

CÔNG TY CỔ PHẦN TẬP ĐOÀN DABACO VIỆT NAM
DABACO GROUP



**MATERIALS FOR THE 2025
ANNUAL GENERAL MEETING
OF SHAREHOLDERS**



CÔNG TY CP TẬP ĐOÀN DABACO VIỆT NAM
Số 35 Lý Thái Tổ, Thành phố Bắc Ninh, Tỉnh Bắc Ninh
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DABACO GROUP.
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Bac Ninh, March 26th 2025

AGENDA OF THE 2025 ANNUAL GENERAL MEETING

- Time: 8:30 am 19 April 2025
- Location: 4th floor Hall of DABACO Group, No. 35 Ly Thai To Street, Bac Ninh City, Bac Ninh Province

Time	Content	Implement
8.00 am	Registration and checking the shareholders' qualification	Organizing Committee
	I. Opening	
8.30 am	1. Stabilize the organization for the Meeting, salute the flag - Declare the reason – Introduce the delegates	Organizing Committee
8.40 am	2. Report on verification of shareholder qualifications to attend the Meeting	Shareholder qualification review board
8.45 am	3. Introduce and approve the list of Moderators, Secretariat and Vote Counting Committee of the Meeting	Organizing Committee
8.50 am	4. Approval of the agenda and working regulations of the Meeting	Organizing Committee
	II. Content	
9.00 am	Presenting the 2024 Business Performance Report, 2025 Business Performance Plan and development orientation until 2030	Board of Directors/ Board of Managers
	Presentation of the Board of Directors' Reports	Board of Directors
	Presentation of the Board of Directors' Report Submission	Board of Directors
	Presentation of Reports and Report submission of the Board of Supervisors	Board of Supervisors
	Vote for the election of members of the Board of Directors and Supervisors for the 2025-2030 term	Organizing committee, Shareholders, Ballot counting committee





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	Shareholders discussion	<i>Chairman, shareholders</i>
	Voting Approval of contents	<i>Chairman, Shareholders, Ballot counting committee</i>
11. 00 am	15 minutes Tea break	
11. 15 am	Announcement of voting results/elect of BOD and BOS Approval of the meeting Minutes, the Meeting Resolution	<i>Counting Committee Secretariat</i>
11.30 am	Introducing the Board of Directors and Board of Supervisors for the 2025-2030 term	
11.40 am	III. Closing	

Recipients:

- Board of Directors members;
- Board of Supervisors;
- Shareholders' Meeting Organizing Committee;
- Shareholders;
- Achieved Board of Directors Office.

**On Behalf of Board of Directors
Chairman**



Nguyen Nhu So





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Bac Ninh, March 26th 2025

WORKING REGULATION 2025 ANNUAL GENERAL MEETING DABACO GROUP

In order to ensure the principles of publicity, fairness and democracy, and to facilitate the organization and successfully conduct of the 2025 Annual General Meeting, the Board of Directors submits the following working regulations of the Annual General Meeting for approval:

Chapter I. GENERAL REGULATIONS

Article 1: Scope and subjects.

- This Regulation applies to the organization of the 2025 Annual General Meeting of Dabaco Group.
- This Regulation specifically stipulates the rights and obligations of shareholders or authorized representatives of shareholders (hereinafter referred to as shareholders) participating in the Annual General Meeting, conditions and procedures for conducting the Annual General Meeting.
- Shareholders and parties participating in the Annual General Meeting are responsible for implementing the provisions of this Regulation.

Chapter II. CONDITIONS FOR ATTENDANCE, RIGHTS AND OBLIGATIONS OF SHAREHOLDERS AND PARTIES PARTICIPATING IN THE ANNUAL GENERAL MEETING

Article 2: Condition for attending the Annual General Meeting

Being shareholders/shareholder representatives whose names are on list of shareholders on the date of closing the right to attend the Annual General Meeting established by the Vietnam Securities Depository and Clearing Corporation (last registration date is March 20, 2025)

Article 3: Rights and obligations of shareholders

1. Rights of shareholders eligible to attend the Annual General Meeting

- The right to discuss and vote on all matters within the authority of the Annual General Meeting according to the provisions of the Law on Enterprises and the Company Charter.
- Authorizing in writing a representative to attend and vote on their behalf at the Annual General Meeting. The person authorized to attend the Annual General Meeting is not allowed to re-authorize another person to attend the Annual General Meeting.





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- The Organizing Committee of the Annual General Meeting publicly announces the entire content of the Annual General Meeting Agenda. All eligible shareholders are allowed to participate in the discussion directly or through their authorized representatives.

- Each shareholder receives a Ballot (with the shareholder's name, shareholder code, and number of shares entitled to vote). The number of shares entitled to vote is equal to the total number of shares owned and/or the number of shares authorized by the representative (if any).

- At the Annual General Meeting, after hearing the report on the contents to be approved, shareholders will discuss and approve each content by raising their Ballots (except for the content of the election of members of the Board of Directors (BOC)/Supervisors which is conducted by secret ballot).

- Shareholders have the right to express their opinions on the contents of the Annual General Meeting in the discussion section under the direction of the Chairman.

- Shareholders who arrive late to the Annual General Meeting have the right to register immediately, then have the right to participate and vote immediately at the Annual General Meeting, but the Chairman is not responsible for stopping the Annual General Meeting for shareholders to register and the validity of the contents ballot will not be affected.

2. Obligations of ordinary shareholders when attending the Annual General Meeting

- Shareholders attending the Annual General Meeting must bring their identification documents (ID card/passport for individuals, Business Registration Certificate/Operating License for organizations) and valid Letter of Authorization (for shareholder representatives) to present to the Shareholders' Qualifications Verification Committee. In case of individual authorization, the mandator - shareholder need sign Letter of Authorization. In case the mandator is a legal entity/organization, the Letter of Authorization must be signed by the legal representative and stamped by that legal entity/organization.

- Shareholders must complete the procedures for registering to attend the Annual General Meeting with the Shareholders' Qualifications Verification Committee.

- During the Annual General Meeting, shareholders must comply with the direction of the Chairman/Moderators of the Annual General Meeting, behave in a civilized and polite manner, and not cause disorder.

Article 4: Rights and obligations of the Shareholders' Qualification Verification Committee to attend the Meeting.

- The Board of Shareholders' Qualifications for Attending the Annual General Meeting appointed by the Company shall be responsible for: Checking the qualifications of shareholders and their authorized representatives based on the



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documents they present; Receiving documents from delegates and shareholders attending the meeting; Issuing documents and Ballots according to the prescribed form; Summarizing the results and reporting to the Annual General Meeting on the results of checking the qualifications of shareholders attending the Annual General Meeting.

- In case a person attending the Meeting does not have full qualifications to attend, the of Shareholders' Qualifications Verification Committee has the right to refuse that person's right to attend the meeting, refuse to issue Ballots and issue documents for the Annual General Meeting.

Article 5: Moderators

1. The Moderators consists of a maximum of 5 members introduced by the Meeting Organizing Committee and approved by the Annual General Meeting. The Chairman of the Board of Directors chairs the Meeting.

2. Rights and responsibilities of the Moderators.

- Chair, direct the Meeting; The Chairman carries out the necessary tasks to direct the Meeting in a valid and orderly manner.

- The decision of the Chairman of the Meeting on the order, procedures or events arising outside the Meeting Agenda will be of the highest judgment.

- Submitting drafts and conclusions on necessary issues to the Meeting for approval.

- Answering questions raised by the Meeting.

Article 6: Secretariats

The Meeting Secretariats are introduced by the Moderators and approved by the Meeting. The Secretariat is responsible to the Moderators and the Annual General Meeting for its duties, specifically:

- Record fully and honestly the contents of the Meeting.

- Assist the Moderators in announcing draft documents, conclusions, Resolutions of the Congress and notices of the Moderators sent to shareholders when requested.

- Receive questionnaires/order to address from shareholders.

Article 7: Ballot Counting Committee

1. The Ballot Counting Committee consists of 3 people introduced by the Moderators and approved by the Annual General Meeting.

2. The Ballot Counting Committee has the following duties:

- Determine the results of voting/election of members of the Board of Directors and Supervisors by shareholders on issues approved at the Congress.

- Promptly notify the Secretariat of the results of voting/election.

- Review and report to the Congress for decision on cases of violations of voting/election regulations or complaints about voting/election results.

- Prepare and public the minutes of ballots counting at the Meeting.

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Chapter III. CONDUCTING THE MEETING

Article 8: Conditions for conducting the Annual General Meeting

The Annual General Meeting is held when the number of shareholders attending the meeting comprise more than 50% of the shares with voting rights according to the shareholder list of Dabaco Group.

Article 9: How to conduct the Meeting

1. The Annual General Meeting will discuss and vote on each issue in the agenda. All issues (except the election of members of the Board of Directors /Supervisors) will be approved by raising ballots. Each Shareholder or Shareholder Representative (01 person) can only vote once (agree or disagree, or blank) on the same issue to be voted on at the Annual General Meeting.

- The election of members of the Board of Directors /Supervisors is conducted by secret ballot (stipulated in the Regulations on the election of members of the Board of Directors & Supervisors).

2. Principles of approval: The decisions of the Annual General Meeting shall be approved when approved by the number of shareholders holding more than 50% of the total number of votes of all shareholders attending and voting at the meeting; the decisions of the Annual General Meeting relating to the contents specified in Clause 1, Article 20 of the Charter of Dabaco Group shall be approved if approved by the number of shareholders representing 65% or more of the total number of votes of all shareholders attending and voting at the meeting.

- The determination of the election results of members of the Board of Directors and Supervisors shall be carried out in accordance with the provisions of the Election Regulations.

Article 10: Address at the Meeting

Shareholders register their speech content with the Moderators (through the Annual General Meeting Secretariat) raise their hands to address, and only address when the Moderators agrees. The speech content must be concise and avoid duplication.

Article 11: Election of members of the Board of Directors and Supervisors

The procedures for nomination and candidacy of personnel for election to the Board of Directors and Supervisors must comply with the Regulations on nomination and candidacy and the Regulations on election of members of the Board of Directors and Supervisors issued by the Organizing Committee of the 2025 Annual General Meeting.

Election method: ballots for election of members of the Board of Directors and Supervisors will be printed in advance by the Organizing Committee of the Annual General Meeting, with seal of Dabaco and give to shareholders attending the Annual General Meeting. The election of members of the Board of Directors and Supervisors is conducted by secret ballot at the Annual General Meeting.

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Chapter IV. TERM OF IMPLEMENTATION

Article 12: Implementation

1. Shareholders and participants of the Annual General Meeting must strictly comply with the Regulations of the Annual General Meeting. Anyone who violates these Regulations will be considered and handled by the Chairman according to the specific level.

2. These Regulations take effect immediately after being approved by the 2025 Annual General Meeting./.

Recipients:

- BOD members;
- Board of Supervisors;
- Shareholders;
- Meeting organizing committee;
- Archived Board of Directors Office.

On Behalf of Board of Directors
Chairman



Nguyen Nhu So



Bac Ninh, March 26th 2025

REPORT
ON THE PRODUCTION AND BUSINESS SITUATION IN 2024;
PRODUCTION AND BUSINESS PLAN FOR 2025 AND DEVELOPMENT
ORIENTATION TO 2030

To: Valued Shareholders

On behalf of Leaders of Dabaco Group, I would like to report the business production situation in 2024; directions, tasks, production and business plans in 2025 and development orientation to 2030, as follows:

PART I
EVALUATION OF THE IMPLEMENTATION RESULTS FOR THE 2024
TASK

In 2024, the world economy and Vietnam continue to face many difficulties and challenges in the post-Covid 19 period. Inflation, supply chain crisis, fluctuations in energy prices, raw materials, exchange rates, etc., along with geopolitical tensions continue to greatly affect the recovery of businesses and the economy.

In Vietnam, although the agricultural sector has bright spots with a growth rate of over 3.2% compared to 2023. However, the situation of animal diseases, climate change, natural disasters, droughts and saltwater intrusion continues to be complicated, greatly affecting production. Along with that, input material prices and compliance costs remain high, putting pressure on production costs of farmers and businesses.

Implementing the Resolution of the Annual General Meeting, the Board of Directors and the Board of Managers have comprehensively, synchronously and drastically deployed solutions, along with the great efforts and determination of member units, so the Group's business production results in 2024 were good and exceeded the set plan, specifically:

1. Key targets achieved in 2024:

No	Target	Value (billion dong)	Plan completion rate 2024	Growth rate compared to 2023
1	Total consolidated revenue (including internal revenue) <i>In:</i> - Net revenue	24,264 13,573	96%	9,3%
2	Profit after tax	769	105%	30.7 times

2. Investment, Research and Development activities:

- Completed construction investment and was granted GMP-WHO certificate for Dacovet Vaccine Factory; Granted a license for commercialization of ASF vaccine.

- Actively implemented projects under construction including: Road H2 under BT form; Phase II oil crushing plant with a capacity of 1,000 tons of soybean/day; Urgently promoted investment preparation, survey, and search for suitable locations in provinces and cities nationwide to serve the expansion investment plan and improve production and business capacity.

- Researched, crossbred, and successfully developed rare chicken breeds only available at Dabaco such as Mia No. 1 chicken, 9-spur chicken, Ho chicken, Green egg laying chicken breed and high-quality pig breeds such as: DUDA S400, DUDA S500 boars; GenMax sows; IMUDO native pigs, Lung Pu black pigs, Huong pigs, I pigs..

- Diversify and enhance the value of agricultural products including fresh eggs, instant eggs, high-quality cooking oil, processed meat foods... ensuring convenience, safety, and nutrition; Pioneer in implementing the humane farming model of Cage Free chicken eggs...

- Strengthen investment, trade and scientific and technical cooperation activities in related fields, especially in the field of livestock breeds and animal feed with domestic and foreign agencies, organizations and enterprises.

- Effectively implemented the Party's policies and legal regulations; promoted democracy, ensured the operation and effectiveness of Party organizations, mass organizations, and political-social organizations; ensured stable employment, benefits, policies, and income for employees.

- Actively participated in social and community activities, as well as environmental protection activities.

- Synchronously deploy management solutions, optimize production costs; invest in science and technology, digital transformation; train to improve the quality of human resources to master new and modern technologies and effectively apply to production and business activities. 8 livestock and poultry farming companies of the Group currently has been granted the Certificate of High-Tech Agricultural Enterprise.

2. Evaluation of business production sectors in 2024:

2.1. Animal feed sector (Feed):

In 2024, although the animal feed market faces many difficulties due to the impact of epidemics, natural disasters, climate change; production costs increase due to the impact of the supply chain of raw materials, transportation, logistics and fluctuations in the US dollar exchange rate, with the high determination of the Group's Board of Directors to synchronously and flexibly implement many

solutions to promote the market, optimize production processes, productivity and product quality, improve production and business efficiency, leading to the animal feed output consumed by the entire Group in 2024 increasing by 26% compared to 2023.

2.2. Livestock and poultry farming sector (Farm):

2.2.1. Pig farming:

In 2024, the Group's pig farming sector achieved good results thanks to the synchronous implementation of management and technical solutions, including: biosafety solutions, nutrition regimes, farming techniques, productivity improvement programs, breed quality, innovation in management and monitoring models... Therefore, most of the main technical indicators met the set plan such as: the average sow productivity reached 30 weaned pigs/sow/year, some units reached 33-35 piglets/sow/year...; Feed Conversion Rate, mortality rate... were significantly improved. In addition, the higher selling price of live pigs is also a factor promoting production and business efficiency compared to 2023.

2.2.2. Poultry farming sector:

- *Breeding chicken sector:* In 2024, due to the impact of natural disasters, epidemics, and fluctuations in market prices, the price of broiler chicken fluctuated erratically, at times dropping sharply to only 35-40,000 VND/kg, causing many farming households to not dare to invest, restock..., the Company's output of breeding chickens was low, leading to business results not meeting the set plan. The Company actively researched and improved the breed, creating unique, highly competitive colored chicken breeds to meet market tastes; Actively implement projects to research, preserve and develop genetic resources of indigenous livestock breeds...

- *Egg-laying chicken sector:* In 2024, fresh egg production will increase by 6.3% compared to 2023, the laying rate reached 102% of the plan, developed a diverse and unique set of chicken egg products, ensure convenience and pioneer the trend of sustainable farming, protect animal welfare with the product line "Dabaco Cage - Free".

2.3. Food sector (Food):

- Products processed from meat, chicken eggs... are always improved, diversified, ensuring quality, convenience, nutrition..., meeting the increasing demand of consumers.

2.4. Other supporting production sector:

- Production of PP, PE packaging and plastic tarpaulins to meet the needs of the Group's animal feed mills. In addition, the products are also widely consumed in the domestic market and exported to a number of countries such as Japan, Thailand, Indonesia, Malaysia, France, Korea, Jordan...

- Although supermarket and hotel business activities are still difficult due to slow economic recovery and low consumption, this sector is an important connection between the company and consumers, create closed-loop consumer experience in order to spread Dabaco brand.

The cargo handling activities of Tan Chi river port promptly meet the demand of transporting, loading and unloading raw materials and goods to serve the production and business of the factories in the Group's system and local enterprises.

PART II

ORIENTATION, TASKS, PLAN

FOR BUSINESS PRODUCTION IN 2025 AND DEVELOPMENT

ORIENTATION TO 2030

1. General orientation:

- Upgrade the 3F+ value chain (Feed – Farm – Food – Future) with the **Identity Integration** plan, combining global standards with Vietnamese identity, aiming for a sustainable value chain – of which agriculture, environment, community and people harmoniously developed.

- Focus on promoting pioneering forces in the 3F+ strategy through diversifying products and services, optimizing supply chains, orienting tastes, **contributing to shaping the future of Vietnamese agriculture.**

- Resolutely and effectively implement 5 key tasks, including: **Digital transformation - Green transformation - Acceleration - Breakthrough and Sustainable development**, based on 3 core factors: **Technology, Quality and Human resources.**

2. Some key indicators:

2.1. Business production plan indicators for 2025:

- Total revenue (include internal consumption) : VND 28,759 billion
- Profit before tax : VND 1,108 billion
- Profit after tax : VND 1,007 billion

(The business production plan for 2025 has been approved by the Board of Directors and announced according to regulations).

2.2. Target development plan to 2030:

Strive for revenue (including internal consumption) reach growth of 1.5 times compared to 2024, equivalent to VND 38-40,000 billion by 2030 and average pre-tax profit increases at least 7%/year in the period 2026-2030.

3. Investment plan for the period 2025-2030:

3.1. Review, accelerate investment progress and quickly operator ongoing projects including: Vaccine Factory Project, Oil Crushing Plant - Phase II Expansion Project with a capacity of 1,000 tons of soybean/day, H2 Road Project under BT form and counterpart project (Van An Urban Area (36ha) in Van An Ward, Bac Ninh City, Bac Ninh Province).

3.2. Implement investment in construction of projects, improve production and business capacity, including:

No	Name of project	Area (expected)	Total expected investment (billion VND)	Expected implementation time
1	High-tech livestock farming area in Dong Trieu, Quang Ninh	30.21 ha	466	2024-2027
2	High-tech livestock farming area in Ngoc Lac, Thanh Hoa	20 ha	300	2024-2026
3	High-tech livestock farm in Kim Son commune, Bao Yen, Lao Cai	42.34 ha	460	2024-2027
4	High-tech breeding and commercial pig farming area in Trieu Thuong commune, Trieu Phong district, Quang Tri province	85 ha	950	2025-2028
5	High-tech breeding and commercial pig farming area in Binh Thanh commune, Dinh Hoa district, Thai Nguyen province	48 ha	665	2024-2028
6	High-end feed mill in Binh Nghi Xuan, Ha Tinh	56,317.3 m ²	764.9	2025-2027
7	Lac Ve industrial cluster, Tien Du district, Bac Ninh province	45 ha	678	2025-2027
8	High-tech research and development center associated with vaccine production area in Lac Ve commune, Tien Du district, Bac Ninh province	8 ha	1,000	2025-2029

3.3. Approving the investment policy to build a number of projects and assigning the Board of Directors to direct the project preparation, organize approval and implementation at the appropriate time:

- Dabaco Tan Chi Inland Container Depot (ICD) Project & Logistics Center in Tan Chi Commune, Tien Du District, Bac Ninh Province, area of about 8 hectares, expected implementation time: 2025-2030.

- Researching, surveying, calculating the plan to change the function of the Group's land on Ly Thai To Street, Bac Ninh City to build housing, Commercial Center; Commercial Center Complex project land in Dai Phuc Ward - Bac Ninh City (3.7 hectares).

3.4. Continue to research, survey, search for suitable locations and implement a number of projects to serve the relocation of a number of livestock farms (if necessary); projects to expand the scale, improve the capacity of key production sectors including animal feed, livestock and poultry breeds and contracted farms, food processing, to meet the set strategic goals; Review, research, and propose solutions for the company's existing land plots to suit the local economic and social development plan and ensure efficiency.

3.5. Review all approved projects and/or projects with investment policies with the motto of only invest if effective, suspending if ineffective or the Board of Directors researching, selecting partners and deciding on investment cooperation or transferring one or several projects without capital scale limitation.

3.6. Based on the actual situation, the Board of Directors has the full authority to decide on the time, investment capital and implementation organization for each specific project, including adjusting and supplementing the above projects (if any), ensuring suitability and effectiveness.

4. Some key tasks and solutions:

To achieve the 2025 business production plan and investment plan, the Board of Directors and the Executive Board identify and implement the following basic groups of solutions:

- Focus on maximizing the capacity and potential of existing infrastructure; Accelerate investment progress and put into operation projects in core areas with advanced technology, ensuring effective capital use and increasing value.

- Strictly implement the Biosafety livestock farming process, optimize nutritional solutions, livestock farming techniques and breeding work, improve productivity and product quality.

- Develop a waste-free circular livestock production model, use green energy and renewable energy to contribute to reducing greenhouse gas emissions, towards the Netzero goal.

- Optimize the supply chain, strengthen links with strategic partners and expand export markets, increase product value and strongly develop Dabaco's brand in the market, effectively exploiting the product set in the 3F+ value chain, increasing product value and strongly developing Dabaco's brand in the market

- Strongly promote the digital transformation process in production, livestock and sales management, optimize data and automate the entire value chain.

- Promote investment in research and development (R&D), application of gene technology, biotechnology, artificial intelligence (AI) ... in the fields of livestock, veterinary medicine ... to create products with high superiority, enhance the brand, master the entire production and business chain and in each specific field.

- Expand cooperation in applied scientific research with capable and reputable partners at home and abroad.

- Strictly implement the responsibility regime of heads in units; Improve the management and governance capacity of the leadership team; Focus on training and developing lean, high-quality human resources, boldly delegating authority, building a team of employees who dare to think and know how to do; attract talents, treat them appropriately, motivate employees to improve their capacity and skills, overcome their own limits and contribute to their work.

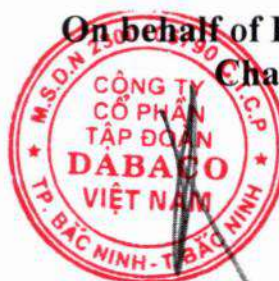
- Strictly implement the regulations of the State, the rules and regulations of the Group, fight waste and save at all stages, in all aspects and forms, from the way of organizing production, raising animals to arranging and allocating time, resources..., to reduce production costs, improve productivity and efficiency of production and business, ensuring harmony of interests of the company, employees, shareholders and society.

This is the Report on production and business situation in 2024; directions, tasks, production and business plan in 2025 and development orientation to 2030. Respectfully submit to the Annual General Meeting for consideration and approval./.

Recipients:

- Shareholders;
- Board of Directors member;
- Board of Directors;
- Board of Supervisor;
- Archive Board of Directors Office.

**On behalf of Board of Directors
Chairman**



Nguyen Nhu So

Bac Ninh, March 26th 2025

**REPORT
ON ACTIVITIES OF BOARD OF DIRECTORS
OF DABACO GROUP**

To: Valued Shareholders

The Board of Directors (BOD) of Dabaco Group reports to the Annual General Meeting (AGM) on the Board of Directors' performance in 2024 and the direction and tasks for 2025 as follows:

I. PERFORMANCE RESULTS OF THE BOARD OF DIRECTORS IN 2024:

1. Evaluation of the performance results of the Board of Directors:

With its assigned roles, powers and responsibilities, the Board of Directors has been active in leading and directing, together with the Board of Managers of the Group, directing the implementation of the 2024 production and business plan according to the Resolution approved by the General Meeting; promptly resolving issues arising under the authority of the Board of Directors to create the most favorable conditions for the management activities of the members of the Board of Managers and other managers. The direction and supervision activities of the Board of Directors are conducted in person and/or in writing.

In 2024, the Board of Directors held 09 direct meetings; through written decisions to direct and resolve issues related to major orientations on corporate governance and issues under the authority of the Board of Directors, and at the same time direct, manage and supervise the activities of the Executive Board in implementing resolutions of the General Meeting and the Board of Directors.

2. Evaluation of the performance of the members of the Board of Directors:

- In 2024, the members of the Board of Directors have successfully completed the assigned tasks; fully participated in the meetings of the Board of Directors and voted to approve issues under the authority of the Board of Directors with a high sense of responsibility, promoting the leadership capacity of the members of the Board of Directors, for the benefit of shareholders and the sustainable development of the Group.

- The Chairman of the Board of Directors has successfully completed the assigned tasks in preparing and implementing the annual work program, assigning tasks among the members of the Board of Directors, organizing meetings, issuing



resolutions, decisions, and notices of the Board of Directors; directing, managing and supervising the activities of the Executive Board in implementing the resolutions of the Board of Directors. The Chairman of the Board of Directors chairs the weekly Monday morning meeting with the Executive Board; holds monthly meetings with the Board of Directors of member units according to the production and business sectors to ensure that the Board of Directors' decisions are timely and closely follow the actual production and business situation of the Company. In addition, there are special and symposium meetings; on-site visits to production and business units, especially in areas facing difficulties and unfinished construction to promptly resolve and direct, ensuring speed and efficiency.

- Members of the Board of Directors are assigned specific tasks based on the principle of promoting the expertise and strengths of each member, creating collective intellectual strength to fulfill the responsibilities of the Board of Directors according to regulations in the most effective way.

3. Activities of independent members of the Board of Directors and evaluation results of independent members of the Board of Directors:

The Board of Directors comprise 09 members, the Board of Directors structure ensures that 1/3 are independent members of the Board of Directors according to the regulations on corporate governance.

Independent members of the Board of Directors properly perform their functions, tasks and powers according to regulations; fully participate in meetings and have opinions and independent votes on issues under the authority of the Board of Directors; participate in supervising the activities of members of the Board of Directors, the Executive Board and other managers as assigned by the Board of Directors, contributing to the completion of the Company's internal governance regulations.

Evaluating the activities of the Board of Directors, the Executive Board and other managers, the independent members of the Board of Directors found that:

- The Board of Directors has worked with the highest sense of responsibility and transparency in governance, strictly complying with the provisions of law and the Company. The meetings of the Board of Directors were convened, documents were fully prepared, and were conducted in accordance with the procedures prescribed in the Charter and Internal Regulations on Corporate Governance. The contents of the meetings were discussed, fully and carefully evaluated by the members of the Board of Directors to provide directions and solutions that bring the highest benefits to the Company.

- The Board of Directors has performed its role well in implementing the plans, policies, and strategic directions set forth by the Annual General Meeting; Fulfilled its responsibilities in directing, supporting, and supervising the Executive Board in implementing the contents approved by the Annual General Meeting and the Board of Directors, ensuring compliance with the provisions of law, the Charter, and Regulations, while harmonizing the interests of the Company and shareholders.

- Financial statements are prepared and published in accordance with accounting standards and current legal regulations.

4. Results of supervision of the General Director and managers:

- The Board of Managers consists of 9 members: 1 General Director and 8 Deputy General Director, assigned to be in charge of and advise on specific areas, in accordance with the actual situation and promoting the capacity of each member.

- During the operation process, the Board of Managers and managers have directed the implementation of the company's production and business plan in line with the targets and orientations of the Resolution of the Annual General Meeting, the Resolution of the Board of Directors; Effectively implementing key solutions approved by the Board of Directors and strictly complying with the company's regulations and the law.

5. Regarding transactions between the company and internals and related parties:

Transactions between the Company and its subsidiaries and associated companies must comply with regulations on the authority to approve transactions and disclose information as prescribed by law.

II. RESULTS OF IMPLEMENTING THE RESOLUTION OF THE 2024 ANNUAL GENERAL MEETING:

Implementing the Resolution of the 2024 Annual General Meeting, the Board of Directors has directed and supervised the Executive Board in the organization and production and business activities of the company; closely following the actual developments of the market to make correct and appropriate decisions to ensure all production and business activities of the company, specifically:

1. The Group's consolidated production and business results in 2024 achieved: Revenue (including internal consumption): VND 24,264 billion, reaching 96% of the plan (of which: Net revenue VND 13,573 billion) and Profit after tax: VND 769 billion, completing 105% of the plan. In the context of many economic, political and social difficulties, the business results in 2024 are an outstanding effort of the Board of Directors, the Executive Board and all employees in the company.

2. The Group always implements well the policies and guidelines of the Party, the provisions of the Law and the Charter, the Regulations of the Company; Fully and promptly implement policies and regimes related to the rights and interests of employees, care for improving working conditions, ensuring good living conditions and income of officers and employees; Carry out well social security work and environmental protection activities.

3. Implement profit distribution in accordance with Resolution No. 01/2024/NQ-ĐHĐCĐ dated April 27, 2024 of the Annual General Meeting.

4. The income and other benefits of the members of the Board of Directors, members of the Board of Supervisors and other managers in 2024 are implemented in accordance with regulations, accounted for and shown in the 2024 Financial Statement.

5. The Board of Directors has selected Ernst & Young Vietnam Co., Ltd. to review and audit the Company's 2024 Financial Statements.

6. The Group has completed the issuance of shares to existing shareholders and the ESOP program with a total amount of VND 1,330 billion to finance the Dabaco Soybean Oil Pressing and Refining Factory Investment Project. The Company uses the proceeds from the offering/issuance according to plan and publishes a progress report on capital use according to regulations.

Total number of shares issued: 92,667,286 shares (of which: Public offering of shares to existing shareholders: 80,667,286 shares and Issuance of shares under the Employee Stock Option Plan: 12,000,000 shares), increasing the Company's charter capital to VND 3,346.6 billion. The company has registered capital changes and announced information according to regulations.

7. Other contents are organized and implemented according to the plan and current regulations.

III. BUSINESS MANAGEMENT SITUATION:

Business management reports are fully disclosed on time. The Company always strictly implements regulations on corporate governance and discloses information in a timely manner, in accordance with regulations, and in accordance with the provisions of the law on corporate governance applicable to listed companies.

The Company sends staff to attend conferences and seminars organized by the State Securities Commission and the Hochiminh Stock Exchange.

IV. 2025 BOARD OF DIRECTORS ' ACTIVITIES PLAN:

1. Continue to organize and operate the Board of Directors to ensure an effective and efficient structure and operation on the basis of promoting the capacity, responsibility, expertise, and experience of each member and the whole group, determined to successfully implement the planned goals set for 2025 and development orientation to 2030.

2. Direct the Executive Board to implement the Resolutions of the 2025 Annual General Meeting; Focus on accelerating the investment progress of unfinished projects in core areas; Renovate and upgrade production and business facilities; Research, survey and implement a number of projects to expand the scale and improve the capacity of key production sectors including animal feed, livestock and poultry breeds and concentrated livestock farming, meeting the set capacity and output targets.

3. Continue to improve and perfect the management processes and regulations in a specialized direction, enhance the role of each member of the Board of Directors to promptly handle issues arising in the Group during production and business activities.

4. Coordinate with the Board of Supervisors to further strengthen the inspection and close supervision of the Company's operations to promote the optimal use of shareholders' investment capital, ensure financial safety and transparency of operations in accordance with regulations.

5. Focus on developing high-quality human resources; strengthen domestic and international scientific and technical cooperation; continuously research, improve, and apply scientific and technical advances in production and breeding; crossbreed livestock and poultry, improve productivity and product quality, create new products with high added value and bring about production and business efficiency, in order to maximize value for the company, shareholders, employees, partners, customers and the whole society.

This is the Report on the Board of Directors' performance in 2024 and the direction and tasks of operations in 2025. Respectfully submit to the Annual General Meeting for consideration and approval.

Sincerely thanks!

Recipients:

- Shareholders;
- Member of Board of Directors ;
- Board of Directors;
- Board of Supervisor;
- Achieved Board of Directors Office.

ON BEHALF OF BOARD OF DIRECTORS
Chairman



Nguyen Nhu So



Bac Ninh, March 26th, 2025

REPORT OF THE BOARD OF SUPERVISORS

To: Valued shareholders

On behalf of the Board of Supervisors, I would like to report to shareholders on the performance of the Board of Supervisors and its members, as follows:

I. ON THE ACTIVITIES OF THE COMPANY, THE BOARD OF DIRECTORS, THE BOARD OF MANAGERS AND OTHER MANAGERS :

1. Activities of the Board of Directors :

- In 2024, the Board of Directors held 09 meetings, along with monthly meetings chaired by the Chairman of the Board of Directors with the Board of Managers, Managers departments, member companies and affiliated units. All members of the Board of Directors fully participated and actively contributed ideas, promoting the experience and leadership capacity of each member of the Board of Directors .

- The Board of Directors issued 09 Resolutions focusing on approving major issues such as: Approving the implementation of the offering plan, the results of the public offering of shares to existing shareholders and the plan, the results of the issuance of shares under the employee selection program; approving the registration documents for public offering; assessing the quarterly production and business situation, borrowing capital and other major issues under the authority of the Board of Directors .

- The Board of Directors has performed the role of strategic orientation, comprehensive management and supervision of the Company's production, business and investment activities, promptly proposing effective measures, directing the drastic implementation of solutions, ensuring implementation according to the plans and tasks approved by the Resolution of the Annual General Meeting. The implementation of the Board of Directors ' Resolutions has been carried out seriously and effectively.

2. Activities of the Board of Directors and other managers:

- The Board of Directors manages and operates production and business activities in accordance with the objectives approved by the Annual General Meeting and the Board of Directors , ensuring compliance with the provisions of the Law and the Company. Members of the Board of Directors are assigned to be in charge of units in specific fields, operating, directing and controlling all production and business activities of the unit. Under the direction of the Board of Directors , other managers of the Company also carry out production and business objectives set by the Board of Directors .

3. Evaluate the implementation of the production and business plan, financial targets for 2024:



The board of supervisors shall review the periodic financial reports of the Company's Management and confirm that the financial statements for the year 2024 presented by the Company are accurate, complete, reasonable, comply with legal regulations, and ensure transparency of information on the Company's financial activities.

Some financial target for 2024:

- Consolidated revenue: VND 24,264 billion (including internal), reaching 96% of the plan.
- Consolidated profit after tax: VND 769.1 billion, reaching 105% of the plan.
- Basic earnings per share (EPS) reached VND 2,626/share.
- Total assets: VND 14,121.6 billion, increase 8.5% compared to 2023.
- Liabilities: VND 7,355.5 billion, decrease 11.9% compared to 2023.
- Owner's equity (excluding non-controlling interests): VND 6,765.1 billion, increase 45% compared to 2023.
- General liquidity ratio: 1.920 times, increase 23.1% compared to 2023.
- Current ratio: 1.221 times, increase 22.8% compared to 2023.
- Quick ratio: 0.362 times, increase 60.7% compared to 2023.
- Return on Assets (ROA): 5.67%, increase 2,600% compared to 2023.
- Return on Equity (ROE): 13.46%, increase 1,846% compared to 2023.

4. Implementation status of construction investment projects:

In 2024, the Group completed the acceptance of the construction of the Vaccine Factory, and continued to implement the construction of approved projects: Dabaco Soybean Oil Pressing and Refining Factory, H2 Road Project.

- In addition, the Group also actively accelerated the progress of a number of projects that have been approved and/or approved in principle, including: Pig farming area project in Quang Ninh; high-tech farming area in Ngoc Lac district, Thanh Hoa...

5. Regarding the implementation of financial obligations, ensuring the interests of employees and shareholders:

- The Company fully implements policies to ensure and increase income, stable jobs, and welfare for employees.
- The Company has fully performed its obligations to the State budget in accordance with the provisions of law.
- For shareholders:
 - + Appropriation funds and use undistributed profits in accordance with the plan approved by the Annual General Meeting.
 - + Strictly implement information disclosure in accordance with the law.
 - + Post full information related to the Company's production and business activities on the website, creating favorable conditions for shareholders and investors to promptly grasp.

II. THE ACTIVITIES OF THE BOARD OF SUPERVISORS AND ITS MEMBERS:

- The Board of Supervisors has completed the 2024 operating plan approved by the Annual General Meeting. The members of the Board of Supervisors fully complied

with the provisions of the Law, ensuring compliance with the Company's Charter. The Board of Supervisors held 03 meetings in 2024, evaluating the performance of the Board, each member as well as the management, operation and production and business activities of the Company. All meetings were recorded with full minutes of the content and conclusions of each meeting.

- During the year, the Board of Supervisors seriously monitored the production, business and financial activities of the Company; supervised the implementation of the contents approved in the Resolution of the Annual General Meeting in 2024 and ensured the implementation of the Board of Directors' Resolutions of the Company's Executive Board, the Company's regulations and rules issued.

- Coordinate with the Board of Directors to select Ernst & Young LLC as the independent auditor to audit the 2024 financial statements.

- Review and audit the quarterly, semi-annual and annual financial statements.

- The total income of the members of the Board of Supervisors in 2024 was implemented in accordance with the Resolution of the Company's 2024 Shareholders' Meeting and presented in the Company's Financial Statements.

III. COOPERATION BETWEEN THE BOARD OF SUPERVISORS WITH THE BOARD OF DIRECTORS AND THE EXECUTIVE BOARD:

- The Board of Directors has promptly and fully provided the Resolutions and Decisions of the Board of Directors to the board of supervisors, and the Board of Managers has created favorable conditions for the board of supervisors to collect information and documents related to the Company's production and business activities when requested.

- The board of supervisors has coordinated well with the Company's internal inspection teams to carry out inspection and supervision work at the Company's member units.

- Invited to attend and express opinions at all meetings of the Board of Directors, the Board of Managers and monthly meetings with member units.

IV. 2025 PLAN

- The Board of Supervisors continues to perform its supervisory duties according to the functions and duties prescribed by law and the Company's Charter.

- The Board of Supervisors continues to maintain and strengthen periodic supervision work according to the Company's Charter and the Board of Supervisors' Operating Regulations, ensuring that the Company's activities always comply with the provisions of law and ensure the interests of shareholders.

The above is the board of supervisors's Report. Respectfully submit to the Annual General Meeting for consideration and approval./.

Recipients:

- Shareholders;
- Board of Directors ;
- Board of supervisors members;
- Archived: Board of supervisors.

On behalf of board of supervisors
Head of Board



Ho Sy Quy

No: 01/TTr-HĐQT

Bac Ninh, March 26th, 2025

REPORT SUBMISSION
2025 ANNUAL GENERAL MEETING
(Re: Approval of the audited financial statements for 2024)

To: Valued Shareholders

- Pursuant to the Law on Enterprise 2020;
- Pursuant to the Charter of Organization and Operation of DABACO Group;
- Pursuant to the audited Financial Statements of 2024,

The Board of Directors respectfully submits to the Annual General Meeting for approval of the Financial Statements of 2024 (including the Separate Financial Statements and the Consolidated Financial Statements audited by Ernst & Young Vietnam Ltd..

The audited Financial Statements of 2024 are printed in the Annual Report of 2024 and fully disclosed on the electronic information portal of the Ho Chi Minh Stock Exchange and the company's website www.dabaco.com.vn.

Respectfully submits to the Annual General Meeting for consideration and approval./.

Recipients:

- Shareholders;
- Board of Directors members;
- Board of Supervisors;
- Achieved Board of Directors Office.

ON BEHALF OF BOARD OF DIRECTORS

Chairman



Nguyen Nhu So

No: 02/TTr-HĐQT

Bac Ninh, March 26th, 2025

REPORT SUBMISSION
2025 ANNUAL GENERAL MEETING
(Re: Fund Appropriation and use of undistributed profit after tax)

To: Valued Shareholders

- Pursuant to the Law on Enterprises 2020;
- Pursuant to the Charter of Organization and Operation of DABACO Group;
- Pursuant to the actual situation and business results in 2024,

The Board of Directors respectfully submits to the Annual General Meeting for approval of the contents related to the fund appropriation and use of undistributed profit after tax in 2024 and the expected year 2025, as follows:

1. Approval of the Fund Appropriation and use of undistributed profit after tax in 2024:

The Board of Directors submits to valued Shareholders for approval of the Fund Appropriation plan and use of undistributed profit after tax in 2024 as follows:

- Total profit to be distributed is: 769,083,752,455 VND (In words: Seven hundred sixty nine billion, eighty three million, seven hundred fifty two thousand, four hundred fifty five VND), of which:

- | | |
|---|---------------------|
| ✓ Pay dividends in 2024 in shares (rate 15%) (*) | 502,003,710,000 VND |
| ✓ Remuneration for the BOARD OF DIRECTORS and Board of Supervisors in 2024: | 3,835,000,000 VND |
| ✓ Remaining profits distributed to Funds: | 263,245,042,455 VND |

In:

- | | |
|--|---------------------|
| • <i>Appropriate the Bonus Fund, Welfare Fund</i> | 200,000,000,000 VND |
| <i>In Which:</i> | |
| + <i>Bonus Fund:</i> | 100,000,000,000 VND |
| + <i>Welfare fund:</i> | 100,000,000,000 VND |
| • <i>Appropriate the Development Investment Fund</i> | 63,245,042,455 VND |

(*) The difference due to the rounding down principle for odd shares in the plan to issue shares to pay dividends in 2024 will be transferred to the development investment fund.



2. Approval of the remuneration level of the Board of Directors, the Board of Supervisors, and the Secretary of the Board of Directors in 2025:

The Board of Directors submits to valued Shareholders for approval that the total remuneration of members of the Board of Directors, members of the Board of Supervisors, and the Secretary of the Board of Directors in 2025 does not exceed 1.5% of the total undistributed profit after tax on the Company's Consolidated Financial Statements in 2025.

Authorize the Chairman of the Board to decide on the form and specific level of payment for each member.

Respectfully submits to the valued Shareholders for consideration and approval./.

Recipients:

- Shareholders;
- Board of Directors members;
- Board of Supervisors;
- Achieved Board of Directors Office.

ON BEHALF OF BOARD OF DIRECTORS

Chairman



Nguyen Nhu So



No: 03/TTr-HĐQT

Bac Ninh, March 26th, 2025

REPORT SUBMISSION
2025 ANNUAL GENERAL MEETING
(Re: Approval of the plan to issue shares to pay dividends in 2024)

To: Valued Shareholders

- Pursuant to the law on enterprise 2020;
- Pursuant to the Charter of Organization and Operation of DABACO Group;
- Pursuant to the actual situation and business production results in 2024,

The Board of Directors respectfully submits to the Annual General Meeting to approve the plan to issue shares to pay dividends in 2024 as follows:

- Share name: Shares of Dabaco Group
- Share code: DBC
- Type of share issued: Ordinary shares
- Par value of shares: 10,000 VND/share
- Method of issuing shares: Issuing shares to pay dividends for the fiscal year ending December 31st, 2024.
- Number of outstanding shares: 334,669,145 shares
- Number of treasury shares: 0 shares

Number of shares expected to be issued to pay dividends: 50,200,371 shares (The actual number of shares issued may be smaller than the number of shares expected to be issued proportionally due to the implementation of the principle of rounding down and canceling the number of shares in decimal places)

- Total expected value of issuance at par value: VND 502,003,710,000
- Issuance ratio (number of shares expected to be issued/number of shares in circulation): 15%
- Ratio of rights: 100:15 (shareholders owning 01 share on the deadline registration to receive dividends will receive 01 right and for every 100 rights will receive dividends equal to 15 shares)
- Issuance subjects: existing shareholders whose names are on the list of shareholders on the last registration date to close the list of shareholders to conduct the right to pay dividends in shares ("Last registration date to receive dividends") issued by the Vietnam Securities Depository and Clearing Corporation (VSDC) according to regulations.



- Capital source to issue shares to pay dividends: Undistributed profit after tax on the audited consolidated financial statements for 2024.

- Rounding principle and plan for handling fractional shares: The number of shares each shareholder receives will be rounded down to the nearest unit, the number of fractional shares (if any) will be canceled.

- Example: On the last registration date to receive dividends, shareholder Nguyen Van A owns 22 shares. The number of shares dividends that Mr. Nguyen Van A receives is calculated according to the ratio of shares issued to pay dividends, which is $22 \times 15\% = 3.3$ shares. After rounding, the number of shares that Mr. Nguyen Van A receives is 3 shares and the odd 0.3 shares will be removed.

- Expected issuance time: Authorize the Board of Directors to decide the specific time.

- Transfer restrictions: No transfer restrictions for shares issued to pay dividends.

- Distribution method: Shares are distributed directly to existing shareholders whose names are on the list of shareholders on the deadline registration to receive dividends.

- Change/adjust the Business Registration Certificate and the Company Charter: Approve the change of charter capital; amend and supplement the Company Charter and the Business Registration Certificate after the completion of the issuance process.

- Register for depository and additional listing: Approve the registration for depository and additional listing of securities for the entire number of shares issued after the end of the issuance in accordance with current regulations.

- Authorization: The Annual General Meeting unanimously authorizes the Board of Directors to decide on all matters related to the implementation of the plan to issue shares to pay dividends, including but not limited to the following tasks:

+ Select the issuance time; Develop and complete the application for permission to issue shares to pay dividends to send to the competent State agency. In case the competent State agency requests to amend or supplement the dossier, the Board of Directors has the right to decide to amend or supplement according to the recommendations/suggestions/instructions of the competent State agencies.

+ Carry out tasks related to the issuance of shares to pay dividends:

- Finalize the date of granted rights and key timelines related to the implementation of the plan to issue shares to pay dividends;
- Carry out the registration of changes in charter capital corresponding to the Certificate of Business Registration, Company Charter;
- Decide and organize the implementation of other necessary procedures to complete the issuance, register for additional depository and register for additional listing of all newly issued shares;
- Decide on all other related issues during the implementation of the issuance of shares to pay dividends to ensure the successful issuance.

+ The Board of Directors is authorized to the Chairman of the Board of Directors or the General Director to perform one or more specific above-mentioned tasks.



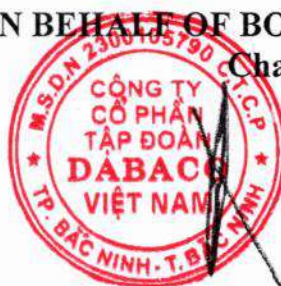
Respectfully submits to the Annual General Meeting for consideration and approval./.

Recipients:

- Shareholders;
- Board of Directors members;
- Board of Supervisors;
- Achieved Board of Directors Office.

ON BEHALF OF BOARD OF DIRECTORS

Chairman



Nguyen Nhu So



No: 04/TTr-HĐQT

Bac Ninh, March 26th 2025

REPORT SUBMISSION
2025 ANNUAL GENERAL MEETING
(Re: Supplementing business lines and amending the Charter of
Organization and Operation of the Company)

To: Valued Shareholders

- Pursuant to the Law on Enterprises 2020;
- Pursuant to the Charter of Organization and Operation of Dabaco Group;
- Pursuant to the actual production and business situation of the company,

The Board of Directors submits to the Annual General Meeting for consideration and approval of supplementing business lines and amending and supplementing the Charter of Organization and Operation of Dabaco Group, as follows:

1. List of supplemented business lines:

No	Sector name	Sector code
01	Architectural and related technical consultancy activities	7110
02	Specialized design activities	7410
03	Management consultancy activities	7020

2. Amend and supplement Clause 1, Article 3 of the Company's Charter on the business sector.

3. Authorize the Chairman of the Board of Directors and the Company's Legal Representative to carry out necessary procedures in accordance with the provisions of law.

The Chairman of the Board and the Company's Legal Representative have full authority to decide on all matters related to the registration of additional detailed business lines at the request of competent state agencies and/or the requirements of law without the approval of the Annual General Meeting, in order to ensure access for foreign investors at the maximum foreign ownership ratio in the company; update the content of amendments and supplements to the Company's Charter in accordance with regulations.

Respectfully submit to the Annual General Meeting for consideration and approval./.

Recipients:

- Shareholders;
- Board of Directors members;
- Board of Supervisors;
- Achieved Board of Directors Office.

ON BEHALF OF BOARD OF DIRECTORS

Chairman



Nguyen Nhu So

Bac Ninh, April 19th, 2025

REPORT OF THE 2025 ANNUAL GENERAL MEETING
(Re: Audited Report on the progress of fund utilization raised from
the share issuance in 2024)

To: Valued shareholders

Pursuant to Article 9 of Decree No. 155/2020/ND-CP dated December 31st, 2020 on the implementation of a number of articles of the Law on Securities, the Board of Directors submits to the Annual General Meeting for consideration and approval of the the Audited Report No. 11658659/68581249 dated April 14th, 2025 on the utilization progress of raising from share issuance (fully disclosed on the e-portal of the Ho Chi Minh Stock Exchange and the company's website www.dabaco.com.vn on April 16th, 2025), with some main contents as follows:

1. Share name: share of Dabaco Group (DBC)
2. Total number of shares issued: 92,667,286 shares

In which:

+ *Public offering to existing shareholders: 80,667,286 shares (Pursuant to the Certificate of public offering registration No. 111/GCN-UBCK-QLCB dated July 3rd, 2024)*

+ *Issuance under the Employee Stock option Plan): 12,000,000 shares (Pursuant to Document No. 4540/UBCK-QLCB dated July 22nd, 2024 from the State Securities Commission)*

3. Completion date of offering/issuance: August 29th, 2024

4. Total capital/amount mobilized after deducting issuance expenses: 1,329,761,090,000 VND, of which the capital/amount mobilized for the project: 1,329,761,090,000 VND.

5. The total amount of money utilized to invest in the "Dabaco Soybean Oil crushing and Refining Factory Construction Investment Project" as of December 31, 2024 is: 673,725,360,879 VND (Six hundred and seventy-three billion, seven hundred and twenty-five million, three hundred and sixty thousand, eight hundred and seventy-nine VND).

Sincerely./.

Recipients:

- Shareholders;
- Board of Directors members;
- Board of Supervisors;
- Archived at Board of Directors' Office.

ON BEHALF OF BOARD OF DIRECTORS
Chairman



Nguyen Nhu So

No: 01/TTr-BKS

Bac Ninh, March 26th 2025

REPORT SUBMISSION
Annual General Meeting of Shareholders in 2025

To: Valued Shareholders

- *Based on the provisions of the 2020 Enterprise Law;*
- *Based on the Charter on the Organization and Operations of Dabaco Group;*
- *Based on the Company's Governance Regulations,*

To ensure compliance with legal regulations, the Board of Supervisors proposes that the General Meeting of Shareholders authorize the Board of Chairmans to select one of the following auditing firms to conduct the review of the semi-annual financial report and audit the financial statements for the year 2025 of the Company, including:

- Viet Nam Ernst & Young Limited Company (E&Y);
- PricewaterhouseCoopers (Vietnam) Limited (PWC);
- Deloitte Vietnam Company Limited; and,
- KPMG Vietnam Limited.

We respectfully report and seek the approval of the General Meeting!

Recipients:

- Shareholders;
- Board of Chairmans members;
- Supervisory Board;
- Achieved Board of Directors Office,
Board of Supervisors

On behalf of Board of Supervisors
Head of Board



Ho Sy Quy

No: 05/TTr-HĐQT

Bac Ninh, April 11th, 2025

REPORT SUBMISSION

**Re: Election of members of the Board of Directors and Board of Supervisors
term 2025-2030**

To: Valued Shareholders

- Pursuant to the Law on Enterprises 2020;
- Pursuant to the Law on Securities 2019;
- Pursuant to Decree No. 155/2020/ND-CP dated December 31st, 2020 of the Government on detailing a number of articles of the Law on Securities;
- Pursuant to the Charter of Organization and Operation of DABACO GROUP,
- Pursuant to the Resolution of The Board of Directors No.: 03/2025/NQ-HĐQT date April 11th, 2025

According to the provisions of the Company Charter, the term 2020-2025 of the Board of Directors' members and the Board of Supervisors' members has ended. The Board of Directors submits to the Annual General Meeting (shareholders) a list of candidates to elect as members of the Board of Directors and Board of Supervisors for the 2025-2030 term, as follows:

1. Number of elected members of the Board of Directors and the Board of Supervisors:

- Board of Directors' members: 11 people (03 of which are independent members).
- Board of Supervisors' members: 03 (three) people

2. The term of members of the Board of Directors and the Board of Supervisors: 05 years.

3. List of candidates:

3.1. The list of qualified candidates recommended for election as the members of the Board of Directors for the 2025-2030 term includes:

TT	Full name	Date of birth	Professional qualifications	Address
1	Mr. Nguyen Nhu So	23/8/ 1957	Master of Business Administration	No. 87 Le Van Thinh, Bac Ninh City, Bac Ninh Province
2	Mr. Nguyen Khac Thao	28/1/1957	Bachelor of Economics	No. 17 Doi Nhan Street, Vinh Phuc Ward, Ba Dinh District, Hanoi City
3	Ms. Nguyen Thi Thu Huong	19/7/1964	Master of Business Administration, Bachelor of	19 Hoa Ma, Pham Dinh Ho Ward, Hai Ba Trung District, Hanoi

			Economics	
4	Mr. Nguyen The Tuong	04/09/1970	Master of Agriculture, Veterinarian	No. 123 Ly Thuong Kiet, Zone 6, Thi Cau Ward, Bac Ninh City, Bac Ninh Province
5	Mr. Le Quoc Doan	02/09/1976	Master of Business Administration, Veterinarian	No. 5 Dabaco Villa Area, Nguyen Cao Street, Ninh Xa Ward, Bac Ninh City, Bac Ninh Province
6	Mr. Nguyen Hoang Nguyen	02/09/1973	Master of Business Administration, Veterinary Engineer	Va Street, Hap Linh Ward, Bac Ninh City, Bac Ninh Province
7	Mr. Bui Van Hoan	01/03/1958	Master of Economics	Thanh An Area, Vu Ninh Ward, Bac Ninh City, Bac Ninh Province
8	Mr. Hoang Nguyen Hoc	25/8/1957	Master of Economics	House E4 No. 15, Lane 91 Nguyen Chi Thanh - Dong Da District - Hanoi
9	Mrs. Tran Phuong Lan	28/2/1970	PhD in Economics	Royal city, R2A, P1815, 72A Nguyen Trai, Thanh Xuan, Hanoi
10	Mr. Pham Van Hoc	05/09/1978	Master of Animal Husbandry, Veterinarian	Bo Son Area, Vo Cuong Ward, Bac Ninh City, Bac Ninh Province
11	Mr. Tran Cong Nam	17/9/1981	Master of Agriculture, Veterinary Engineer	Ngang Noi Village, Hien Van, Tien Du, Bac Ninh



3.2. The list of qualified candidates recommended for election as members of the Board of Supervisors for the 2025-2030 term includes:

TT	Full name	Date of birth	Professional qualifications	Address
1	Mr. Ho Sy Quy	20/8/1991	Bachelor of Accounting, Auditor	P22.01. CC CT7C, Duong Noi Urban Area, Duong Noi, Ha Dong, Hanoi
2	Ms. Nguyen Thi Bich	01/09/1964	Agricultural economist	Bo Son Area, Vo Vuong Ward, Bac Ninh City, Bac Ninh Province
3	Ms. Nguyen Thi Mai Huong	28/5/1973	Bachelor of Economics	Hoai Trung, Lien Bao, Tien Du, Bac Ninh

The resumes of the candidates for election as members of the Board of Directors and Board of Supervisors are attached to this Report submission.

Respectfully report and ask for approval from the Annual General Meeting!

Recipient:

- Shareholders;
- Member of Board of Directors;
- Board of Supervisors;
- Achieved: Board of Directors' office.

On behalf of Board of Directors
Chairman



Nguyen Nhu So





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Bac Ninh, March 26th 2025

ELECTION REGULATIONS
BOARD OF DIRECTORS MEMBER, SUPERVISORS
Term 2025 – 2030
AT THE 2025 ANNUAL GENERAL MEETING
DABACO GROUP

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- Pursuant to the Law on Enterprises and its documents guiding implementation;
- Pursuant to the Law on Securities and its documents guiding implementation;
- Pursuant to Decree No. 155/2020/ND-CP dated December 31st, 2020 detailing the implementation of a number of articles of the Law on Securities;
- Pursuant to the Charter of organization and operation of Dabaco Group,

The 2025 Annual General Meeting of Dabaco Group will conduct the election of members of the Board of Directors and Supervisors (term 2025-2030) according to the following contents:

ARTICLE 1: Subjects of election

All shareholders/persons duly authorized by shareholders who are eligible to attend the Annual General Meeting (according to the list of shareholders of the Company as of March 20, 2025), attend at the Annual General Meeting conducts the election, have the right and obligation to participate in the election.

ARTICLE 2: Standards and conditions for becoming a member of the Board of Directors, Supervisors

2.1. Standards and conditions for becoming a member of the Board of Directors (BOD):

- The Candidates are the excluding objects to the provisions of Clause 2, Article 17 of the Law on Enterprises;
- Having professional qualifications and experience in business administration or in the field, industry, or business of the company and not required as a shareholder of the company;
- The Chairman of the Board may not concurrent as General Director;
- A member of the Board of Directors of the company may concurrently be a member of the Board of Directors of a maximum of 05 other companies;
- Standards and conditions for independent members of the Board of Directors as prescribed in Clause 2, Article 155 of the Law on Enterprises.





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2.2. Standards and condition for becoming Supervisors:

- The Candidates are the excluding objects to manage the enterprises as stated in the provisions of Clause 2, Article 17 of the Law on Enterprises;
- Having been trained in one of the following majors: economics, finance, accounting, auditing, law, business administration or a major suitable for the business activities of the enterprise;
- Not being a family member of a member of the Board of Directors , General Director and other managers;
- Not being a company manager; not required as shareholder or employee of the company;
- Not working in the accounting or finance department of the company;
- Not being a member or employee of an auditing organization approved to audit the company's financial statements in the previous 3 consecutive years;
- The Head of the Board of Supervisors must have a university degree or higher in one of the majors: economics, finance, accounting, auditing, law, business administration or a major related to the business activities of the enterprise;
- Other standards and conditions as prescribed by other relevant laws and the Company Charter.

ARTICLE 3: Candidacy, nomination of members of the Board of Directors, Board of supervisors and number of elected members.

3.1. Candidacy, nomination of members of the Board of Directors, Board of supervisors

- Shareholders hold less than 5% of the voting shares have the right to cumulate the voting rights of each person to nominate candidates for the Board of Directors . Shareholders or groups of shareholders holding from 5% to less than 10% of the voting shares may nominate one candidate; from 10% to less than 30% may nominate two candidates; from 30% to less than 50% may nominate three members; from 50% to less than 65% may nominate four members and from 65% or above, they may nominate whole candidates.
- In case the number of candidates for the Board of Directors and the Board of Supervisors through nomination and candidacy is still not enough as required by regulations, the incumbent Board of Directors and the Board of Supervisors shall introduce additional candidates or organize nominations in accordance with the provisions of the Company Charter, the Internal Regulations on Corporate Governance and the Regulations on the operation of the Board of Directors and the Board of Supervisors. The introduction of additional candidates by the incumbent Board of Directors and the Board of Supervisors must be clearly announced before the Annual General Meeting votes to elect members of the Board of Directors and the Board of Supervisors in accordance with the provisions of law.



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- In case the candidates for the Board of Directors and the Board of Supervisors have been identified, the company must disclose information related to the candidates at least 10 days in advance date of the annual General Meeting on the company's website so that shareholders can look through these candidates before voting. Candidates for the Board of Directors and the Board of Supervisors must have a written commitment to the honesty and accuracy of the public personal information and must commit to performing their duties honestly, carefully and in the best interests of the company if elected as members of the Board of Directors and the Board of Supervisors.

3.2. Structure and number of elected members of the Board of Directors and Supervisors.

- The structure and number of elected members of the Board of Directors and Board of supervisors according to the Report Submission of Board of Directors to the Annual General Meeting, shall comply with the provisions of Decree 155/2020/ND-CP dated December 31, 2020 detailing the implementation of a number of articles of the Law on Securities and the Charter of organization and operation of Dabaco Group.

- The term of the Board of Directors and Board of supervisors is 05 years.

ARTICLE 4: Election method and principle of cumulative voting:

4.1. When receiving the ballot, the shareholder/shareholder representative must re-check the total number of shares on the ballot issued. If the number of shares recorded on the ballot of the shareholder/shareholder representative is not correct as the number of shares owned/represented by that shareholder /shareholder representative, the shareholder/shareholder representative must notify the Ballot counting Committee at the time of receiving the ballot.

4.2. Voting to elect members of the Board of Directors and Supervisors is carried out by secret ballot, according to the cumulative ballots method. Of which each shareholder has a total number of ballots corresponding to the total number of voting shares currently owned or represented multi (x) with the total number of elected members of the Board of Directors or Board of Supervisors. Shareholders can accumulate all of their total ballots for one or several candidates of their choice.

ARTICLE 5: Ballot and ballot instructions

5.1. List of candidates for Board of Directors , Board of Supervisors.

List of candidates are recorded in alphabetical order by name, full name written on ballot.

5.2. Ballot and Writing ballot.



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- Each shareholder/ shareholder representative attending the Annual General Meeting will be given a "Board of Directors" ballot, a "Board of supervisors" ballot corresponding to the number of shares that the shareholder/shareholder representative owns and/or represents to elect members of the Board of Directors/Board of Supervisors.

- Each ballot contains the names of candidates to be elected to the Board of Directors or Board of Supervisors. Shareholders/shareholder representatives can vote in one of the following two ways:

+ 1: Tick the "Equal ballots" box right side the names of the candidates they want to vote for. In this case, the number of ballots will be divided equally among the selected candidates. The number of ballots will be rounded down to the nearest unit.

+ 2: Write the specific number of ballots in the "number of ballots" box right side the names of the candidates they want to vote for. The total number of ballots for the candidates must be within the total number of ballots written on the shareholder's ballot.

Note: In case the delegate both marks an X and writes the number in the "Number of ballots", the result will be based on the number of ballots.

After writing the ballot, the shareholder drops the ballot into the ballot box. In case of mistakes, the shareholder/shareholder representative must not erase the ballot, request the Counting Committee to change for a new ballot.

5.3. Ballot classification:

- Valid ballots: are ballots that meet the following conditions:

- ✓ According to the Company's stipulated form, marked with the Company's seal.
- ✓ Ballots' printed content are not allowed to erase or correct. In case of additional content, writing as the instructions of the Organizing Committee, do not write other content except for the content required by the Organizing Committee.
- ✓ Conduct the election in accordance with the principles of cumulative voting.

- Invalid ballots: are ballots that do not comply with the regulations of above-mentioned Valid Ballots.

- Blank ballots: are ballots that are not sent to the Ballot Counting Committee.

ARTICLE 6: Ballot counting Committee, voting and counting principles



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6.1. Ballot counting committee

- The Ballot counting Committee is nominated by the Chairman of the Annual General Meeting and approved by the Annual General Meeting according to the Working Regulations;
- Members of the Ballot Counting Committee must not be on the list of candidates or nominees for members of the Board of Directors or Board of Supervisors;
- The Ballot Counting Committee is responsible for:
 - + Approving the Election Regulations; Instructing shareholders on the election process and voting methods;
 - + Showing and giving ballots to shareholders/shareholder representatives;
 - + Checking and supervising the voting process of shareholders/shareholder representatives;
 - + Collecting, classifying and counting ballots;
 - + Making minutes of ballot counting and announcing election results before the Annual General Meeting.

6.2. Voting and Ballot counting principles

- The Ballot counting Committee shall check the ballot box with the witness of the shareholders;
- Voting Process shall begin when the distribution of ballots is completed and shall end when the last shareholder drops ballot in the ballot box;
- Counting Ballot shall be conducted immediately after the voting process is completed;
- The Ballot counting results shall be recorded in writing and disclosed by the Head of the Ballot Counting Committee at the Annual General Meeting.

ARTICLE 7: Principles for election of members of the Board of Directors and Supervisors (according to Clause 3, Article 148 of the Law on Enterprises).

- The elected members of the Board of Directors and Board of supervisors are determined by the number of ballots from high to low, starting from the candidate with the highest number of ballots until the final- enough member of the Board of Directors and Board of Supervisors.
- In case of 02 or more candidates with the same number of ballots for the final member of the Board of Directors and Board of Supervisors, the candidates with the same number of ballots will be re-voted or selected according to the criteria specified in the election regulations or the Company's Charter.



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- If the first election result does not select enough members of the Board of Directors and Board of supervisors as stipulated, the Annual General Meeting will conduct a second supplementary election for the candidates who did not meet the first election. After two elections, the required number of members of the Board of Directors and Board of supervisors is still not selected adequately, the Board of Directors and Board of supervisors will only compromise the members elected in the two above mentioned elections.

ARTICLE 8: Record and disclosure the Ballot counting report

- Counting the ballots finishes, the Ballot counting Committee must record a Ballot counting report. The content of the Ballot counting report includes: Total number of shareholders attending the Annual General Meeting, total number of shareholders votes, the ratio of voting rights of shareholders participating in voting compared to the total number of voting rights of shareholders attending the meeting (according to the cumulative ballots method), number and ratio of valid ballots, invalid ballots, blank ballots; number and ratio of voting rights for each candidate for the Board of Directors and the Board of supervisors over the total number of voting shares present at the Annual General Meeting;

- The full content of the Ballot counting Report must be disclosed at the Annual General Meeting.

ARTICLE 9: Complaints and complaint resolution

- Complaints about the election and Ballot counting will be resolved by the Chairman of the Annual General Meeting and recorded in the minutes of the Annual General Meeting.

- This Regulation consists of 09 articles, is read publicly at the Annual General Meeting and takes effect immediately after being approved by the Annual General Meeting./.

Recipient:

- Members of Board of Directors ;
- Supervisors;
- Shareholders;
- Organizing committee;
- Archived Directors office Board.

**On Behalf of Board of Directors
Chairman**



Nguyen Nhu So



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APPENDIX

INSTRUCTIONS FOR EQUAL/CUMULATIVE BALLOTS MEMBERS OF BOARD OF DIRECTORS /SUPERVISOR

Total Voting right of (authorized) shareholders is determined according to the following formula:

Total ballots	=	Total number of shares held or authorized	*	elected members
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The number of members voted to the Board of Directors is 11 people , and to the Board of Supervisors is 3 people .

Shareholder Nguyen Van A holds (*including hold and authorized shares*) 1,000 voting shares, Nguyen Van A's voting rights are determined as follows :

- Total number of votes for the Board of Directors = 1,000 (*shares*) x 11 (*candidates to be selected*) = 11,000 votes.
- Total number of votes for the Board of Supervisors = 1,000 (*shares*) x 3 (*candidates to be selected*) = 3,000 votes.

2. Voting method:

Shareholder Nguyen Van A performs equal/cumulative voting in one of the following two options:

Option 1 : Vote equally for all candidates:

Shareholders/authorized shareholder tick “x” in the box right beside the names of the candidates they want to vote for. In this case, the ballots will be divided equally among the selected candidates.

Option 2 : Vote cumulatively for each candidate:

Shareholders/authorized shareholder can vote all their ballots for one or several candidates and must specifically write the number of ballots for each candidate, but the total number of ballots for candidates must not exceed the total ballots of the shareholder/authorized shareholder.