration in 2024	Proposed monthly remuneration in 2025
1	Head of the Supervisory Board	4,000,000 VND	4,000,000 VND
2	Member of the Supervisory Board	3,000,000 VND	3,000,000 VND

c) Total remuneration

Total remuneration	2024 Remuneration Report
Board of Directors	660,000,000 VND
Supervisory Board	120,000,000 VND

Article 6: Approval of Report No. 05/TTr-DHDCCD to authorize the Board of Directors to select an auditing firm for the 2025 Financial Statements.

Article 7: Approval of Report No. 06/TTr-DHDCCD on the dismissal and election of additional independent members of the Board of Directors.

Article 8: Approval of Report No. 07/TTr-DHDCHD on the dismissal and new election of personnel for the Supervisory Board.

Article 9: Approval of Report No. 08/TTr-DHDCCD on terminating investment in the project to build the road from Thai Binh city to Cau Nghin.

Article 10: Approval of Report No. 09/TTr-DHDCCD on the investment in industrial clusters within the province.

Article 11: Approval of Report No. 10/TTr-DHDCCD on the investment in the construction of factories for lease in Ninh An Industrial Cluster and An Ninh Industrial Cluster.

Article 12: Approval of Report No. 11/TTr-DHDCCD on investment in the construction of social housing under housing development projects.

Article 13: Approval of Report No. 12/TTr-DHDCCD on capital investment in the Textile and Garment Research Institute Joint Stock Company for the implementation of the Office Building and Service Center Project.

Article 14: Enforcement provisions

The General Meeting of Shareholders assigns the Board of Directors, the Board of Management, the Supervisory Board, and relevant departments to implement the contents of this Resolution.

This Resolution takes effect from April ...19th..., 2025.

ON BEHALF OF THE GENERAL
MEETING OF SHAREHOLDERS

CHAIRMAN



VU HUY DONG

Recipient:

- SSC; the Stock Exchange (information disclosure);
- Board of Directors, Supervisory Board, Board of Management;
- Filed at Administration & Human Resources Department, Finance & Accounting Department.



DAMSAN JSC

DAMSAN JOINT STOCK COMPANY

Lot A4, Bui Vien Street, Nguyen Duc Canh Industrial Park, Thai Binh City, Thai Binh Province

Phone: 02273.643826 (101) – Fax: 02273.642.312- Email: hcl@damsanjsc.vn

ANNOUNCEMENT

INVITATION TO ATTEND THE 2025 ANNUAL GENERAL MEETING OF SHAREHOLDERS

DAMSAN JOINT STOCK COMPANY

To: Dear Shareholders - Damsan Joint Stock Company

The Board of Directors of Damsan Joint Stock Company would like to invite shareholders to attend the **2025 Annual General Meeting of Shareholders** to be held as follows:

1. Time: 8:30 a.m., Saturday, April 19, 2025

2. Location: Infinity Event Center - 4th Floor, Hung Thinh Tower - No. 5 Quang Trung - Thai Binh City - Thai Binh.

3. Contents of the General Meeting:

- Report on production and business results in 2024 & plan for 2025;
 - Report on the operation of the Board of Directors in 2024 and the plan for 2025;
 - Report of the Supervisory Board in 2024;
 - Approve the reports of the Board of Directors, the Board of Directors, and the Supervisory Board in 2024;
 - Approve the audited 2024 audited financial statements;
 - Approve the distribution of profits and dividends in 2024, the expected profit and dividend plan in 2025;
 - Approve the remuneration of the Board of Directors, the Supervisory Board in 2024, and the plan for 2025;
 - Authorize the Board of Directors to select the auditing unit for the 2025 financial statements;
 - Proposal for dismissal of an independent member of the Board of Directors;
 - Proposal to change the Supervisory Board, elect 02 additional members of the Supervisory Board;
 - Proposal to stop the implementation of the project to build the road from Thai Binh city to Cau Nghin;
 - Investment proposal for industrial clusters in the province;
 - A report on investment in the factories construction for lease in industrial clusters;
 - A report on construction investment of social housing under the housing development project in residential areas of Phu Xuan commune, Thai Binh city;
 - Investment proposal at Textile and Garment Research Institute Joint Stock Company;
- Other issues under the jurisdiction of the General Meeting of Shareholders (if any)

4. Participants

- All shareholders owning shares of Damsan Joint Stock Company are named in the list of shareholders closing on 21/03/2025 provided by the Vietnam Securities Depository and Clearing Corporation.

- In case shareholders do not attend in person, they may authorize their representatives to attend the General Meeting (or members of the Board of Directors) to attend the General Meeting. The authorized person must present the power of attorney (according to the enclosed form) and an ID card/ID card or passport when attending the General Meeting of Shareholders.

5. Register to attend the General Meeting

- To facilitate the organization of the General Meeting, shareholders are requested to confirm their attendance at the General Meeting or Authorization to attend the meeting via phone number 097.807.6742 and send the Registration Form or Power of Attorney via Email: hc1@damsanjsc.vn before 16:00 on April 16, 2025.

- Shareholders can refer to or download meeting documents and some other documents related to the 2024 General Meeting of Shareholders on the Company's website: <http://damsanjsc.vn/co-dong/>

6. Contact information: Damsan Joint Stock Company

+ Address: Lot A4, Bui Vien Street, Nguyen Duc Canh Industrial Park, Thai Binh City, Thai Binh Province

+ Phone: 02273.643.826 (101) - Email: hc1@damsanjsc.vn

Note: When attending the General Meeting, please bring the Notice of Invitation to the Meeting, Registration Certificate or authorization to attend the General Meeting, people's identity card, citizen identity card, or passport.

This Notice replaces the Meeting Invitation Letter in case the Shareholders do not receive the Meeting Invitation Letter from the Organizing Committee.

Recipient:

- Shareholders of the Company;
- Member of the Board of Directors, Supervisory Board of the Company;
- Board of Directors of the Company;
- Saved by HR-admin.

ON BEHALF OF
THE BOARD OF DIRECTORS. BOARD
CHAIRMAN



VU HUY DONG

ANNUAL GENERAL MEETING OF SHAREHOLDERS PROGRAM 2025

DAMSAN JOINT STOCK COMPANY

Time: 8:30 a.m., April 19, 2025

Location: *Infinity Event Center - 4th Floor, Hung Thinh Tower - No. 5 Quang Trung - Thai Binh City - Thai Binh*



No	Content	Person in charge
1	Welcoming shareholders and delegates and distributing material and gifts	Reception
2	Opening of the General Meeting, introducing delegates	MC
3	Report on the results of shareholder qualification examination	Inspection Board Shareholder Status
4	Introduction and vote to approve the Presidium of the General Meeting	MC
5	<ul style="list-style-type: none"> - Appointment of the Secretariat - Proposal and approval by the Vote Counting Committee - Approval of the Working Regulation at the Annual General Meeting of Shareholders in 2025 - Approve the General Meeting agenda 	Presidium
6	<p>Reports and proposals:</p> <ul style="list-style-type: none"> - Report on production and business results in 2024 & plan for 2025; - Report on the operation of the Board of Directors; - The report of the Supervisory Board; - Approve the reports of the Board of Directors, the Board of Directors and the Supervisory Board; - Approve the audited 2024 audited financial statements; - Approve the distribution of profits and dividends in 2024, the expected profit and dividend plan in 2025; - Approve the remuneration of the Board of Directors, the Supervisory Board in 2024, and the plan for 2025; - Authorize the Board of Directors to select the auditing unit for the 2025 financial statements; - Approve dismissal of an independent member of the Board of Directors; - Propose the change in the Supervisory Board, elect 02 additional members of the Supervisory Board; - Propose to stop the implementation of the project to build the road from Thai Binh city to Cau Nghin; - Investment proposal for industrial clusters in the province; - A report on investment in the construction of factories for lease in industrial clusters; - A report on the construction investment of social housing under the housing development project in residential areas of Phu Xuan commune, Thai Binh city; - Investment proposal at Textile and Garment Research Institute Joint Stock Company. 	Presidium
7	Breaks	General Meeting of Shareholders
8	Discuss and vote to approve the Proposals	General Meeting of Shareholders
9	Presentation of the draft Minutes and Resolutions of the General Meeting	Secretariat
	Approve the Minutes and Resolutions of the General Meeting	Presidium
10	Closing of the General Meeting	Presidium

SOCIALIST REPUBLIC OF VIETNAM
Independence – Freedom – Happiness



REGISTER
ANNUAL GENERAL MEETING OF SHAREHOLDERS IN 2025

To: **Damsan Joint Stock Company**

- Individual/Organisation Name:.....
- ID CARD/Passport /Business registration number:
- Issued Date: Place of issue:
- Address:.....
- Telephone:.....
- Number of shares owned:
- (In words:))

I/We have received an invitation to attend the 2025 Annual General Meeting of Shareholders of Damsan Joint Stock Company and agree to confirm that I will attend the General Meeting.

.....day... month... in 2025

SHAREHOLDER

(Sign, specify full name, and stamp if it is an organization)

***Notes:**

1. Shareholders, bring their ID card /Passport (original) when attending.
2. In case the authorized person attends the general meeting, the dossier includes: Power of attorney (according to the company form) in which all information, phone number of the authorizing party are inscribed, and the authorized person's ID card/or passport (original) is presented.
3. Shareholders can call 097.807.6742 and send this registration form via Fax, Email, or post to the Company before **16:00 on April 16, 2025.**

DAMSAN JOINT STOCK COMPANY

Address: Lot A4, Bui Vien Street, Nguyen Duc Canh Industrial Park, Thai Binh City, Thai Binh Province

Phone: 02273.643.826 (101) - Email: hc1@damsanjsc.vn

.....day... month... in 2025



POWER OF ATTORNEY

Regarding the attendance at the 2025 Annual General Meeting of Shareholders of Damsan Joint Stock Company)

For Damsan Joint Stock Company (ADS)

1. The authorizing party:

- Individual/Organisation Name:.....
- ID CARD/Passport/Bussiness Registraion No:.....
Issued Date: Place of issue:.....
- Address:.....
- Phone (required recording):
- Number of shares owned:
(In words:)

2. Authorized Party:

- Personal name:
- ID number: Issued Date Place of issue:
- Address:.....
- Telephone:.....
- Number of authorized shares:
(In words:)

Or you can authorize one of the members of the Board of Directors of ADS according to the list below:

No	Name	Title	Number of Authorized Shares
1	Mr. Vu Huy Dong	Chairman of the Board of Directors	
2	Mr. Do Van Khoi	Member of the Board of Directors	
3	Mr. Nguyen Le Hung	Member of the Board of Directors	
4	Mr. Le Van Tuan	Member of the Board of Directors	
5	Mr. Pham Van Thuong	Independent Member of the Board of Directors	
Total number of authorized shares			

3. Authorization contents: Attend the General Meeting of Shareholders and exercise voting rights.

This power of attorney is only valid during the 2025 Annual General Meeting of Shareholders of ADS. The Authorized Party may not be sub-authorized to any third party.

We are fully responsible for this authorization and are committed to strictly complying with the applicable Law and the ADS Charter.

AUTHORIZED PARTY
(Sign and specify full name)

AUTHORIZED PARTY
(Sign and specify full name)

Notes:

- If the authorizing party is an institution, it is necessary to additionally obtain the signature of the legal representative and affix the seal of the organization.
- In case the authorized person attends the general meeting, the dossier includes: Power of attorney (according to the company form) in which provide all information, phone number of the authorizing party, and presentation of the authorized person's ID card/passport/Bussiness registration (original).
- Shareholders can contact via phone number 097.807.6742 and send this registration certificate via Email: hcl@damsanjsc.vn or by post: Damsan Joint Stock Company, Lot A4, Bui Vien Street, Nguyen Duc Canh Industrial Park, Thai Binh City, Thai Binh Province, **before 16:00 on April 16, 2025.**

Thai Binh, March 28th, 2025

**SUMMARY - ORGANIZATION REGULATIONS
2025 ANNUAL GENERAL MEETING OF SHAREHOLDERS
OF DAMSAN JOINT STOCK COMPANY**

- Pursuant to the Law on Enterprises No. 59/2020/QH14 dated 17/06/2020;
- Pursuant to the Securities Law of the Socialist Republic of Vietnam and its guiding documents;
- Pursuant to the Charter of organization and operation of Damsan Joint Stock Company.

The 2025 Annual General Meeting of Shareholders of Damsan Joint Stock Company is organized and implemented in accordance with the following Organization Regulations:

Article 1. Purpose

- Ensure that the order, principles of conduct and voting at the Annual General Meeting of Shareholders of Damsan Joint Stock Company take place in accordance with regulations and are a great success.

Article 2. Subjects and Scope

- **Subjects:** All delegates and authorized representatives attending the Annual General Meeting of Shareholders of Damsan Joint Stock Company must comply.
- **Scope:** This Regulation is used for the organization of the 2025 Annual General Meeting of Shareholders of Damsan Joint Stock Company.

Article 3. Conditions for conducting the General Meeting of Shareholders (According to Article 18 of the Charter of Damsan Joint Stock Company)

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

Article 4. Delegates attending the General Meeting of Shareholders

1. Shareholders and authorized representatives with voting rights (according to the record date list of shareholders on March 21st, 2025 issued by the Vietnam Securities Depository and Clearing Corporation) are entitled to attend the General Meeting of Shareholders;
2. During the General Meeting of Shareholders, delegates must comply with the guidance of the Presidium, behave civilly, politely and keep the order of the General Meeting;
3. Delegates must keep secrets, strictly comply with the regime of using and preserving materials; must not copy, record and send outside the General Meeting without the permission of the Presidium;
4. Do not smoke in the General Meeting room;



5. Do not talk privately, do not use mobile phones during the General Meeting, all mobile phones must be turned off or be in silent mode.

Article 5. Presidium

1. The Presidium consists of 03 people, including 01 Chairman and 02 members. The Chairman of the Board of Directors is the Chairman of the Presidium and of the 2025 Annual General Meeting of Shareholders of Damsan Joint Stock Company.
2. Tasks of the Presidium:
 - a. Administer the activities of the General Meeting of Shareholders according to the Board of Directors (BOD)'s agenda voted and approved by the General Meeting of Shareholders at the General Meeting of Shareholders;
 - b. Guide delegates and general meeting to discuss the contents;
 - c. Submit drafts and conclude necessary issues for the General Meeting to vote on;
 - d. Respond to issues requested by the General Meeting;
 - e. Solve problems arising during the General Meeting.
3. Working principles of the Presidium:

The Presidium works according to the principle of collective, democratic centralization, and majority decision-making.

Article 6. General Meeting Secretariat

1. The Secretariat of the General Meeting consists of 02 people introduced by the Chairman (through the Organizing Committee of the General Meeting) to be responsible to the Presidium and the General Meeting of Shareholders for their tasks and under the management of the Presidium.
2. Tasks of the Secretariat:

Support the Presidium in announcing draft documents, conclusions and resolutions of the General Meeting and send the Presidium's notice to the delegates when requested.

Fully and honestly record all contents of the General Meeting and issues that have been approved or noted in the Minutes of the General Meeting;

Article 7. Delegate Qualification Verification Committee

1. The Delegate Qualification Verification of the General Meeting consists of 05 people, including 01 Head of the Committee and 04 members.
2. Duties of the Delegate Qualification Verification Board:
 - The Delegate Qualification Verification Committee shall be responsible for checking the eligibility and status of shareholders attending the meeting.
 - The Head of the Delegate Qualification Examination Committee shall report to the General Meeting of Shareholders on the situation of shareholders attending the meeting. If a sufficient number of delegates representing at least 51% of the voting shares are present, the company's General Meeting of Shareholders shall be conducted.

Article 8. Vote Counting Committee

1. The vote counting committee of the General Meeting consists of 05 people, including 01 Head of the Committee and 04 members introduced by the Chairman (through the Organizing Committee of the General Meeting) and voted by the General Meeting.
2. Duties of the Vote Counting Committee:
 - The vote counting committee must make a record of vote counting and take responsibility to the Presidium and the General Meeting of Shareholders when performing its tasks;
 - Accurately determine the voting results at the General Meeting;



- Quickly notify the results of vote counting to the Secretariat;
- Count the votes according to this Regulation.
- Consider and report to the General Meeting cases of violation of voting, election rules or written complaints about vote counting results.

Article 9. Discussion at the General Meeting

1. Principle:

- The discussion shall only be carried out within the prescribed time and within the agenda of the General Meeting of Shareholders;

- When delegates need to make speeches or debates, they must raise their hands, and only when they are agreed by the Presidium can they speak. Each delegate should speak for no more than 03 minutes, the content should be concise with no duplication.

2. Responding to the delegates:

- On the basis of the Delegate's Discussion Sheet, the Chairperson or a member appointed by the Chairperson will respond to delegates' comments;

- In case of time constraints, questions that have not been answered directly at the General Meeting will be answered directly in writing by the company.

Article 10. Voting

- All issues in the agenda and meeting contents of the General Meeting must be publicly discussed and voted through publicly by voting card or privately by voting slips.

- The form of voting at the 2025 Annual General Meeting of Shareholders is as follows:

+ Voting in the form of holding up voting cards: this form is used to approve issues such as: General Meeting agenda; working regulations at the General Meeting; the Minutes of the General Meeting, the Resolution of the General Meeting and other contents at the General Meeting (if any);

+ Voting in the form of filling in the Voting Slips: this form is used to approve the proposal to the General Meeting, which is determined and clearly stated in each voting slip sent to each shareholder.

Article 11. Minutes and Resolutions of the General Meeting of Shareholders

The Minutes and the Resolution of the General Meeting of Shareholders must be announced and approved before the closing of the General Meeting.

Article 12. Implementation of the Regulation

Delegates attending the General Meeting must strictly abide by the Regulation on organization of the General Meeting of Shareholders.

This Regulation consists of 12 Articles and takes effect immediately after being voted and approved by the General Meeting of Shareholders.

ON BEHALF OF BOARD OF DIRECTORS



Vu Huy Dong

No. 01/BC-DHDCD/2025

Thai Binh, March 28th, 2025

GENERAL DIRECTOR'S REPORT ON PRODUCTION RESULTS BUSINESS IN 2024, PLAN IN 2025

Implementing the Resolution of the 2024 Annual General Meeting of Shareholders, with the role of management and administration, represent General Board Director of the Company, I would like to present report production and business results in 2024 and the Company's production and business plan in 2025 with the following contents:

I. Production and business results in 2024

The production and business situation in 2024 faced many difficulties due to the direct impacts from the economy, raw materials, consumption market, internal production of the company... This is an extremely difficult year for all businesses in general and Damsan Joint Stock Company in particular. The Company's Board of Directors has promoted the spirit of solidarity, actively directed the resolutions of the Board of Directors, flexibly conducted production and business strategies, boldly carried out organizational restructuring, researched and applied initiatives to reduce costs, improve labor productivity, and strive to overcome difficulties. Consolidated revenue in 2024 reached 1,628.96 billion VND, profit after CIT reached 55.13 billion VND

- Yarn production and yarn export:

+ Yarn output production and business reached: 12,163.53 tons, decreasing by 2,979.33 ton compared to 2023

- Towel production and trading reached 2,776.40 tons, making an increase of 9.4 ton compared to 2023

- Cotton business reached 4,697.51 ton, down 187.24 tons compared to 2023

* Results of consolidated production and business activities in 2024

Unit: Billion VND

No	Indicator	Year 2023	Year 2024	% increase (decrease) in 2024/2023
1	Total assets	2,503.79	2,603.85	+4.0
2	Equity	918.25	957.32	+4.25
3	Net sales	1,641.84	1,628.96	-0.78

<i>In which</i>	<i>Revenue from yarn, towel, cotton business</i>	<i>1,282</i>	<i>1,361</i>	<i>+6.16</i>
	<i>Revenue from real estate</i>	<i>178.21</i>	<i>186.85</i>	<i>+4.84</i>
4	Profit before tax	86.45	63.52	-26.52
5	Profit after tax	74.99	55.13	-26.48

(Source: Audited Consolidated Financial Statements 2024)

Regarding the size of the company's total assets, in 2024, the company's total asset value reached 2,603.85 billion VND, making an increase of 100.06 billion VND, equivalent to an increase of 4.00%.

The company's revenue reached 1,628.96 billion VND, down 12.88 billion VND, equivalent to a decrease of 0.78% compared to 2023

Revenue from production reached 1,361 billion VND, making an increase of 79 billion VND compared to 2023, equivalent to an increase of 6.16%.

Revenue from real estate reached VND 186.82 billion, making an increase of VND 8.64 billion compared to 2023, equivalent to an increase of 4.84%.

The company's profit after tax reached VND 55.13 billion, down VND 19.86 billion compared to 2023, equivalent to a decrease of 26.48%.

II. Business targets and solutions in 2024

1. Corporate management and governance in 2024

- In the first half of 2024, Vietnam's textile and garment industry faced difficulties. In the second half of 2024, although the market and export value of textiles and garments have recovered, there have still been many difficulties and challenges. The textile and yarn market recovered slowly, orders were short-term, and unit prices did not increase. Data from the Vietnam Textile and Garment Association (Vitas) shows that Vietnam's average export unit price of fibers and yarns over the months of 2024 decreased compared to the low base of 2023. Especially in February, the average unit price was about 2,433 USD/ton, making a YoY decrease of 22%.

- In addition, after the US tax exemption for solar panels from some Southeast Asian countries expired, all solar panel plants in Vietnam suspended production, and AD Green of Damsan Joint Stock Company was forced to find a new and long-term direction.

- In 2024, taking advantage of the province's mechanisms and investment incentives in attracting investors in infrastructure, Damsan focused on and achieved successes in the industrial real estate business in An Ninh Industrial Cluster.

2. Solutions

The flexibility and sensitivity in forecasting and operation of the textile and garment industry have contributed to good results in volatile and unpredictable market conditions in 2024. For the yarn industry, the solution is to stick to the market, expand new customers network; strengthen the connection in the textile and the garment industry of the Group to promote fiber

consumption; balance inventory and selling to ensure cash flow; always ensure high and stable product quality; optimized production costs through flexible production, reducing electricity costs, increasing labor productivity through diverse labor arrangements; increasing competitiveness, etc. As a result, by the end of 2024, Damsan has firmly and successfully overcome the obstacles. The Board of Directors and the Board of Management have the following policies on corporate management and governance:

a. Yarn and towel production and trading.

- In 2024, with the invested production capacity, the company directs all plants to operate flexibly according to market demand.

12,163.53 tons, an increase of 2,979.33 tons compared to 2023

- Towel weaving and sewing plants: Currently, the plants are operating at 100% capacity and are vigorously looking for orders to ensure maximum production, business, and profit in 2024 with a volume of 2,776.40 tons, an increase compared to 2023 of 9.4 tons.

b. Solar Panel Manufacturing

- Output: 22.2 MW, consumed 6.2 MWp, revenue of VND 54.52 billion.

c. Real Estate

- An Ninh Industrial Cluster Project: Technical infrastructure has been completed. The company has signed an agreement with investors to build a factory in An Ninh Industrial Cluster.

+ An Ninh Yarn Factory had stable production activities.

+ Factory for lease No. 1: completed and handed over to the leasing unit, DK PAK Joint Stock Company

+ Factory for lease No. 2 and No. 3: Completed and handed over to the lessee, Chitac Vietnam Co., Ltd., and will generate revenue from January 2025.

+ Factory for lease No. 4: completed and handed over to the leasing unit, HongXi Technology Vietnam Co., Ltd.

+ Factory for lease No. 5 and office building has already been under construction and will be handed over to Chitac Vietnam Co., Ltd. in the first quarter of 2025.

- The technical infrastructure of the Residential Area Project of Bo Xuyen Ward: 100% complete. The construction of the rough structure is currently being carried out. 31/41 lots have been completed

- Technical infrastructure of residential area in 39 and 40 Quang Trung War: The technical infrastructure for Phase 1 has been completed. The construction of 15/18 lots has been accomplished, achieving a completion rate of 83%.

- The technical infrastructure of the Phu Xuan project: The technical infrastructure has been completed. 280/307 lots have been constructed, achieving over 90% completion.

- The investment and construction project for the roadway from Thai Binh City to Cầu Ngìn: The implemented output as of December 31, 2024, has reached 80 billion VND. Damsan Joint Stock Company stopped implementing the Project because the People's Committee of Thai Binh Province signed a decision to terminate the Project and switch from BOT investment to



public investment and assigned the Provincial Traffic Construction Investment Project Management Board to accept the volume and value of the completed items and take over management; at the same time, settle all remaining costs and obligations according to the Project Contract and the Agreement on conditions for early termination of the Contract between the Provincial People's Committee and the Investor and Project Enterprise.

d. Income report of the Board of Directors and the Board of Management

STT	Name	Position	Năm 2024	Năm 2023
1	Mr. Vũ Huy Đông	Chairman of the BOD	629,643,942	681,944,564
2	Mr. Đỗ Văn Khôi	Non-executive Member of the BOD	156,000,000	169,000,000
3	Mr. Nguyễn Lê Hùng	Non-executive Member of the BOD	120,000,000	130,000,000
4	Mr. Lê Văn Tuấn	Non-executive Member of the BOD	120,000,000	130,000,000
5	Mr. Phạm Văn Thượng	Independent Member of the BOD	120,000,000	130,000,000
6	Mr. Vũ Huy Đức	General Director	343,523,865	418,396,728
7	Mr. Vũ Phương Diệp	Deputy General Director	393,586,250	423,481,738
8	Mr. Vương Quốc Dương	Deputy General Director	530,710,256	562,160,806
9	Mr. Lê Xuân Chiến	Deputy General Director	452,812,212	487,884,089

IV. Production and business plan in 2025

1. Production and business

- **Production and trading of yarn and cotton reach** 90-100% of capacity in terms of time and consumption.
- **Solar panels:** AD Green Factory are transferred to Gia Le Industrial Park, Dong My, Thai Binh City. The installation of machinery and equipment is expected to be completed, and production will be resumed at the beginning of the 3rd quarter of 2025 to sell products in the domestic market for rooftop solar power installation. AD Green factory at An Ninh Tien Hai Industrial Park is for lease, contributing profits to the real estate segment.
- **Factory for lease and the rest of the land:** Complete the factory for lease project and complete the infrastructure at An Ninh Industrial Cluster.
- **Civil real estate:** Complete construction of the remaining commercial land lots in Phu Xuan, Bo Xuyen, and Quang Trung.

2. Investment

- Clear the site and start the construction for the 74-ha Ninh An Industrial Cluster
- Complete the investment procedures, clear the site for the 25-ha An Ninh Industrial Cluster
- Complete investment procedures, implement site clearance phase 1 of extended Vu Ninh Industrial Cluster of 18.3 hectares
- Thai Binh Cau Nghin Road BOT Project:
 - + Stop the BOT project of Thai Binh Cau Nghin Road, finalize the payment with the State in 2025.
 - + Complete the procedures and start construction of 2 social housing buildings in Phu Xuan Damsan Urban Area in 2025. Investment is expected to begin in the Q3/2025.

3. Formulation of new investment projects

- Focus mainly on industrial clusters, industrial parks.
- Propose to invest in 2 more industrial clusters this year to continue the projects in the following years.
- Make proposals for investment in industrial parks in Thai Binh or other provinces.

4. Consolidated Company Business Plan in 2025

Unit: Billion VND

No	Indicators	Implementation 2023	Plan 2024	% change
1	Net sales	1,628.96	1,950.4	+19.73%
2	Profit before tax	63.52	120.5	+89.70%
3	Dividend payout rate (expected)	5%	10%-15%	+100%-200%
4	Average labor salary (person)	8,000,000 VND/person	9,000,000 VND/person	+12.5%

The revenue target is expected to reach 1,950.4 billion VND, making an increase of 321.44 billion VND, equivalent to a hike of 19.73% compared to 2024.

The Executive Board plans the before-tax profit of 120.5 billion VND, up 89.70% compared to 2024;

The expected dividend payout ratio is 10%-15%, an increase of 100% - 200% compared to 2024;

The average salary of employees is expected to reach 9 million VND/person, an increase of 12.5% compared to 2024.

V. Financial plans in service of production, business and development investment

In 2025, the Company will make a large investment including Ninh An Industrial Cluster, social housing, and factories for lease,... Specifically, Ninh An Industrial Cluster works with the

Vietnam Bank for Agriculture and Rural Development (Agribank); Social houses with the Joint Stock Commercial Bank for Investment and Development of Vietnam (BIDV); The factory for lease with the Joint Stock Commercial Bank for Industry and Trade of Vietnam (Vietinbank). At the same time, the Company borrows working capital from credit institutions to ensure the Company's production and business plan.

In 2025, as the world economy is expected to face a lot of instability, the number of orders is difficult to spike substantially. The textile and garment industry are currently facing dual challenges from fluctuating raw material prices and declining consumer demand. At the same time, labor costs are increasingly competitive because Vietnam is attracting more and more FDI investment, leading to an increase in labor demand and fierce wage competition. To maximize profits in 2025, the Company's Board of Management has plans and measures to implement the goals at the beginning of the year, specifically:

- Improving machinery and equipment, diversifying products to adapt to market trends; Implement flexible production of yarn, textile, and towel factories according to business plans; Optimize the cost of production, machinery and equipment maintenance, strictly control consumption and detailed quality norms strictly at each stage of production; Ensure the best product quality, increase competitiveness, maintain stable output and revenue, striving to achieve the profit target in 2025.

- Closely follow the market to make timely adjustments to prices, make appropriate raw materials plans, and ensure the highest business efficiency.

- Continuously update state agencies on project procedures, promptly respond, and provide relevant documents to functional agencies for plan approval and implementation.

- Continue refining and streamlining the organizational structure, enhancing labor productivity, and reducing overall costs.

This is the report on production and business activities in 2024 and the plan for 2025, submitted to the General Meeting of Shareholders for approval and assigned to the Board of Management of Damsan Joint Stock Company to proactively decide on the implementation plan, ensuring the highest benefits and efficiency for the Company and shareholders.

Sincerely grateful!

BOARD OF MANAGEMENT



PHÓ TỔNG GIÁM ĐỐC
Lê Luân Chiến

**REPORT ON THE ACTIVITIES OF THE BOARD OF
DIRECTORS
DAMSAN JOINT STOCK COMPANY**

In accordance with the Charter on organization and operation of Damsan Joint Stock Company, the Resolution of the Annual General Meeting of Shareholders in 2024, the Board of Directors of Damsan Joint Stock Company would like to report to the General Meeting of Shareholders on the activities of the Board of Directors in 2024 and the plan for 2025 as follows:

I. ASSESSMENT OF THE COMPANY'S SITUATION IN 2024

1. Evaluation of production and business results of Damsan Joint Stock Company in 2024

** Results of consolidated production and business activities in 2024*

Unit: Billion VND

No.	Indicators	Year 2023	Year 2024	% increase (decrease) in 2024/2023
1	Total assets	2,503.79	2,603.85	+4.0
2	Equity	918.25	957.32	+4.25
3	Net sales	1,641.84	1,628.96	-0.78
<i>In which</i>	<i>Revenue from yarn, towel, cotton business</i>	<i>1,282</i>	<i>1,361</i>	<i>+6.16</i>
	<i>Revenue from real estate</i>	<i>178.21</i>	<i>186.85</i>	<i>+4.84</i>
4	Profit before tax	86.45	63.52	-26.52
5	Profit after tax	74.99	55.13	-26.48

(Source: Audited Consolidated Financial Statements 2024)

Regarding the size of the company's total assets, in 2024, the company's total asset value reached 2,603.85 billion VND, making an increase of 100.06 billion VND, equivalent to an increase of 4.00%.

The company's revenue reached 1,628.96 billion VND, down 12.88 billion VND compared to 2023, equivalent to a decrease of 0.78%.

Revenue from production activities reached 1,361 billion VND, an increase of 79 billion VND compared to 2023, equivalent to an increase of 6.16%.

Revenue from real estate reached VND 186.85 billion, an increase of VND 8.64 billion compared to 2023, equivalent to an increase of 4.84%.

The company's profit after tax reached VND 55.13 billion, down VND 19.86 billion compared to 2023, equivalent to a decrease of 26.48%.

2. Results of implementation of the set strategic orientations

At the 2024 General Meeting of Shareholders, in addition to the production and business tasks as reported, Damsan Joint Stock Company has identified a number of basic tasks to be implemented in 2024, and the specific implementation results are as follows:

- Yarn production and yarn export: 12,163.53 tons, making an increase of 2,979.33 tons compared to 2023.

- Towel production and trading reached 2,776.40 tons, down 9.4 tons compared to 2023.

- Cotton trading reached 4,697.51 tons, down 187.24 tons compared to 2023.

II. EVALUATION OF THE BOARD OF DIRECTORS ON THE OPERATION OF THE EXECUTIVE BOARD

In 2024, the Board of Directors of Damsan Joint Stock Company supervised the activities of the Executive Board when implementing the resolutions of the General Meeting of Shareholders and the Board of Directors as follows:

The Board of Directors closely coordinates with the Supervisory Board and the Board of Directors, the executives of the units to understand the company's operation situation so that they can make practical recommendations to help the General Director/Board of Directors successfully complete the tasks assigned by the General Meeting of Shareholders and the Board of Directors.

Periodically, the representative of the Supervisory Board reports at the meetings of the Board of Directors: the situation of production and business management at departments/units in the company; the risks detected in the month and quarter and at the same time provide action plans to overcome and mitigate risks; report on audits conducted during the quarter, which states audit findings and remedial solutions. Thereby, the Board of Directors and the Supervisory Board evaluate whether the action plan, as well as remedial solutions, are in line with reality to make more practical recommendations.

Regularly review the reports presented by the Board of Directors on the outcomes of production and business activities, as well as the progress in achieving assigned targets during Board meetings. Identify any shortcomings or challenges promptly and propose appropriate solutions.

The Board of Directors issues resolutions after periodic meetings and as required to approve quarterly business results, assess the market situation to review the next quarter's business plan, and other issues under the approval authority of the Board of Directors so that the Board of Directors has a basis for implementation.

Regarding the personnel of the Board of Directors: Based on the resignation letter from the position of General Director dated January 7th, 2025 of Mr. Vu Huy Duc according to his personal wishes. The Board of Directors held an extraordinary meeting and issued Resolution No. 0701/2025/NQ-HDQT on the dismissal of the position of General Director; the Board of Directors will find a replacement in 2025.

❖ Overall Rating

Pursuant to the Charter, regulations and regulations promulgated, the Board of Directors delegates the authority to the Board of General Directors to decide on the Company's monthly and quarterly business and at the same time organize the implementation of decisions, business plans and operational directions assigned by the Board of Directors and the General Meeting of Shareholders. Approve the mechanism of inspection and supervision by quarterly periodic reports on business results, the Company's operation situation, and irregular reports upon request, the Board of Directors assesses that the Board of Directors has performed the assigned rights and tasks in accordance with the current law, the Company's Charter, decisions of the General Meeting of Shareholders, and the Board of Directors at the same time perform the assigned rights and tasks in an honest and prudent manner to ensure the maximum legitimate interests of the Company and shareholders.

2024 is a difficult and challenging year for Damsan, but the Company has made outstanding achievements in business activities when the company's revenue reached 1,628.96 billion VND, profit after tax reached 55.13 billion VND. The Board of Directors has made great efforts to implement executive management. At the same time, the Company has also done a good job of building a business environment based on sustainable development, improving the role of management and risk control.

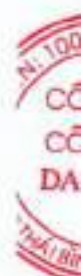
III. ACTIVITIES OF THE BOARD OF DIRECTORS IN 2024

1. Regarding personnel:

The Board of Directors of Damsan Joint Stock Company for the term 2021-2026 has 05 members, including:

No.	Full name	Position
1	Mr. Vu Huy Dong	Chairman of the Board of Directors
2	Mr. Do Van Khoi	Non-executive members of the Board of Directors
3	Mr. Nguyen Le Hung	Non-executive members of the Board of Directors
4	Mr. Le Van Tuan	Non-executive members of the Board of Directors
5	Mr. Pham Van Thuong	Independent Member of the Board of Directors

2. Regarding the organization of meetings of the Board of Directors:



In 2024, the Board of Directors of the Company held 15 meetings. The meetings have been carried out in accordance with the order and procedures specified in the Company's Charter and the Law on Enterprises.

The minutes of the Board of Directors meetings are prepared in compliance with legal provisions. All relevant dossiers and documents have been duly provided to the attending members in advance for their review and study in accordance with the provisions of the Charter.

❖ **Activities of the Board of Directors in 2024:**

N o.	Member	Positions	Number of Meetings Attended	Meeting attendance rate
1	Mr. Vu Huy Dong	Chairman of the Board of Directors	15	100%
2	Mr. Do Van Khoi	Non-executive members of the Board of Directors	15	100%
3	Mr. Nguyen Le Hung	Non-executive members of the Board of Directors	15	100%
4	Mr. Le Van Tuan	Non-executive members of the Board of Directors	15	100%
5	Mr. Pham Van Thuong	Member of the Board of Directors independent	15	100%

❖ **Resolutions and decisions of the Board of Directors issued during the year:**

No.	Number of Resolutions/ Decide	Date	Content
1	0201/2024/NQ - Board of Directors	02/01/2024	- Implementation of private placement of shares to investors
2	09012024/NQ-HDQT	09/01/2024	- Approve the plan to handle the remaining shares due to investors not registering and not paying the purchase money in the private placement
3	15012024/2024/NQ-HDQT	15/01/2024	- Approval of the report on the results of the private placement of shares
4	2301/2024/QD-HDQT	23/01/2024	- Changes in business registration
5	29022024/NQ-HDQT	29/02/2024	- Approve the 2nd interest payment, principal payment, and exercise of the right to convert

			bonds into shares (2nd installment) of Damsan Joint Stock Company bonds (ADSH2224001)
6	02032024/NQ-HDQT	02/03/2024	-Regarding the organization of the Annual General Meeting of Shareholders in 2024
7	05032024/NQ-HDQT	05/03/2024	- Approve the payment of interest on bonds of Damsan Joint Stock Company (ADSH2224001)
8	09032024/NQ-HDQT	09/03/2024	-Approved the production and business plan in 2024
9	18032024/NQ-HDQT	18/03/2024	- Approve the consultation of bondholders of Damsan Joint Stock Company (ADSH2224001) in writing
10	04042024/NQ-HDQT	04/04/2024	- Approved changes to a number of terms and conditions of bonds of Damsan Joint Stock Company (ADSH2224001)
11	17042024-1/NQ-HDQT	17/04/2024	- Regarding the exercise of the right to convert bonds into shares (Phase 2 conversion) of bonds of Damsan Joint Stock Company (ADSH2224001)
12	21052024/NQ-HDQT	21/05/2024	-Regarding the approval of the issuance of shares to exercise the right to convert bonds (Conversion of the 2nd tranche of Bonds of Damsan Joint Stock Company (ADSH2224001)
13	02082024/NQ-HDQT	02/08/2024	-Regarding the payment of dividends in 2023 in cash
14	3112/2024/DS-QDNN	31/12/2024	-Regarding the dismissal of the Chief Accountant of the Company
15	3112/2024/DS-QD	31/12/2024	-Regarding the appointment of the Company's Accountant

3. General review of the operation of the Board of Directors in 2024

- The Board of Directors maintains regular operations in accordance with the provisions of the Company's Charter, ensuring the requirements on the number of meetings as well as the number of members attending to meet the legality and efficiency of the meeting.
- The Board of Directors performs its role well, whereby the role of members is clearly shown to ensure the maximum interests of shareholders.
- The Board of Directors supervises the implementation of the decisions of the Board of Directors and the Resolution of the General Meeting of Shareholders.
- The Board of Directors orients and supervises the implementation of the company's important projects, such as risk management, auditing, improving the investment process, and complying with the law.

4. Activities of independent members of the Board of Directors and results of evaluation of independent members of the Board of Directors on the activities of the Board of Directors.

4.1 Activities of independent members of the Board of Directors

By the end of December 31st, 2024, the Board of Directors of the Company has 01 independent member of the Board of Directors, Mr. Pham Van Thuong, Mr. Thuong both participate in 100% of the direct and online meetings of the Board of Directors in 2024 and give important comments on the Company's development and operation strategy as well as actively exchange business targets, development orientation in each field. In addition, independent members of the Board of Directors with many years of experience in the financial sector also contribute significantly to Damsan's governance activities.

4.2 Evaluation of independent members of the Board of Directors on the activities of the Board of Directors

- Based on the general regulations on the activities of the Board of Directors and the Company's Charter, in 2024, the Board of Directors has promptly oriented as well as closely supervised and consulted the activities of the Board of Directors to ensure the implementation of the set goals.

- Strategic planning continues to be consolidated at the Company, thanks to which strategic objectives and action plans are implemented quickly, clearly, and flexibly adapting to changes in macro factors affecting the Company.

- Inheriting the existing foundations and experiences, the Board of Directors of the Company always explores and invests in researching new development orientations for the Company in line with the new development trend of Vietnam and the world. Governance is always transparent, timely disclosure of information to shareholders, ensuring the rights and interests of shareholders and related parties.

5. Remuneration and other benefits of members of the Board of Directors

Based on the remuneration budget approved by the 2024 Annual General Meeting of Shareholders, the remuneration payment for members of the Board of Directors in 2024 is as follows:

Unit: VND

STT	Full name	Duty	In 2024	Notes
1	Mr. Vu Huy Dong	Chairman of the Board of Directors	180,000,000	
2	Mr. Do Van Khoi	Non-executive members of the Board of Directors	156,000,000	
3	Mr. Nguyen Le Hung	Non-executive members of the Board of Directors	120,000,000	

4	Mr. Le Van Tuan	Non-executive members of the Board of Directors	120,000,000	
5	Mr. Pham Van Thuong	Independent Member of the Board of Directors	120,000,000	

IV. ACTIVITIES OF THE BOARD OF DIRECTORS IN 2025

2025 is the year of the nation's growth, the year of the Party Congress at all levels, moving forward to the 14th Congress of the Party, our country and Thai Binh province in particular will have many new opportunities and opportunities; Damsan Joint Stock Company will strive to do the best in production, business, investment and development with the plan set out in 2025:

To be able to adapt and find solutions to consumption, the Board of Directors of the Company proposes the following:

1. About Corporate Governance

Arrange the administration according to the executive office neatly and in accordance with the management requirements of each module, department, and unit. actively calculate and exploit production capacity, consumption of raw materials, materials, consumption market, costs, total costs and actual profit results on a monthly basis, quarterly, yearly.

2. About production and business

- The total investment is about 1,400 billion VND
- Expected revenue of 1,950 billion VND
- Profit of 120.5 billion VND
- Contribution to the state budget of 100 billion VND
- Ensuring stable jobs and a 10% increase in income for employees
- Implementing social security and charity of about 10 billion VND.

To achieve the above goal, Damsan Joint Stock Company focuses on the following specific plans:

- Yarn and towel production of 50 million USD, equivalent to 1,150 billion VND.
- Complete Ninh An Industrial Cluster in 2025.
- Complete 600 modern and high-quality social houses in Phu Xuan Damsan urban area in 2025 and 2026.
- Install 100 MW of solar power.

3. Formulation of new investment projects

- Focus mainly on industrial clusters, industrial parks and social housing.
- Make a proposal to invest in 2 more industrial clusters this year to allow this industry to bear the pillow for the following years.
- Make proposals for investment in industrial parks in Thai Binh or other provinces.

4. Meeting of the Board of Directors in 2025

- It is expected that the Board of Directors of the Company will have 5 meetings except for extraordinary meetings according to the schedule.
- Meeting content: Thematic and according to the production and business plan in 2025.

6. Business plan of the consolidated company in 2025

Unit: Billion VND

No	Indicator	Implementation 2024	Plan 2025	% increase (decrease) compared to 2023
1	Net sales	1,628.96	1,950.4	+19.73%
2	Profit before tax	63.52	120.5	+89.70%
3	Dividend rate (expected)	5%	10-15%	+100%-200%
4	Average labor salary (person)	8,000,000 VND/person	9,000,000 VND/person	+12.5%

The revenue target is expected to reach 1,950.4 billion VND, making an increase of 321.44 billion VND, equivalent to an increase of 19.73% compared to 2024.

The Board of Management develops a profit plan that is expected to reach 120.5 billion VND, up 89.70% compared to 2024;

The expected dividend payout ratio is 10%-15%, an increase of 100% - 200% compared to 2024;

The average salary of employees is expected to reach 9 million VND/person, an increase of 12.5% compared to 2024.

7. Transactions with related parties:

Unit: million VND

No	Name	Transaction value		Note
		Purchase	Sell	
1	Eiffel Yarn Joint Stock Company	500,000	600,000	
2	Long Hung Golf Co., Ltd.	180,000	200,000	
3	Dong Phong Textile and Garment Joint Stock Company	130,000	150,000	
4	An Ninh Thai Binh Investment Joint Stock Company	550,000	600,000	
5	AD Green Energy Group Joint Stock Company	100,000	120,000	
6	API Import-Export Co., Ltd.	100,000	130,000	
7	ADP Investment Joint Stock Company	300,000	300,000	
8	ADE Green Energy Joint Stock Company	100,000	150,000	

The above is the report on the activities of the Board of Directors of Damsan Joint Stock Company in 2024 and the plan for 2025, respectfully submitted to the General Meeting of Shareholders for approval and assigned the Board of Directors of Damsan Joint Stock Company to proactively decide on the implementation plan for each specific job, ensuring the highest benefits and efficiency for the Company and shareholders.

Sincerely grateful!

ON BEHALF OF
BOARD OF DIRECTORS



VU HUY DONG



DAMSAN JOINT STOCK
COMPANY

SOCIALIST REPUBLIC OF VIETNAM

Independence - Freedom - Happiness

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SUPERVISORY BOARD

Thai Binh, March 28th, 2025

No. 03/BC-DHCD/2025-BKS

**OPERATIONAL REPORT OF THE
SUPERVISORY BOARD
DAMSAN JOINT STOCK COMPANY**

Dear Presidium,

- Shareholders attending the meeting.

- Pursuant to the Law on Enterprises, the Charter of organization and operation of Damsan Joint Stock Company;
- Pursuant to the tasks and powers specified in the company's governance regulations;
- Based on the financial statements that have been audited by UHY Auditing and Consulting Co., Ltd.;
- Pursuant to the Company's Financial Statements in 2024.

Perform the tasks and functions of the Supervisory Board in accordance with the Law on Enterprises and the Charter of Organization and operation of Damsan Joint Stock Company. Our Supervisory Board would like to report to the Annual General Meeting of Shareholders in 2025, including three main contents as follows:

1. The operation of the Supervisory Board in 2024.
2. Results of monitoring activities in 2024.
3. Work plan for 2025.

PART I: ACTIVITIES OF THE SUPERVISORY BOARD.

1. Personnel of the Supervisory Board. (At the General Meeting of Shareholders for the term 2021-2026)

The Supervisory Board for the term 2021-2026 consists of 03 members who are fully structured to operate in accordance with the Charter, including the following names:

1. Ms. Pham Thi Hoi: Head of the Supervisory Board



2. Ms. Vu Thuy Linh: Member of the Supervisory Board

3. Ms. Ta Thi Thu Hien: Member of the Supervisory Board.

On January 2nd, 2025, Ms. Pham Thi Hoi submitted her resignation from the position of Head of the Supervisory Board, according to her desires. Therefore, on January 2, 2025, the Supervisory Board held a meeting and agreed to elect Ms. Vu Thuy Linh as the Head of the Supervisory Board of Damsan Joint Stock Company for the term 2021-2026 according to the Minutes of the meeting No. 0201/2025/BBH-BKS and reported to the Board of Directors. Therefore, the Board of Directors and the Supervisory Board of the company agreed to submit to the General Meeting of Shareholders for approval the resignation of Ms. Pham Thi Hoi, elect a new Head of the Supervisory Board, and elect 2 members of the Supervisory Board for the remainder of the term of 2021-2026.

II. Objectives and activities carried out in 2024.

Pursuant to the powers and responsibilities of the Supervisory Board in accordance with the Law on Enterprises, the Company's Charter and the implementation of the inspection and supervision plan in 2024, the Supervisory Board of the Company has inspected and supervised the organization of production and business activities and financial management of the company from January 1st, 2024 to December 31st, 2024 according to the following contents:

- Supervise the implementation and compliance with the Law on Enterprises, the company's charter, and current regulations of the State, and implement supervision according to the resolution of the annual general meeting of shareholders in 2024.

- Supervise the implementation of the Company's production and business plan.

- Supervise the financial situation, debt solvency, capital management and use, cash flow balance, preservation and development of equity.

- Perform the assigned rights and duties honestly and carefully, in order to ensure the maximum legitimate interests of the company and its shareholders

- Organize quarterly meetings to review and implement the work according to the functional tasks deliver.

- Monitor and inspect the formulation of the Company's Regulations and the implementation of issued regulations.

- Consider the implementation of the process, order, and procedures for dossiers

of the Company's investment projects.

- In 2024, UHY Auditing and Consulting Co., Ltd. was selected in accordance with the resolution of the General Meeting of Shareholders.
- Appraise financial statements and reports on production and business situation according to (quarterly, six months and one year) of the Company.
- Appoint the Head of the Supervisory Board to participate in meetings of the Board of Directors.

Through the supervision of the activities of the Board of Directors and the Board of Management; The Supervisory Board finds that the Board of Directors and the Board of Management have operated with a sense of responsibility; comply with the Company's Charter, the provisions of law as well as the Resolution of the Annual General Meeting of Shareholders issued.

PART II: RESULTS OF MONITORING THE COMPANY'S OPERATIONS AND FINANCIAL SITUATION.

I. Management and administration of the Company.

1. Board of Directors

Currently, the Board of Directors for the term 2021-2026 is structured to operate under the provisions of the Charter, including the following members:

1. Mr. Vu Huy Dong (Chairman of the Board of Directors)
2. Mr. Nguyen Le Hung (Non-executive Member of the Board of Directors)
3. Mr. Do Van Khoi (Non-executive Member of the Board of Directors)
4. Mr. Le Van Tuan (Non-executive Member of the Board of Directors)
5. Mr. Pham Van Thuong (Independent Member of the Board of Directors)

The activities of the Board of Directors in 2024 have complied with the Charter of organization and operation of the Company as well as the provisions of current laws. The Board of Directors organizes quarterly and extraordinary meetings when necessary, chaired by the Chairman of the Board of Directors, regularly inviting the Head of the Supervisory Board to attend. The Board of Directors has implemented the Resolution of the General Meeting of Shareholders, discussed and decided on the

main issues of the Company, and implemented the principle of democratic centralization, publicity, and transparency. Proposing to promptly remove obstacles in production and business activities, exploit favorable opportunities, invest in effective development, preserve capital, promptly settle the interests of shareholders and regimes for employees. The Resolutions of the Board of Directors are centralized and highly consistent in accordance with the functions and powers prescribed by the Law and the Company's Charter.

The organization and administration of the Company's production and business development strategy are implemented on the basis of the goals approved by the General Meeting of Shareholders. The investment plan and the basic investment project strictly implement the investment process with the Company's Charter, meet the timely direction in production and business activities, market solutions, and implement to ensure principle and efficiency.

❖ **Resolutions and decisions of the Board of Directors issued in 2024:**

No	Number of Resolutions/ Decision	Date	Content
Stt No.	Resolution/Decision No.	Day Date	Content Content
1	0201/2024/NQ - Board of Directors	02/01/2024	- Implementation of private placement of shares to investors
2	09012024/NQ-HDQT	09/01/2024	- Approve the plan to handle the remaining shares due to investors not registering and not paying the purchase money in the private placement
3	15012024/2024/NQ-HDQT	15/01/2024	- Approval of the report on the results of the private placement of shares
4	2301/2024/QD-HDQT	23/01/2024	- Changes in business registration
5	29022024/NQ-HDQT	29/02/2024	- Approve the 2nd interest payment, principal payment, and exercise of the right to convert bonds into shares (2nd installment) of Damsan Joint Stock Company bonds (ADSH2224001)
6	02032024/NQ-HDQT	02/03/2024	-Regarding the organization of the Annual General Meeting of Shareholders in 2024
7	05032024/NQ-HDQT	05/03/2024	- Approve the payment of interest on bonds of

			Damsan Joint Stock Company (ADSH2224001)
8	09032024/NQ-HDQT	09/03/2024	-Approved the production and business plan in 2024
9	18032024/NQ-HDQT	18/03/2024	- Approve the consultation of bondholders of Damsan Joint Stock Company (ADSH2224001) in writing
10	04042024/NQ-HDQT	04/04/2024	- Approved changes to a number of terms and conditions of bonds of Damsan Joint Stock Company (ADSH2224001)
11	17042024-1/NQ-HDQT	17/04/2024	- Regarding the exercise of the right to convert bonds into shares (Phase 2 conversion) of bonds of Damsan Joint Stock Company (ADSH2224001)
12	21052024/NQ-HDQT	21/05/2024	-Regarding the approval of the issuance of shares to exercise the right to convert bonds (Conversion of the 2nd tranche of Bonds of Damsan Joint Stock Company (ADSH2224001)
13	02082024/NQ-HDQT	02/08/2024	-Regarding the payment of dividends in 2023 in cash
14	3112/2024/DS-QDNN	31/12/2024	-Regarding the dismissal of the Chief Accountant of the Company
15	3112/2024/DS-QD	31/12/2024	-Regarding the appointment of the Company's Accountant

2. Board of Directors of the Company.

The Company's activities have been implemented by the Board of Directors on the basis of Resolutions and Decisions of the General Meeting of Shareholders, the Board of Directors, and the Company's Charter.

In 2024, under the direct impact of the company's economy, raw materials, consumption market, and internal production, the Board of Directors (BOD) and the Company's Board of Directors have regularly and promptly supervised and directed the activities of the Board of Directors in accordance with their functions and authority. In accordance with the provisions of law and the Company's charter. The Board of Directors has proactively overcome the difficulties of the economy and the current financial situation of the enterprise, assigned the structure by field and closely according to the actual situation of work. The management and administration of member units have been structured in a positive and dynamic direction in performing production and business tasks in terms of finance and rights obligations more clearly.

II. The situation of production, business and finance in 2024.

On the basis of information and documents on the management and administration of the Company's business activities provided by the Board of Directors, the General Director and the Company's functional departments, the members of the Supervisory Board have carried out the following inspections, reviews and made the following comments:

The financial statements are honestly and reasonably reflected on key aspects of the unit's financial situation as of December 31st, 2024 audited and approved by *UHY Auditing and Consulting Co., Ltd.* without exception. The results of production and business activities and cash flow for the fiscal year ending on the same day are in accordance with the current accounting standards and regimes of Vietnamese enterprises and relevant legal regulations.

The financial statements for 2024 have been audited by the company by *UHY Auditing and Consulting Co., Ltd.* The Supervisory Board agrees with the comments and evaluations on the Company's operations and financial report for 2024.

Summary data **(Please refer to the Presidium and shareholders in the attached detailed list)**

Form B01-DN/HN
CONSOLIDATED BALANCE SHEET
 As of 31/12/2024

ASSETS	Code	Note	31/12/2024	01/01/2024
			VND	VND
CURRENT ASSETS	100		1,986,840,906,194	1,945,387,034,832
Cash and cash equivalents	110	4	271,992,099,803	152,045,243,846
Cash	111		191,492,099,803	151,960,243,846
Cash and cash equivalents	112		80,500,000,000	85,000,000
Short-term investments	120	5	376,743,332,996	380,450,450,157
Held-for-trading securities	121	5.1	70,000,000,000	65,000,000,000
Held-to-maturity investments	123	5.2	306,743,332,996	315,450,450,157
Current accounts receivable	130		783,539,133,181	881,033,776,648
Short-term trade receivables	131	6	276,999,354,125	210,680,340,524
Short-term advances to suppliers	132	7	272,810,349,256	316,058,943,385
Short-term loan receivables	135	8	92,950,103,588	84,342,340,512
Other short-term receivables	136	9	166,836,265,743	293,376,888,150
Provision for doubtful short-term receivables	137	10	(26,056,939,531)	(23,424,735,923)
Inventories	140	11	535,352,440,620	518,206,692,341
Inventories	141		535,352,440,620	518,206,692,341
Other current assets	150		19,213,899,594	13,650,871,840
Short-term prepaid expenses	151	13	505,323,606	659,418,215
Value-added tax deductible	152		18,705,807,937	12,986,066,777
Taxes and other receivables from the State budget	153	20	2,768,051	5,386,848

Form B01-DN/HN

CONSOLIDATED BALANCE SHEET (CONTINUED)

As of 31/12/2024

ASSETS	Code	Note	31/12/2024	01/01/2024
			VND	VND
LONG-TERM ASSETS	200		617,004,917,042	558,405,222,070
Fixed assets	220		140,228,276,048	156,622,695,448
Tangible fixed assets	221	14	116,542,878,107	155,900,972,977
- Historical costs	222		406,063,174,924	444,425,393,215
- Accumulated depreciation	223		(289,520,296,817)	(288,524,420,238)
Finance lease assets	224		23,059,940,790	-
- Historical costs	225		25,094,972,122	-
- Accumulated depreciation	226		(2,035,031,332)	-
Intangible fixed assets	227	15	625,457,151	721,722,471
- Historical costs	228		1,925,306,375	2,285,306,375
- Accumulated depreciation	229		(1,299,849,224)	(1,563,583,904)
Investment properties	230	16	20,364,822,978	21,219,091,950
- Historical costs	231		182,029,739,036	140,048,094,171
- Accumulated depreciation	232		(161,664,916,058)	(118,829,002,221)
Long-term assets in progress	240		52,314,349,051	49,394,788,548
Construction in progress	242	12	52,314,349,051	49,394,788,548
Long-term investments	250	5	350,274,883,922	295,164,611,597
Investments in associates, jointly controlled entities	252	5.3	350,274,883,922	295,164,611,597
Other long-term assets	260		53,822,585,043	36,004,034,527
Long-term prepaid expenses	261	13	10,704,286,884	8,182,042,604
Deferred tax assets	262		43,118,298,159	27,821,991,923
TOTAL ASSETS	270		2,603,845,823,236	2,503,792,256,902

Form No. B01-DN/HN

CONSOLIDATED BALANCE SHEET (CONTINUED)
As of 31/12/2024

CAPITAL	Code	Note	31/12/2024	01/01/2024
			VND	VND
LIABILITIES	300		1,646,524,530,902	1,585,541,464,673
Current liabilities	310		1,613,250,512,659	1,472,931,616,830
Short-term trade payables	311	19	85,103,552,631	56,876,908,979
Short-term advances from customers	312	18	15,920,996,146	70,487,248,560
Taxes and other payables to State budget	313	20	51,516,295,461	36,110,748,234
Payables to employees	314		4,342,072,976	5,552,147,949
Short-term accrued expenses	315	22	816,811,855	2,984,292,624
Short-term unearned revenues	318	23	3,273,801,280	3,186,433,493
Short-term other payables	319	24	469,276,668,450	472,919,610,394
Short-term loan and finance lease obligations	320	21	980,272,428,276	822,086,341,013
Bonus and welfare fund	322		2,727,885,584	2,727,885,584
Long-term liabilities	330		33,274,018,243	112,609,847,843
Long-term unearned revenues	336	22	2,921,498,672	3,258,594,668
Other long-term payables	337	23	16,801,406,921	8,982,902,513
Long-term loans and finance lease obligations	338	21	13,551,112,650	70,533,179,796
Convertible bonds	339	25	-	29,835,170,866
OWNER'S EQUITY	400		957,321,292,334	918,250,792,219
Capital	410	26	957,321,292,334	918,250,792,219
Share capital	411		763,947,270,000	583,947,270,000
- Ordinary shares with voting rights	411a		763,947,270,000	583,947,270,000
Share premium	412		63,554,698,331	62,638,303,935
Convertible bond - options	413	25	-	1,076,949,952
Other owners' capital	414		2,294,024,276	2,294,024,276
Investment and development fund	418		10,410,274,952	10,410,274,952
Retained earnings	421		65,987,517,055	77,998,095,991
- Undistributed earnings by the end of prior year	421a		15,926,191,072	19,570,578,287
- Undistributed earnings of current year	421b		50,061,325,983	58,427,517,704
Non-controlling interests	429		51,127,507,720	179,885,873,123
TOTAL LIABILITIES AND OWNERS' EQUITY	440		2,603,845,823,236	2,503,792,256,902

Form No. B02-DN/HN

CONSOLIDATED BUSINESS RESULTS REPORT
For the fiscal year ended 31/12/2024

Items	Code	Note	Year 2024	Year 2023
			VND	VND
Revenue from sales of goods and rendering of services	01	28	1,628,994,904,330	1,641,849,464,703
Deductions	02	29	33,707,505	-
Net revenue from sales of goods and rendering of services	10		1,628,961,196,825	1,641,849,464,703
Cost of good sold and services rendered	11	30	1,495,364,872,107	1,455,825,774,548
Gross profit from sales of goods and rendering of services	20		133,596,324,718	186,023,690,155
Financial income	21	31	30,895,531,562	46,794,809,826
Financial expenses	22	32	51,744,306,480	87,044,325,327
<i>In which: Interest expenses</i>	23		<i>42,299,443,904</i>	<i>59,589,188,333</i>
Shares of profit of associates, joint-ventures	24		(8,690,255,675)	(7,434,255,244)
Selling expenses	25	33	11,504,161,264	13,263,117,610
General and administration expenses	26	33	36,213,482,643	36,537,439,750
Net profit from operating activities	30		56,339,650,218	88,539,362,050
Other income	31	34	10,394,030,967	3,544,138,198
Other expense	32	35	3,209,808,127	5,624,562,505
Other profit	40		7,184,222,840	(2,080,424,307)
Total net profit before tax	50		63,523,873,058	86,458,937,743
Current corporate income tax expenses	51	36	6,546,358,671	11,256,574,395
Deferred corporate income tax expenses	52	37	1,851,731,726	212,319,830
Profit after corporate income tax	60		55,125,782,661	74,990,043,518
Net profit after tax attributable to shareholders of the parent	61		50,061,325,983	58,427,517,704
Net profit after tax attributable to non-controlling interests	62		5,064,456,678	16,562,525,814
Basic earnings per share	70	39	667	1,120
Diluted earnings per share	71	40	667	870

Form No. B03-DN/HN

CONSOLIDATED CASH FLOW STATEMENT
 (By indirect method)

Items	Code	Note	Year 2024	Year 2023
			VND	VND
Cash flows from operating activities				
Profit before tax	01		63,523,873,058	86,458,937,743
Adjustments for				
Depreciation and amortisation	02		79,083,596,981	74,278,057,184
Provisions	03		2,632,203,608	4,015,002,127
Foreign exchange (gains)/losses arisen from revaluation of monetary accounts denominated in foreign currency	04		(369,411,913)	2,005,247,650
(Profits)/losses from investing activities	05		(29,493,918,382)	(27,166,693,194)
Interest expenses	06		42,299,443,904	59,589,188,333
Operating profit before changes in working capital	08		157,675,787,256	199,179,739,843
Increase/decrease in receivables	09		123,787,067,033	(97,860,059,114)
Increase/decrease in inventory	10		(17,145,748,279)	(69,024,934,358)
Increase/decrease in payables (excluding interest payables, enterprise income tax payables)	11		(37,480,161,789)	(40,845,787,959)
Increase/decrease in prepaid expenses	12		(2,404,378,787)	1,804,931,384
Increase/decrease in trading securities	13		(5,000,000,000)	(15,000,000,000)
Interest expenses paid	14		(43,421,049,009)	(60,459,083,477)
Corporate income tax paid	15		(15,326,961,426)	(15,772,395,752)
Net cash flows from operating activities	20		160,684,554,999	(97,977,589,433)
Cash flows from investing activities				
Purchase of fixed assets and other long-term assets	21		(75,751,065,973)	(88,290,998,072)
Proceeds from disposals of fixed assets and other long-term assets	22		21,029,440,861	3,262,370,371
Loans to other entities and purchase of debt instruments of other entities	23		(225,889,238,936)	(151,699,383,407)
Collection of loans and resale of debt instrument of other entities	24		225,988,593,021	196,894,264,657
Equity investments in other entities	25		(180,000,000,000)	-
Interest and dividend received	27		31,811,276,279	21,979,399,499
Net cash flows from investing activities	30		(202,810,994,748)	(17,854,346,952)

For the fiscal year ended 31/12/2024

Items	Code	Note	Year 2024 VND	Year 2023 VND
Cash flows from financing activities				
Capital contribution and issuance of shares	31		150,000,000,000	125,000,000,000
Drawdown of borrowings	33		2,187,782,849,693	2,047,881,836,672
Repayment of borrowings	34		(2,082,217,931,405)	(1,944,677,076,069)
Payment of principal of finance lease liabilities	35		(4,267,778,407)	(7,816,735,480)
Dividends paid	36		(89,544,727,000)	(7,175,000,000)
Net cash flows from financing activities	40		161,752,412,881	213,213,025,123
Net cash flows in the the year	50		119,625,973,132	97,381,088,738
Cash and cash equivalents at beginning of the year	60	4	152,045,243,846	54,664,554,175
Impact of exchange rate fluctuation	61		320,882,825	(399,067)
Cash and cash equivalents at the end of the year	70	4	271,992,099,803	152,045,243,846

In summary, in the audited Consolidated Financial Statements for 2024, the Supervisory Board considered that no abnormal cases were detected in production and business activities, the report fully and clearly showed that there was no data to be adjusted or excluded. Regarding finance and accounting, the Company has complied with the Law in production and business activities; Strictly comply with the declaration and payment of taxes to the State Budget in full and on time as well as the declaration and full and duly payment salaries, social insurance and health insurance arising in the period.

III. Evaluation of the Coordination Between the Supervisory Board, the Board of Directors, the Executive Board, and Shareholders

1. In 2024, the Supervisory Board was provided with complete information regarding the company's business operations and financial status.
2. The Supervisory Board regularly monitored and supervised the operations of various units.
3. In 2024, the Supervisory Board did not receive any shareholder complaints regarding violations by the Board of Directors, the Supervisory Board, or company management in the course of performing their duties.
4. The Supervisory Board provided numerous recommendations to the Board of Directors and the Executive Board regarding business plan execution and accounting matters.

IV. Recommendations of the Supervisory Board

1. From the above evaluations and recommendations on the results of operations, the Supervisory Board proposes the General Meeting of Shareholders to approve:

The report of the Board of Directors, the report of the Board of Directors of the Company on production and business results in 2024, and the production and business plan in 2025 have been submitted to the General Meeting.

2. Recommendations of the Supervisory Board to the Board of Directors and the Board of Directors of the Company.

On the basis of the above issues, to gradually improve the efficiency of the direction and administration of production and business activities of the Company, the Supervisory Board has some opinions as follows:

- + Request the Board of Directors and the Board of Directors to continue to develop the Company's medium- and long-term business plan.
- + In the current economic situation, the Board of Directors and the Board of Directors need to focus on risk management, assessment, and development of strategies for human resource development, management capacity, etc. As a basis for

the implementation and management of all aspects of the Company's production and business activities, and at the same time plan to build a long-term overall strategy in investing in projects.

+ Strengthen internal supervision and control activities to detect, warn and promptly take corrective and preventive measures.

PART III: THE SUPERVISORY BOARD'S 2025 WORK PLAN

+ Supervise the implementation of the Resolution approved by the General Meeting of Shareholders;

+ Supervise the compliance with laws, charters, and internal regulations of the Company in the company's management and administration activities.

+ Consider and appraise the Company's audited annual financial statements.

+ Supervise the financial situation, capital balance, cash flow management, and effective use of shareholders' capital.

+ Supervise the implementation of the progress of capital mobilization for investment and the cash flow plan for 2025.

+ Perform other tasks of the Supervisory Board in accordance with the provisions of the Law on Enterprises.

This is the Report on the control of activities in 2024 and the plan for 2025 of the Supervisory Board of Damsan Joint Stock Company to report to the General Meeting of Shareholders of the company.

**ON BEHALF OF
SUPERVISORY BOARD**

HEAD OF THE BOARD



Vu Thuy Linh

DAMSAN JOINT STOCK COMPANY

SOCIALIST REPUBLIC OF VIETNAM
Independence – Freedom – Happiness

No. 01/TTr-DHDCD

Thai Binh, March 28th, 2025

PROPOSAL TO THE 2025 ANNUAL GENERAL MEETING OF SHAREHOLDERS
Approval of the reports of the Board of Directors, the Supervisory Board, and the Board of Management

To: General Meeting of Shareholders of Damsan Joint Stock Company

- Pursuant to the Law on Enterprises No. 59/2020/QH14 dated 17/06/2020;
- Pursuant to the Charter of Damsan Joint Stock Company.

The Board of Directors submits to the General Meeting of Shareholders of the Company for consideration and approval of the following contents:

- Report of the Board of Management on the Summary of production and business activities in 2024 and the Company's production and business plan in 2025.
- Report of the Board of Directors.
- Report of the Supervisory Board.

The Board of Directors would like to submit to the General Meeting of Shareholders of the company for consideration and approval.

Sincerely grateful!

Recipient:

- Shareholder;
 - BOD, BOS, BOM;
 - Recorded at HR
- (Documents of the 2025 General Meeting of Shareholders).

ON BEHALF OF THE BOARD OF DIRECTORS



VU HUY DONG

DAMSAN JOINT STOCK COMPANY

SOCIALIST REPUBLIC OF VIETNAM
Independence – Freedom – Happiness

No. 02/TTr-DHDCD

Thai Binh, March 28th, 2025

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

Re: Approval of the audited financial statements for 2024

To: General Meeting of Shareholders of Damsan Joint Stock Company

- Pursuant to the Law on Enterprises No. 59/2020/QH14 dated 17/06/2020;
- Pursuant to the Charter of organization and operation of Damsan Joint Stock Company.

The Board of Directors submits to the General Meeting of Shareholders of the Company for consideration and approval of the following contents:

The 2024 audited financial statements of Damsan Joint Stock Company are independently audited by **UHY Auditing and Consulting Co., Ltd.**, signed on March 27th, 2025.

It is respectfully submitted to the General Meeting of Shareholders of the Company for consideration and approval.

Sincerely!

Recipient:

- Shareholders;
- BOD, BOS, BOM;
- Admin.

(Document of the 2025 General Meeting of Shareholders).

**ON BEHALF OF
BOARD OF DIRECTORS
CHAIRMAN**



VU HUY DONG

**REPORT TO THE ANNUAL GENERAL MEETING OF
SHAREHOLDERS IN 2025***(Approval of the distribution of profits, dividends in 2024 and the expected plan for 2025)***To:** General Meeting of Shareholders of Damsan Joint Stock Company

- Pursuant to the Law on Enterprises No. 59/2020/QH14 dated 17/06/2020;
- Pursuant to the Charter of organization and operation of Damsan Joint Stock Company;
- Pursuant to the 2024 Financial Statement of Damsan Joint Stock Company which has been audited by UHY Auditing and Consulting Co., Ltd.;

The Board of Directors of the Company would like to submit to the General Meeting of Shareholders of the Company for approval of the following contents:

- I. Appropriation to reserve fund and dividend payment ratio for 2024 are as follows:**

Indicator	Year 2024 (Unit: mil.VND)
1. Consolidated profit before tax	63,523.87
2. Payable CIT	6,546.36
3. Profit after tax in 2024	55,125.78
4. Profit after tax of the parent company	50,061.33
5. Profit Distribution	50,061.33
5.1. Compulsory reserve fund	-
5.2. Development investment fund	
5.3. Reward and welfare fund	
5.4. Profit after distribution of funds	50,061.33
6. Profits left over from previous years	15,926.19
7. Total profit by the end of 2024	65,987.52
8. Offer to pay 5% dividend in cash	38,197.36
9. Profit carried over to the next year	27,790.16

II. Dividend payment 2024

The Board of Directors respectfully requests the General Meeting of Shareholders to approve the payment of dividends in 2024 in cash and authorize the Board of Directors to decide on the time of payment and make the payment. The cash dividend payout ratio is 5%.

III. Implementation

After the plan for profit and dividend distribution is approved by the General Meeting of Shareholders, the Board of Directors is assigned to pay the expected dividends in accordance with the provisions of current laws.

IV. Proposal for 2025

Based on the 2025 production and business plan of Damsan Joint Stock Company, the Board of Directors proposes a dividend payout ratio in 2025 is expected to be from 10% - 15%. Assign the Board of Directors to base on the performance results in 2025 to decide to pay dividends in 2025 in cash or shares suitable for operation production and business of the company.

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

Thank you very much!

Recipient:

- Shareholders;
- BOD, BOS, BOM;
- Recorded at HR-Admin.
(Documents of the 2025 General Meeting of Shareholders).

ON BEHALF OF
BOARD OF DIRECTORS
CHAIRMAN
CÔNG TY CỔ PHẦN
DAMSAN
VU HUY DONG



DAMSAN JOINT STOCK COMPANY

No, 04/TTr-DHDCD

SOCIALIST REPUBLIC OF VIETNAM

Independence – Freedom – Happiness

Thai Binh, March 28th, 2025

**PROPOSAL TO THE ANNUAL GENERAL MEETING OF
SHAREHOLDERS IN 2024**

*Approval of remuneration of the Board of Directors, Supervisory Board in 2024
and plan for 2025*

To: General Meeting of Shareholders of Damsan Joint Stock Company

- Pursuant to the Law on Enterprises No, 59/2020/QH14 dated 17/06/2020;
- Pursuant to the Charter of operation of Damsan Joint Stock Company;

The Board of Directors respectfully submits to the General Meeting of Shareholders of the Company for consideration and approval of the following contents:

In order to ensure the activities of the Board of Directors and Supervisory Board in implementing the assigned tasks, based on the Production and Business Plan of Damsan Joint Stock Company in 2024 and the State's regulations, the Company would like to report the total remuneration of the Board of Directors and Supervisory Board in 2024 and propose the total remuneration of the Board of Directors and Supervisory Board in 2025 as follows:

- Remuneration for members of the Board of Directors

No,	Title	Remuneration/ month in 2024	Proposed remuneration/ month in 2025
1	Chairman of the Board of Directors	15,000,000 VNĐ	15,000,000 VNĐ
2	Board Members	10,000,000 VNĐ	10,000,000 VNĐ

- Remuneration of Supervisory Board Members

No	Title	Remuneration/ month in 2024	Proposed remuneration/ month in 2025
1	Head of the Supervisory Board	4,000,000 VNĐ	4,000,000 VNĐ
2	Members of the Supervisory Board	3,000,000 VNĐ	3,000,000 VNĐ

*** Total remuneration:**

Total remuneration	2024 Remuneration Report
Board of Directors	660,000,000 VNĐ
Supervisory Board	120,000,000 VNĐ

Other benefits for members of the Board of Directors and the Supervisory Board shall comply with the provisions of law and the Company's regulations,

*** Operating budget:**

Reasonable expenses arising from the activities of the Board of Directors and the Control Board are also reimbursed under the State's regulations and the Company's.

It is kindly submitted to the General Meeting of Shareholders for consideration and approval!

Recipient:

- Shareholder;
- BOD, BOS, BOM;
- Recorded at HR

(Documents of the 2025 General Meeting of Shareholders).

ON BEHALF OF THE BOARD OF
DIRECTORS



VU HUY DONG

DAMSAN JOINT STOCK COMPANY

SOCIALIST REPUBLIC OF VIETNAM

Independence – Freedom – Happiness

No. 05/TTr- ĐHĐCĐ

Thai Binh, March 28th, 2025

PROPOSAL TO THE 2025 ANNUAL GENERAL MEETING OF SHAREHOLDERS

Regarding the selection of financial statement auditing company in 2025

To: General Meeting of Shareholders of Damsan Joint Stock Company

- Pursuant to the Law on Enterprises No. 59/2020/QH14 dated 17/06/2020;
- Pursuant to the Charter of operation of Damsan Joint Stock Company;
- Pursuant to the requirements for selecting an auditing company for financial statements in 2025.

The Board of Directors would like to submit to the General Meeting of Shareholders of the Company for consideration and approval of the following contents:

It is requested that the General Meeting of Shareholders authorize the Board of Directors of the company to select one of the auditing companies which are allowed to audit listed companies in the list approved by the State Securities Commission to audit the financial statements of the first 6 months of the year and audit the Company's financial statements in 2025.

It is respectfully submitted to the General Meeting of Shareholders of the company for consideration and approval.

Recipient:

- Shareholder;
- BOD, BOS, BOM;
- Recorded at HR

(Documents of the 2025 General Meeting of Shareholders).

ON BEHALF OF THE BOARD OF
DIRECTORS



VU HUY DONG

DAMSAN JOINT STOCK
COMPANY

No. 06/TTr-DHDCD

SOCIALIST REPUBLIC OF VIETNAM

Independence - Freedom - Happiness

Thai Binh, March 28th, 2025

REPORT TO THE 2025 ANNUAL GENERAL MEETING OF SHAREHOLDERS

*(Regarding the dismissal and election of additional independent members of the Board
of Directors)*

- Pursuant to the Law on Enterprises No. 59/2020/QH14 dated 17/06/2020;
- Pursuant to the Law on Securities No. 56/2024/QH15 dated November 29, 2024 of the National Assembly;
- Pursuant to the Charter of organization and operation of Damsan Joint Stock Company;
- Pursuant to the resignation of Mr. Pham Van Thuong as an independent member of the Board of Directors.

The Board of Directors of the Company respectfully submits to the 2025 Annual General Meeting of Shareholders for consideration and approval of the following contents;

I. Dismissal from the position of independent member of the Board of Directors for:

Grandfather : PHAM VAN THUONG
Date of Birth : 19/02/1985
ID No. : 030085004797 Issue Date: 28/01/2025 Issued by:
Ministry of Public Security
Current Accommodation : Ward No. 2, 30th Floor - Hanoi Paragon Building, Lot A3,
Cau Giay Urban Area, Dich Vong Hau, Cau Giay, Hanoi
Degree : Finance - Banking
Position : Independent member of the Board of Directors for the term
2021-2026
Retired from office: Independent member of the Board of Directors
Reason : Change of job

II. Election of additional independent members of the Board of Directors

According to the standards and conditions of the Law on Enterprises 2020, we would like to submit to the General Meeting of Shareholders for approval of the candidates:

1/ Full name: **DO THANH TUNG**

2/ Gender: Male

3/ Date of birth: 22/08/1985

4/ Place of birth: Hoa Binh

5/ ID card number (or passport number): 017085006933

Issue date: 22/11/2021 Place of issue: Department of Social Affairs Management

6/ Nationality: Vietnamese

7/ Ethnicity: Kinh

8/ Permanent address: No. 6, Van Yen Street, Van Quan, Ha Dong, Hanoi

9/ Phone Number: 0984227166

10/ Email address: Thanhtungtc@gmail.com

11/ Current position: Director of Large Enterprises Reappraisal Department at Ho Chi Minh City Development Joint Stock Commercial Bank

12/ Positions currently held at other organizations: *No*

13/ Number of shares held: 0 accounts for 0% of charter capital, of which:

+ Representative (name of the State/strategic shareholder/other organization) owns: 0

+ Individual owners: 0

14/ Holding commitments (if any): *None*

15/ Professional qualifications:

Time	Schools/Training Places	Diploma
2004-2007	Academy of Finance	Master
2018-2020	Hanoi University of Law	Bachelor
2007-2010	Training Center - Saigon Thuong Tin Commercial Joint Stock Bank	Certificates - Credit Analysis Skills, Financial Reporting, International Payments, Negotiation and Debt Collection
2011-2018	Training Center – Vietnam International Commercial Joint Stock Bank	Certificate of advanced training in lending, credit analysis, accounting principles for lending/negotiating credit contracts

16/ Work process:

Time	Duty	Organisation Name
July 2007- 12/2010	Credit Officer	Saigon Thuong Tin Commercial Joint Stock Bank - Dong Da Branch
01/2011- 06/2018	Re-appraisal officer	Vietnam International Commercial Joint Stock Bank
07/2018- 05/2022	Senior specialist re-appraisal	Oriental Commercial Joint Stock Bank
6/2022-06/2023	Corporate Finance Consultant	VPBank Securities Joint Stock Company
07/2023 - Present	Director of Re-appraisal of Large Enterprises	Ho Chi Minh City Development Joint Stock Commercial Bank

It is submitted to the General Meeting of Shareholders for consideration and approval

Thank you very much!

ON BEHALF OF THE BOARD OF
DIRECTORS



VU HUY DONG

Recipient:

- Shareholder;
- BOD, BOS, BOM;
- Recorded at HR

(Documents of the 2025 General Meeting of
Shareholders).

**REPORT TO THE 2025 ANNUAL GENERAL MEETING OF
SHAREHOLDERS***(Regarding the dismissal and election of new personnel of the Supervisory Board)*

- Pursuant to the Law on Enterprises No. 59/2020/QH14 dated 17/06/2020;
- Pursuant to the Law on Securities No. 56/2024/QH15 dated November 29th, 2024 of the National Assembly;
- Pursuant to the Charter of organization and operation of Damsan Joint Stock Company;
- Pursuant to the resignation letter of Ms. Pham Thi Hoi dated 02/01/2025;
- Pursuant to the resignation letter of Ms. Ta Thi Thu Hien dated 21/03/2025;
- Pursuant to Resolution No. 01/2025/BB-BKS of the Supervisory Board of Damsan Joint Stock Company on the re-election of the Head of the Supervisory Board for the term 2021-2026.

The Board of Directors (BOD) would like to submit to the 2025 Annual General Meeting of Shareholders for consideration and approval of the dismissal of personnel of the Supervisory Board, the election of new personnel of the Supervisory Board as follows:

I. Dismissal of the Supervisory Board personnel for the term 2021-2026:

1. Full name : Ms. Pham Thi Hoi
Date of Birth : 20/08/1981
ID No. : 034181017641 Issued date: Place of issue:
Address : Group 7, Quang Trung Ward, Thai Binh City
Degree : Accounting

Resign the position of Head of the Supervisory Board from 02/01/2025 with reason of personal aspirations

2. Full name : Ms. Ta Thi Thu Hien
Date of Birth : 24/04/1984
CCCD No. : 034184023908 Issue Date: 24/09/2024 Place of issue: Ministry of Public Security
Address : Group 17, Ward Tien Phong, HCMC.Peace
Degree : Bachelor in Information Technology

Resign the position of Member of the Supervisory Board with reason of personal aspirations

II. Elect new personnel of the Control Board, candidate criteria according to the Law on Enterprises and the company's Charter as follows:

1. Candidate 1:

Full name: Ms. Dinh Thi Hoa

Date of Birth: 16/04/1985

ID No.: 022185012987 Issued on: 07/01/2022 Issued by: Police Department

Address: Khuoc Dong Village, Duong Phong Tien, Dong Hung, Thai Binh

Degree: Bachelor of Business Administration - National Economics University

Working experience:

Working history	Position	Company
10/2007 - 12/2011	Accountant	Truong Toan Co., Ltd.
02/2012 - 07/2014	In charge of sales	Tien Dung Quang Ninh Trading and Construction Joint Stock Company
09/2014 - 12/2015	In charge of supply sales department	Ha Long Production Development Investment Joint Stock Company – BIM Group
01/2016 - 08/2018	Internal Supervisory Board Member Production Manager	BIM Food Joint Stock Company – BIM Group
09/2018 - 09/2021	Director in charge of Production	BIM Group
11/2021 - 10/2023	Foreman of the towel workshop; Assistant to the Board of Directors	DamSan Joint Stock Company
11/2023 - now	Director	ADE Energy Joint Stock Company

2. Candidate 2:

Full name: Ms. Pham Thi Le

Date of Birth: 16/10/1981

CCCD No.: 034181018761 Issue date: Place of issue: Police Department

Address: Do Luong Village, Vu An Commune, Kien Xuong District, Thai Binh

Degree: Bachelor of Law - Hanoi University of Law

Position: Legal Department

Work experience:

Working history	Position	Company
2006 - 2007	HR Specialist	Ship Industry Finance Company - Ho Chi Minh City Branch
2008 - 2013	Legal Specialist	Ship Industry Finance Leasing Company Limited
2014 - 2016	Risk and Credit Management Specialist	Ship Industry Finance Company - Hai Phong Branch
8/2016 - 2022	In charge of Human Resources - Compliance and Vice President of the Trade Union	Jeil Jersey Vina Co., Ltd.
2023 - 6/2024	Free	-
7/2024 to now	Legal Specialist	Damsan Joint Stock Company

It is submitted to the General Meeting of Shareholders for consideration and approval.
Thank you very much!

**ON BEHALF OF
BOARD OF DIRECTORS**



VU HUY DONG

Recipient:

- Shareholder;
 - BOD, BOS, BOM;
 - Recorded at HR-Admin.
- (Materials of the 2025 General Meeting of Shareholders).

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

(Regarding the suspension of investment in the road construction project from Thai Binh city to Cau Nghin)

- Pursuant to the Law on Enterprises No. 59/2020/QH14 dated 17/06/2020;
- Pursuant to the Law on Securities No. 70/2006/QH11 dated June 29th, 2006 of the National Assembly;
- Pursuant to the Charter of organization and operation of Damsan Joint Stock Company;
- Pursuant to Contract No. 01/HD-BOT, dated 26/02/2021 between the People's Committee of Thai Binh province and the joint venture investor of Construction Corporation No. 01-CTCP; Lam Son Thai Binh Joint Stock Company; Damsan Joint Stock Company; Phu Thanh Group Joint Stock Company on the Build-Operate-Transfer (BOT) investment project to build a road from Thai Binh City to Cau Nghin;
- Pursuant to Resolution No. 50/NQ-HDND dated 04/10/2024 of the People's Council of Thai Binh province on the non-continuation of the construction investment project: The road route from Thai Binh city to Cau Nghin;
- Pursuant to Decision No. 1779/QD-UBND dated 28/10/2024 of the People's Committee of Thai Binh province on the termination of the implementation of the construction investment project: The road route from Thai Binh city to Cau Nghin.

The Board of Directors would like to submit to the 2025 Annual General Meeting of Shareholders for consideration and approval of the following contents:

I. Project Information

- Project name: Investment project to build a route from Thai Binh City to Cau Nghin
- Project enterprise: Thai Binh Cau Nghin Investment Joint Stock Company (Damsan Joint Stock Company is 01 of 04 joint venture companies to establish project enterprises)
- Total contributed capital of Damsan Joint Stock Company participating in the Project as of 31/12/2024: 181.7 billion VND

- Output: From km 2 + 500 to km 12: About 90 billion: The entire organic excavation and sand embankment have been constructed. Especially, the XL-01 bidding package from Km2 + 500 to Km4 + 000 has carried out organic excavation, back embankment, construction of drainage sand, permeable wick and embankment of 1 part of subsidence compensation. Currently coordination with the Provincial Transport Board is being made to complete the procedures for handing over and receiving XL-01 bidding packages; 02; 03; 04; 05 to convert the project to the form of public investment;

II. Project Changes

The Resolution of the Provincial People's Council and the Decision of the People's Committee of Thai Binh province has stated the termination of the construction investment project: The road from Thai Binh city to Cau Nghin and assignment of the provincial traffic construction investment project management Board to settle the volume, the value of received and finished works and settlement of all remaining expenses and obligations under the project contract and agreement on conditions for early termination of the contract between the provincial People's Committee and the investor and the project enterprise.

III. Implementation time

From 2025 until the completion and the implementation is made in accordance with the State's regulations and laws.

The above is the report of Damsan Joint Stock Company, respectfully submitted to the General Meeting of Shareholders for consideration and approval for implementation.

Thank you very much!

**ON BEHALF OF THE BOARD OF
DIRECTORS**



VU HUY DONG

Recipient:

- Shareholder;
- BOD, BOS, BOM;
- Recorded at HR

(Documents of the 2025 General Meeting of Shareholders).

**REPORT TO THE ANNUAL GENERAL MEETING OF SHAREHOLDERS
IN 2025**

(Regarding the investment bidding plan for selecting investors for industrial clusters in the province)

- Pursuant to the Law on Enterprises No. 59/2020/QH14 dated 17/06/2020;
- Pursuant to the Charter of Damsan Joint Stock Company;
- Based on the business and investment plan for 2024-2025.

The Board of Directors respectfully submits to the General Meeting of Shareholders of the company for consideration and approval of the investment bidding plan for selecting investors for the Vu Van Industrial Cluster project, specifically as follows:

- Project name: Vu Van Industrial Cluster Project.
- Project location: Vu Van Commune, Vu Thu District, Thai Binh Province
- Project scale: 72 hectares (72,000 m²)
- Total projected investment : 920 billion VND;
- In which:
 - + Own and mobilized capital : VND 276 billion (30%)
 - + Loans from credit institutions : VND 644 billion (70%)
- Implementing company: DAMSAN Joint Stock Company
- Project schedule: 2025-2027

Above is a report on the investment bidding plan for selecting investors for the Vu Van Industrial Cluster Project. Damsan Joint Stock Company respectfully submits to the General Meeting of Shareholders for consideration and approval, and requests the General Meeting of Shareholders to authorize the Board of Directors to implement in accordance with regulations

Thank you very much!

Recipient:

- Shareholder;
- BOD, BOS, BOM;
- Recorded at HR

(Documents of the 2025 General Meeting of Shareholders).

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



VU HUY DONG

DAMSAN JOINT STOCK
COMPANY

No. 10/TTr-DHDCB

SOCIALIST REPUBLIC OF VIETNAM

Independence – Freedom – Happiness

Thai Binh, March 28th, 2025

**REPORT TO THE ANNUAL GENERAL MEETING OF SHAREHOLDERS
IN 2025**

(Regarding the investment in the construction of factories for lease in Ninh An Industrial Cluster, An Ninh Industrial Cluster, Vu Ninh Industrial Cluster)

- Pursuant to the Law on Enterprises No. 59/2020/QH14 dated 17/06/2020;
- Pursuant to the Charter of organization and operation of Damsan Joint Stock Company;
- Based on market demand for industrial real estate business;
- Base Business and investment plan for 2025-2026.

The Board of Directors of the Company would like to submit to the 2025 Annual General Meeting of Shareholders for consideration and approval of the following contents:

Investment in the construction and business of factories for lease in Ninh An Industrial Cluster, An Ninh Industrial Cluster, Vu Ninh Industrial Cluster

- Project Name : Factory for rent
- Location : Ninh An industrial cluster in Vu Ninh and Vu An communes, Kien Xuong district, Thai Binh province.
An Ninh Industrial Cluster in An Ninh Commune, Tien Hai District, Thai Binh Province
Vu Ninh Industrial Cluster in Vu Ninh Commune, Kien Xuong District, Thai Binh Province
- Scale : Total construction area of factory for lease: 100,000m²
150,000 m²
- Total investment : Expected maximum **700 billion VND** (Seven hundred billion VND)
- Implementing unit : DAMSAN Joint Stock Company
- Implementation : Year 2025 – early 2026
progress

The above is the report of Damsan Joint Stock Company on investment in construction and business of factory for lease, respectfully submitted to the General Meeting of Shareholders for consideration and approval. At the same time, it is recommended for the General Meeting of Shareholders to authorize the Board of Directors to implement.

Thank you very much!

Recipient:

- Shareholder;
- BOD, BOS, BOM;
- Recorded at HR

(Documents of the 2025 General Meeting of Shareholders).

ON BEHALF OF THE BOARD OF
DIRECTORS

CÔNG TY
CỔ PHẦN
DAMSAN
VU HUY DONG

REPORT TO THE 2025 ANNUAL GENERAL MEETING OF SHAREHOLDERS

(Regarding the investment in the construction of social house under residential area of Phu Xuan commune of Thai Binh city housing development projects)

- Pursuant to the Law on Enterprises No. 59/2020/QH14 dated 17/06/2020;
- Pursuant to the Charter of Damsan Joint Stock Company;
- Based on the business and investment plan for 2024-2025.

The Board of Directors respectfully submits to the General Meeting of Shareholders of the company for consideration and approval of the investment in the construction of social housing in the planned area of Phu Xuan commune, Thai Binh city, specifically as follows:

- Project name: Investment project to build social housing in the planned area of Phu Xuan commune, Thai Binh city.

- Project location: Located in the planned residential area of Phu Xuan commune, Thai Binh city.

- Project scale: 02 social house buildings with a scale of 15 floors

- + Social house building No. 01: 15 floors (1 basement), a total of 345 apartments

- + Social house building No. 02: 15 floors (1 basement), a total of 345 apartments

- + Type of houses: Apartments, social houses;

- + Land use area: 12,858.2 m²

- + Construction land area: 4,905.0 m² (38.2%)

- + Green building area: 2,732.2 m² (21.2%)

- + Internal road yard area: 5,221.0 m² (40.6%)

- + Construction floor area: 64,244.0 m²

- + Total area of 690 apartments for sale and lease: 42,132.6 m²

- + Garage area: 5,540.0 m²

- + Community House, combined with the management board to arrange 1 room on the 3rd floor of each block, area according to QCVN 04/2019: 586.0 m². (Each block is 293 m²)

- + Population size: 1750-1900 people;

- Total expected investment : 690 billion VND

In which:

- + Own and mobilized capital : 150 billion VND (22%)

- + Loans from credit institutions : 540 billion VND (78%)

- Implementing company: Damsan Joint Stock Company

- Project schedule: Quarter III/2025 to the end of the fourth quarter of 2026.

The above is a report on the investment in the construction of social houses under the housing development project in Phu Xuan commune, Thai Binh city. Damsan Joint Stock Company respectfully submits to the General Meeting of Shareholders for consideration and approval. At the same time, it is recommended that the General Meeting of Shareholders authorize the Board of Directors to implement the implementation.

Thank you very much!

**ON BEHALF OF THE BOARD OF
DIRECTORS**

Recipient:

- Shareholder;
- BOD, BOS, BOM;
- Recorded at HR

(Documents of the 2025 General Meeting of Shareholders).



VU HUY DONG

**REPORT TO THE ANNUAL GENERAL MEETING OF SHAREHOLDERS
IN 2025**

(Regarding the capital investment in Joint Stock Company – Textile and Garment Research Institute for the implementation of the Office Building and Service Center Project)

- Pursuant to the Law on Enterprises No. 59/2020/QH14 dated 17/06/2020;
- Pursuant to the Law on Securities No. 56/2024/QH15 dated November 29th, 2024 of the National Assembly;
- Pursuant to the Charter of organization and operation of Damsan Joint Stock Company;
- Based on the production and business plan of Textile and Garment Research Institute Joint Stock Company for the year 2025 and onwards.

Textile and Garment Research Institute - Joint Stock Company is implementing the project plan as below:

- Project Name: Office Building of Textile Research Institute - Joint Stock Company, science, technology and business service center.
- Location: No. 478, Minh Khai Street, Vinh Huy Ward, Hai Ba Trung District, Hanoi City.
- Scale: The project is newly built and renovated on an area of 2,832.79 m², expected to have 25 floors and 3 basements with a construction density of 40%.
- Total investment capital: Estimated 487,073,000,000 (VAT included) *(Four hundred and eighty-seven billion, not one hundred and seventy-three million VND)*
- Investment capital: 20% of contributed capital and 80% borrowed from credit institutions
- Implementation schedule: Expected Quarter IV/2025

After the Textile Research Institute Joint Stock Company completes the necessary procedures for project licensing and submits the application to Damsan Joint Stock Company, the Board of Directors submits to the General Meeting of Shareholders for consideration and approval the authorization for the Board of Directors to evaluate the project's effectiveness and decide on the capital contribution to the Textile Research Institute Joint Stock Company. In addition, the General Meeting of Shareholders is requested to authorize the Board of Directors to decide on increasing Damsan Joint Stock Company's ownership ratio in the Textile Research Institute in the event that the state capital divestment plan at this unit is approved by the competent state authority. Thank you very much!

**ON BEHALF OF THE BOARD OF
DIRECTORS**



VU HUY DONG

Recipient:

- Shareholder;
- BOD, BOS, BOM;
- Recorded at HR

(Documents of the 2025 General Meeting of Shareholders).

Thai Binh, March 28th, 2025

**ELECTION REGULATIONS
FOR REPLACEMENT OF INDEPENDENT MEMBERS OF THE BOARD OF
DIRECTORS AND THE SUPERVISORY BOARD
DAMSAN JOINT STOCK COMPANY**

- Pursuant to the Law on Enterprises No. 59/2020/QH14 dated 17/06/2020;
- Pursuant to the Law on Securities No. 54/2019/QH14 promulgated on 26/11/2019 and guiding documents;
- Pursuant to the Charter of organization and operation of Damsan Joint Stock Company.

The 2025 Annual General Meeting of Shareholders of Damsan Joint Stock Company will conduct the election to change the membership of the Independent Board of Directors and the Supervisory Board for the 2021 - 2026 term according to the following details:

Article 1. Eligible Voters

Shareholders holding voting shares and authorized representatives of shareholders holding voting shares of the Company.

Article 2. Term of Office for members of the Board of Directors and the Supervisory Board

- The term of office of each independent member of the Board of Directors is 05 years from 2021 - 2026; Replacement members shall serve for the remainder of this term.
- The term of office for each member of the Supervisory Board is 05 years from 2021 - 2026; Replacement members shall serve for the remainder of this term.

Article 3. Criteria for independent members of the Board of Directors (Article 26 of the Company's Charter)

- Must have full civil act capacity and must not be subject to any enterprise management prohibitions as stipulated in Clause 2, Article 18 of the Law on Enterprises;



- Must possess professional qualifications and experience in the company's business management but are not necessarily required to be shareholders of the company.
- A member of the Board of Directors of a company may also be a member of the Board of Directors of another company. However, they may not concurrently hold the position as a member of the Board of Directors at more than 05 other companies.
- Independent members of the Board of Directors must comply with the provisions of Clause 3, Article 26 of the company's Charter.

Article 4. Nomination of candidates for the Independent Board of Directors (Article 25 of the Company's Charter)

The candidacy and nomination of members of the Board of Directors shall comply with the provisions of Clauses 1 and 2, Article 25 of the Company's Charter.

In case the number of candidates for the Board of Directors through nomination and candidacy remains insufficient to meet the required number, the incumbent Board of Directors may nominate additional candidates or facilitate the nomination process through a mechanism established by the company. The nomination mechanism or the procedure by which the incumbent Board of Directors nominates candidates for the Board of Directors must be clearly disclosed and approved by the General Meeting of Shareholders before proceeding with the nomination.

Article 5. Criteria for members of the Supervisory Board (Article 37 of the Company's Charter)

- Must have full civil act capacity and must not be subject to any prohibitions on establishing or managing enterprises as stipulated in Clause 2, Article 17 of the Law on Enterprises;
- Must not be a spouse, biological or adoptive father, biological or adoptive mother, biological or adoptive child, or sibling of a member of the Board of Directors, the General Director and other managers;
- Must not hold any management positions within the company and is not required to be a shareholder or an employee of the company;
- Must not work in the accounting and finance department of the company;
- Must not be a member or an employee of an independent auditing firm that audited the company's financial statements in the previous 03 consecutive years;
- Must be an accountant or auditor.

Article 6. Nomination of candidates for the Supervisory Board

The candidacy and nomination of members of the Supervisory Board shall comply with the provisions of Clauses 1 and 2, Article 25 of the Company's Charter.

In case the number of candidates for the Supervisory Board through nomination and candidacy is insufficient to meet the required number, the incumbent Supervisory Board may nominate additional candidates or facilitate the nomination process according to the regulations of the Supervisory Board. The nomination of additional candidates by the incumbent Supervisory Board must be clearly announced at the General Meeting of Shareholders votes to elect members of the Supervisory Board in accordance with law.

Article 7. Dossier for candidacy, nomination of candidates for election to the Board of Directors and Supervisory Board

Shareholders who fully meet the criteria and conditions for being independent members of the Board of Directors, as specified in Articles 3 and 5 of this Regulation, may submit dossiers for candidacy and nomination for election to the Board of Directors and the Supervisory Board:

1. The dossier of candidacy or nomination for election to the Independent Board of Directors, the Supervisory Board includes:
 - Application for nomination to join the Board of Directors/Supervisory Board (according to the form);
 - Curriculum vitae declared by the candidate himself (according to the form);
 - One of the following identification documents: Copy of ID card/ Permanent residence registration (or Long-term temporary residence registration certificate), a passport for overseas Vietnamese or foreigner candidates;
 - Degrees, diplomas and certificates certifying professional qualifications (if any).
 - Documents certifying that the ownership ratio of shareholders/groups of shareholders satisfies the nomination requirements under this Regulation.
 2. Dossiers of candidacy/nomination must be submitted to the Organizing Committee before 17:00 on April 16, 2025 at the following address:
 - Administrative and Organization Department - Damsan Joint Stock Company
 - Office address: Lot A4, Bui Vien Street, Nguyen Duc Canh Industrial Park, Thai Binh City, Thai Binh Province
- For cases of nomination/candidacy made during the General Meeting, shareholders/groups of nominating/candidacy shareholders must immediately submit nomination/candidacy dossiers to the Chairman for review.
3. Only nomination/candidacy dossiers that meet the nomination/candidacy conditions and candidates who meet the corresponding conditions for independent members of the

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Board of Directors/Supervisory Board will be included in the list of candidates announced at the General Meeting.

Article 8. Election Vote Counting Board

The Vote Counting Committee is nominated by the Organizing Committee and approved by the General Meeting of Shareholders.

The Vote Counting Committee is responsible for:

- Approving the Election Regulation;
- Distributing of election slip and instructions on how to fill the votes;
- Conducting vote counting;
- Announcing the election results to the General Meeting.

Members of the Vote Counting Committee must not be on the list of nominations and candidates for the Independent Board of Directors and the Supervisory Board.

Article 9. Voting and recording of votes; Principles of voting and counting votes

a. Election slip and election slip recording

Election slip and election slip recording

The election slips are uniformly printed, with the total number of shares with voting rights according to the participation code;

Shareholders or authorized representatives shall simultaneously receive election slips to elect independent members of the Board of Directors/Supervisory Board according to the attendance code (*owned and authorized*);

In case of an error in completing the election slip, the shareholders may request the Vote Counting Committee to provide a replacement election slip.

Cases of invalid election slips

The election slip does not conform to the format prescribed by the Organizing Committee of the General Meeting and does not have the seal of the Company;

Election slips contain erasures, modifications, additions, or incorrect names that do not match the list of candidates approved by the General Meeting of Shareholders prior to the voting process;

The total number of voting rights for the shareholders' candidates exceeds the total number of voting rights held by the shareholder (including ownership and authorization).

b. Principles of voting and votes counting

- The Vote Counting Committee shall inspect the election slip box in the presence of shareholders. The Voting shall begin once the distribution of election slip

has been completed and shall conclude when the last shareholder has casted their election slip in the election slip box;

- The counting of votes must be conducted immediately upon the conclusion of the voting process;

- The vote counting results shall be documented in writing and announced at the General Meeting of Shareholders by the Head of the Vote Counting and Election Committee;

- The votes after counting shall be securely retained at the Company's headquarters.

Article 10. Election methods and principles of election

a. Election method

The voting to elect members of the Independent Board of Directors/Control Board shall be conducted by secret vote using the cumulative voting method (According to the guidance specified in the Appendix attached to this Regulation):

- Each shareholder shall have a total number of votes equal to the total number of voting shares (including ownership and authorization) multiplied by the number of elected members of the Board of Directors;
- Shareholders may cast all the votes for one candidate or several candidates, but the total number of votes cast does not exceed the number of positions approved by the General Meeting of Shareholders.

b. Principles of election

The elected members of the Independent Board of Directors/Supervisory Board shall be determined according to the number of votes received, ranked from highest to lowest, until the number of members is sufficient as required, but must achieve a valid number of votes corresponding to at least one voting right of shareholders attending the meeting.

In the event that the number of members of the Independent Board of Directors/Supervisory Board cannot be selected as expected due to multiple candidates receiving the same number of votes, a separate re-election shall be conducted to select the person with the higher number of votes.

Article 11. Preparation and announcement of the vote counting record

After the vote counting process is completed, the Vote counting committee must prepare a counting votes record.

The full text of the vote counting record must be published at the General Meeting of Shareholders.

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Article 12. Complaints regarding the election and vote counting shall be resolved by the Chairman of the meeting and recorded in the Minutes of the General Meeting of Shareholders.

This Regulation consists of 12 Articles and shall be publicly read at the General Meeting of Shareholders for approval.

Respectfully submit to the General Meeting of Shareholders for consideration and approval!

**ON BEHALF OF THE BOARD OF
DIRECTORS**

CHAIRMAN



VU HUY DONG

APPENDIX
GUIDELINES FOR ELECTING MEMBERS OF THE SUPERVISORY BOARD

(According to the method of accumulating voting)

Vote filling:

Each shareholder has a total number of votes corresponding to the total number of shares with voting rights (including ownership and authorization) multiplied by the number of elected members of the Supervisory Board.

Shareholders may distribute the total votes among all candidates, or put all the votes in one or multiple candidates, but the total number of votes for the candidates must not exceed their total available votes.

Example:

The General Meeting of Shareholders voted to elect 03 members of the Supervisory Board from a total of 03 candidates. Shareholder Nguyen Van A holds (including ownership and authorization) 10,000 voting shares. At that time, the total number of votes available to Nguyen Van A shareholders is:

$$10,000 \text{ shares} \times 3 = 30,000 \text{ Votes}$$

Shareholder Nguyen Van A may vote using the following method:

Case 1: Shareholder Nguyen Van A distributes his votes equally among 03 candidates (equivalent to each candidate receiving 10,000 votes)

No.	Candidate's full name	Evenly Distributed Votes (for candidates)	Number of votes (for each candidate)
1	Nguyen Van 1	<input checked="" type="checkbox"/>	
2	Nguyen Van 2	<input checked="" type="checkbox"/>	
3	Nguyen Van 3	<input checked="" type="checkbox"/>	

Case 2: Shareholder Nguyen Van A casts all his votes for 1 candidate

No.	Candidate's full name	Evenly Distributed Votes (for candidates)	Number of votes (for each candidate)
1	Nguyen Van 1	<input checked="" type="checkbox"/>	
2	Nguyen Van 2	<input type="checkbox"/>	
3	Nguyen Van 3	<input type="checkbox"/>	

Case 3: Shareholder Nguyen Van A distributes his votes among 3 candidates (but not equally)

No.	Candidate's full name	Evenly Distributed Votes (for candidates)	Number of votes (for each candidate)
1	Nguyen Van 1	<input type="checkbox"/>	5.000
2	Nguyen Van 2	<input type="checkbox"/>	15.000
3	Nguyen Van 3	<input type="checkbox"/>	5.000

5. Invalid election slip

The slip does not follow the prescribed form or does not have the seal of the Company.

Election slip contains erasures, modifications, additions, or incorrect names that do not match the list of candidates approved by the General Meeting of Shareholders prior to the voting process.

The vote with the total number of voting rights to candidates that exceeds the total voting rights held by that shareholder (including ownership and authorization).

No.	Candidate's full name	Evenly Distributed Votes (for candidates)	Number of votes (for each candidate)
1	Nguyen Van 1	<input type="checkbox"/>	20.000
2	Nguyen Van 2	<input type="checkbox"/>	5.000
3	Nguyen Van 3	<input type="checkbox"/>	10.000

Other cases are specified in the Election Regulation.

The election method for members of the Independent Board of Directors shall be conducted in the same manner as above.

SOCIALIST REPUBLIC OF VIETNAM
INDEPENDENCE - FREEDOM - HAPPINESS

..... date ... month... year.....



CURRICULUM VITAE

(For candidates for the Board of Directors/Supervisory Board)

To: -
-

1/ Full name:.....

2/ Gender:.....

3/ Date of birth:

4/ Place of birth:

5/ ID card number (or passport number):

Date of Issue: Place of Issue:

6/ Nationality:

7/ Ethnicity:

8/ Permanent address:.....

9/ Phone number:.....

10/ Email address:.....

11/ Current position:.....

12/ Positions currently held at other organizations:
.....

13. Number of shares held:, accounting for% of charter capital, of which:

+ Representative (organization name is the State/strategic shareholder/other organization) owning:.....

+ Personal ownership:.....

14/ Commitment to Shareholding (if any):.....

15/ List of relevant persons of the declarant^{1*}:.....

No.	Individual/Organisation Name	ID number/Passport number (for individuals) or Business Registration Certificate number, Operating License or Equivalent Legal Documents	Number of Shares/Investment Fund Certificates Held, Ownership Percentage in the	Relationship
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^{1*} Related persons as prescribed in Clause 46, Article 4 of the Law on Securities dated November 26, 2019



		(for organizations), Date of issue, Place of issue/	Charter Capital of the Public Company or Public Fund (if any)	

16/ Related benefits for public companies and public funds (if any):.....

17/ Conflicting interests with public companies and public funds (if any):.....

I certify that the above statements are true. If any information is incorrect, I take full responsibility before the law.

DECLARANT

(Sign, and write full name)





DAMSAN JOINT STOCK COMPANY

4A, Bui Vien Street, Nguyen Duc Canh Industrial Park, Thai Binh City, Thai Binh Province

Phone: 0227 3642311 – Fax: 0227 3642312

NOMINATION LETTER

FOR REPLACEMENT OF MEMBERS OF THE SUPERVISORY BOARD

TERM 2021 - 2026



To: Damsan Joint Stock Company

Shareholder name:.....

ID card/Citizen Identity Card/Passport number/Business Registration number:.....

Date of Issue: Place of issue:

Legal representative (if any):

Currently owns:..... (Shares)

Equivalent to% of the total voting shares with voting rights, I/My company hereby request Damsan Joint Stock Company to nominate:

Mr./Mrs:.....

ID card/Citizen Identity Card/Passport number:

Date of Issue:..... Place of issue:

Permanent address:

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

Currently Share Ownership.....(shares)

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

As a candidate to replace a member of the Supervisory Board for the term 2021 - 2026 of Damsan Joint Stock Company.

I hereby certify that all the information provided is accurate and true. I take full responsibility before the law and the General Meeting of Shareholders for the accuracy and integrity of the enclosed documents.

Sincerely

Enclosed documents:

- A certified copy of ID card/Citizen Identity Card/Passport;
- Copies of qualifications;
- Candidate's resume;
- A confirmation of share ownership as of the record date of the list of shareholders attending this year's Annual General Meeting.

....., 2025

Nominees

(Sign, stamp, and write full name)



DAMSAN JOINT STOCK COMPANY

4A, Bui Vien Street, Nguyen Duc Canh Industrial Park, Thai Binh City, Thai Binh Province

Phone: 0227 3642311 – Fax: 0227 3642312



NOMINATION LETTER

FOR REPLACEMENT OF INDEPENDENT BOARD MEMBER

TERM 2021 - 2026

To: Damsan Joint Stock Company

Shareholder name:

ID card/Citizen Identity Card/Passport number/Business Registration number:.....

Date of Issue:..... Place of issue:

Legal representative (if any):

Currently Share Ownership:..... Shares

Equivalent to% of the total voting shares, I/My company hereby request Damsan Joint Stock Company to nominate:

Mr. / Mrs:

ID card/Citizen Identity Card/Passport number:

Date of Issue:..... Place of issue:

Permanent address:

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

Currently Share Ownership:.....(shares)

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

As a candidate to replace an independent member of the Board of Directors for the term 2021 - 2026 of Damsan Joint Stock Company.

I hereby certify that all the information provided is accurate and true. I take full responsibility before the law and the General Meeting of Shareholders for the accuracy and integrity of the enclosed documents.

Sincerely

Enclosed documents:

- A certified copy of ID card/Citizen Identity Card/Passport;
- Copies of qualifications;
- Candidate's resume;
- A confirmation of share ownership as of the record date of the list of shareholders attending this year's Annual General Meeting.

....., 2025

Nominees

(Sign, stamp, and write full name)



DAMSAN JOINT STOCK COMPANY

4A, Bui Vien Street, Nguyen Duc Canh Industrial Park, Thai Binh City, Thai Binh Province

Phone: 0227 3642311 – Fax: 0227 3642312

CANDIDACY APPLICATION

FOR REPLACEMENT OF SUPERVISORY BOARD MEMBER

TERM 2021-2026



To: *Damsan Joint Stock Company*

My name is:

ID card/Citizen Identity Card/Passport number/Business Registration number:.....

Date of Issue:.....Place of issue:

Permanent address:

Education:..... Specialized:.....

Currently owns: (shares)

Corresponding to the total value at face value:(VND)

I hereby request Damsan Joint Stock Company to accept my self-nomination as a candidate to replace a member of the Supervisory Board of Damsan Joint Stock Company for the term 2021 - 2026.

If elected by the shareholders as a member of the Supervisory Board, I am committed to dedicating my full capacity and enthusiasm to contribute to the development of Damsan Joint Stock Company.

I hereby certify that all the information provided is accurate and true. I take full responsibility before the law and the General Meeting of Shareholders for the accuracy and integrity of the enclosed documents.

Sincerely,

Enclosed documents:

- A certified copy of ID card/Citizen Identity Card/Passport;
- Copies of qualifications;
- Candidate's resume;
- A confirmation of share ownership as of the record date of the list of shareholders attending this year's Annual General Meeting.

....., 2025

Candidates

(Sign, stamp, and write full name)



DAMSAN JOINT STOCK COMPANY

4A, Bui Vien Street, Nguyen Duc Canh Industrial Park, Thai Binh City, Thai Binh Province
Phone: 0227 3642311 – Fax: 0227 3642312

CANDIDACY APPLICATION

FOR REPLACEMENT OF INDEPENDENT BOARD MEMBER

TERM 2021- 2026



To: *Damsan Joint Stock Company*

My name is:
ID card/Citizen Identity Card/Passport number/Business Registration number:.....
Date of Issue:..... Place of issue:.....
Permanent address:
Education:..... Specialized:
Currently owns: (shares)
Corresponding to the total value at face value:..... (VND)

I hereby request Damsan Joint Stock Company to accept my self-nomination as a candidate to replace the Independent Board of Directors of Damsan Joint Stock Company for the term 2021 - 2026.

If elected by the shareholders as an independent member of the Board of Directors, I am committed to dedicating my full capacity and enthusiasm to contribute to the development of Damsan Joint Stock Company.

I hereby certify that all the information provided is accurate and true. I take full responsibility before the law and the General Meeting of Shareholders for the accuracy and integrity of the enclosed documents.

Sincerely,

Enclosed documents:

- A certified copy of ID card/CCCD/Passport;
- Copies of qualifications;
- Candidate's resume;
- A confirmation of share ownership as of the record date of the list of shareholders attending this year's Annual General Meeting.

....., 2025

Candidates
(Sign, stamp, and write full name)



DAMSAN JOINT STOCK COMPANY

4A, Bui Vien Street, Nguyen Duc Canh Industrial Park, Thai Binh City, Thai Binh Province

Phone: 0227 3642311 – Fax: 0227 3642312



MINUTES OF SHAREHOLDERS' MEETING

NOMINATION OF CANDIDATES TO REPLACE THE INDEPENDENT BOARD OF DIRECTORS

- Pursuant to the Charter of Organization and Operation of Damsan Joint Stock Company
- Pursuant to the Regulation on nomination of members to the Independent Board of Directors of Damsan Joint Stock Company

Today, on (date) at we, the undersigned shareholders of Damsan Joint Stock Company, collectively hold shares (in words: shares), accounting for.....% of the total voting shares of the Company, as listed below:

No.	Shareholder Name	ID CARD/CITIZEN IDENTITY CARD/PASSPORT/ BUSINESS REGISTRATION CERTIFICATE	Permanent Address	Number of shares owned/represented by SH	Signature and Full Name
Total					



We unanimously nominated the following candidates to replace members of the Independent Board of Directors of Damsan Joint Stock Company for the term 2021 - 2026 at the 2025 Annual General Meeting of Shareholders as follows:

Mr. (Mrs.):
ID card/Citizen Identity Card/Passport number:
Date of Issue: Place of issue:.....
Permanent Address.....
Education:Major:.....

Enclosed documents:

- A certified copy of ID card/Citizen Identity Card/Passport number;
- Certified copies of relevant qualifications;
- Candidate's resume;
- A confirmation of share ownership as of the record date of the list of shareholders attending this year's Annual General Meeting.

At the same time, we unanimously appointed:

Mr. (Mrs.):
ID card/Citizen Identity Card/Passport number:
Date of Issue: Place of Issue:.....
Permanent Address:.....
Education:Major:.....

Acts as a representative of the group to carry out nomination procedures in accordance with the Regulations on the nomination of replacement independent members of the Board of Directors of Damsan Joint Stock Company for the 2021 - 2026 term.

This minute was made at (hour), on (date/month/year) /..... /..... at.....

We certify that the information provided is true and take responsibility before the law and the General Meeting of Shareholders for the accuracy and integrity of the enclosed documents.

....., 2025
SHAREHOLDER
(Nominee as group representative)
(Sign and write full name)¹

¹ For corporate shareholders:

- The legal representative shall sign and affix the seal





DAMSAN JOINT STOCK COMPANY

4A, Bui Vien Street, Nguyen Duc Canh Industrial Park, Thai Binh City, Thai Binh Province
Phone: 0227 3642311 – Fax: 0227 3642312



MINUTES OF SHAREHOLDERS' MEETING

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- *Pursuant to the Regulation on nomination of members to the Independent Board of Directors of Damsan Joint Stock Company*

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....., 2025
SHAREHOLDER
(Nominee as group representative)
(Sign and write full name)¹

¹ ***For corporate shareholders:***

- *The legal representative shall sign and affix the seal*



SUMMARY INFORMATION OF SUPERVISORY BOARD CANDIDATES

TERM 2021-2026

1. Personal Information

- Name	DINH THI HOA
- Birthday	16/04/1985
- Hometown	Quang Ninh
- Gender	Female
- ID number/passport	022185012987
- Date of Issue	07/01/2022
- Place of Issue	Police Department
- Permanent address	Duong Phong Tien Commune, Dong Hung District, Thai Binh Province

2. **Education:** Bachelor of Business Administration - National Economics University

3. **Work experience:**

Time	Work experience
- From October 2007 to December 2011:	Accounting Officer, Truong Toan Co., Ltd.
- From February 2012 to July 2014:	Person in charge of sales, Tien Dung Quang Ninh Trading and Construction Joint Stock Company
- From September 2014 to December 2015:	Person in charge of Supply and Sales Department, Ha Long Production Development Investment Joint Stock Company - BIM Group
- From January 2016 to August 2018:	Internal Supervisory Board Member and Production Director, BIM Food Joint Stock Company - BIM Group
- From September 2018 to September 2021:	Director in Charge of Production Division, BIM Group
- From November 2021 to October 2023:	Towel Workshop Foreman; Assistant to the Chairman of the Board of Directors, DamSan Joint Stock Company
- From November 2023 to Present:	Director, ADE Energy Joint Stock Company



SUMMARY INFORMATION OF SUPERVISORY BOARD CANDIDATES

TERM 2021-2026

I. Personal Information

- Name	PHAM THILE
- Birthday	07/10/1981
- Hometown	Thai Binh
- Gender	Female
- ID number/passport	034181018761
- Date of Issue	19/09/2021
- Place of Issue	Police Department
- Permanent address	Vu An Commune, Kien Xuong District, Thai Binh Province

2. **Education:** Bachelor of Law - Hanoi Law University

3. **Work experience:**

Time	Work experience
- From November 2006 to January 2008:	Administrative and Human Resources Specialist, Ship Industry Finance Company - Ho Chi Minh City Branch (Vinashin Finance - Ho Chi Minh City Branch)
- From February 2008 to June 2013:	Legal Specialist, Ship Industry Finance Leasing Co., Ltd. (Vinashin Finance Leasing, Cau Giay District, Hanoi)
- From July 2013 to August 2016:	Risk and Credit Management Specialist, Ship Industry Finance Company – Hai Phong Branch (Vinashin Finance – Hai Phong Branch)
- From August 2016 to June 2022:	Head of Human Resources – Compliance & Vice Chairman of the Trade Union, Jeil Jersey Vina Co., Ltd. (100% Korean-owned enterprise)
- From July 2022 to December 2022:	Human Resources & Legal Specialist at various Vietnamese enterprises (Toan Van General Trading Joint Stock Company, Tam Long Mechanical Co., Ltd.)
- From January 2023 to June 2024:	Freelancer; Insurance Consultant at Cathay Life; Notary Office Assistant
- From July 2024 to Present:	Legal Specialist, Damsan Joint Stock Company.



SUMMARY INFORMATION OF CANDIDATES FOR INDEPENDENT BOARD MEMBERS

TERM 2021-2026

1. Personal Information

- Name **DO THANH TUNG**
- Birthday 22/08/1985
- Hometown Hoa Binh
- Gender Male
- ID number/passport **017085006933**
- Date of Issue 22/11/2021
- Place of Issue Police Department
- Permanent address No. 6, Van Yen Street, Van Quan, Ha Dong, Hanoi

2. **Education:** Bachelor's Degree, Hanoi Law University - Master's Degree, Academy of Finance
3. **Work experience:**

Time	Work experience
	From July 2007 to December 2010: Credit Officer - Sai Gon Thuong Tin Commercial Joint Stock Bank - Dong Da Branch
	From January 2011 to June 2018: Reappraisal Officer - Viet Nam International Commercial Joint Stock Bank
	From July 2018 to May 2022: Senior Reappraisal Specialist - Orient Commercial Joint Stock Bank
	From June 2022 to June 2023: Corporate Finance Consultant - VPBank Securities Joint Stock Company
	From July 2023 to Present: Director of Reappraisal, Corporate Banking Division - Ho Chi Minh City Development Joint Stock Commercial Bank



DAMSAN JOINT STOCK COMPANY
2025 ANNUAL GENERAL MEETING OF SHAREHOLDERS

VOTING SLIP
DELEGATE ID: ADS.001



Full name of Delegate:

Number of Shares Owned: Shares

Number of Authorized Shares: Shares

Total number of Representative Shares: Shares

Delegates mark the selection box according to each voting item.

No.	CONTENT	APPROVE	DISAPPROVE	ABSTAIN
1	Content 1: Approval of the reports from the Board of Directors, the Executive Board, and the Supervisory Board;	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
2	Content 2: Approval of the audited financial statements for 2024;	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
3	Content 3: Approval of the profit distribution and dividend payment plan for 2024; Profit and dividend plan for 2025;	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
4	Content 4: Approval of the remuneration payment report for the Board of Directors and the Supervisory Board for 2024; Remuneration payment plan for 2025;	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
5	Content 5: Approval of the authorization for the Board of Directors to select the audit firm for the 2025 financial statements;	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
6	Content 6: Proposal for dismissal of independent members of the Board of Directors;	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
7	Content 7: Proposal for the change of the Supervisory Board and the election of three additional members.;	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
8	Content 8: Proposal for the termination of the road from Thai Binh City to Cau Nghin construction project;	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
9	Content 9: Proposal for investment in Vu Van, Vu Thu, Thai Binh industrial clusters;	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
10	Content 10: Proposal for investment in the construction of rental factories in industrial clusters;	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
11	Content 11: Proposal for continued investment in the construction of social housing under the residential development project in Phu Xuan Commune, Thai Binh City;	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
12	Content 12: Proposal for investment in Textile and Garment Research Institute Joint Stock Company.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Instructions :

Delegates vote by choosing one of the following options:

Approve, disapprove, and Abstain for each voting content.

April 19, 2025

DELEGATE

(Sign and write full name)