

RESOLUTION
THE 2025 ANNUAL GENERAL MEETING OF SHAREHOLDERS
HONG HA FOOD INVESTMENT DEVELOPMENT JOINT STOCK COMPANY

- Pursuant to the Enterprise Law No. 59/2020/ QH14 dated June 17, 2020 of the National Assembly of the Socialist Republic of Vietnam;
- Pursuant to the Securities Law No. 54/2019/ QH14 dated November 26, 2019 of the National Assembly of the Republic of Socialist Republic of Vietnam;
- Pursuant to the Charter of organization and operation of Hong Ha Food Investment Development Joint Stock Company;
- Pursuant to the Minutes of the Vote Counting at the 2025 Annual General Meeting of Shareholders of the Hong Ha Food Investment Development Joint Stock Company dated May 21st 2025;
- Pursuant to the Minutes of the 2025 Annual General Meeting of Shareholders No. 01/2025/BBH-DHCD/HSL of Hong Ha Food Investment Development Joint Stock Company dated May 21st 2025.

The 2025 Annual General Meeting of Shareholders (AGM) of Hong Ha Food Development Investment Joint Stock Company was held at La Thanh Guest House - Government Office, No. 226 Van Phuc, Lieu Giai Ward, Ba Dinh District, Hanoi City, on May 21, 2025 with 26 shareholders and authorized persons attending the meeting, representing 24.652.592 shares equal to 63,92% of the total number of voting shares attending the meeting discussed and unanimously approved the following:

RESOLUTION

I/ The 2025 Annual General Meeting of Shareholders approved the following main contents:

Article 1: Approval of the Company's 2024 Annual Report, including the following contents

- Report of the activities by the Board of Directors in 2024 (*detailed Report attached*)
- Evaluation report of independent Board member on the activities of the Board Of Directors in 2024 (*detailed Report attached*)
- Report of the activities by the Board of Management in 2024 (*detailed Report attached*)
- Report of the activities by the Board of Supervisors in 2024 (*detailed Report attached*).

Article 2: Approval of the direction of production and business plan for 2025

The General Meeting of Shareholders approved the 2025 production and business plan as follows:

No	Criteria	Implementation plan
1	Consolidated Net Revenue (VND billion)	215
2	Consolidated Profit After Tax (VND billion)	14,8

Article 3: Approval of the 2024 audited financial statements and selection of the 2025 auditor

The General Meeting of Shareholders approved the 2024 Financial Statements (including the 2024 Combined Financial Statements and the 2024 Consolidated Financial Statements) have been audited by Nhan Tam Viet Auditing Company Limited.

The General Meeting of Shareholders approved the list of auditing units below and authorized the Board of Directors to organize the selection and decision of one of these auditing units to conduct



the audit of the 2025 Financial Statements and the 2025 Semi-annual Review Report of Hong Ha Food Investment Development Joint Stock Company:

1. Nhan Tam Viet Auditing Company Limited (NVT)
2. An Viet Auditing Company Limited
3. International Auditing Company Limited (iCPA)
4. Vietnam Auditing and Valuation Company Limited (AVA)
5. International Auditing and Valuation Company Limited (IAV)

In case at the time of negotiation to select the above auditing companies but the target is not achieved or at the time of signing the contract the auditing unit does not meet the requirements as prescribed, the General Meeting of Shareholders approves the authorization for the Board of Directors to decide and select one of the independent auditing companies from the list of auditing units to conduct audits for public interest entities approved by the State Securities Commission in accordance with the provisions of the Securities Law and the law on independent auditing.

Article 4: Approval of the profit distribution and dividend payment plan

The General Meeting of Shareholders approved the 2024 profit distribution plan and funds allocation as follows:

- + No fund allocation.
- + No dividend payment for 2024 in order to balance and ensure sufficient capital for reinvestment in production and business activities.

Article 5: Approval of the remuneration for the Board of Directors and Board of Supervisors in 2024 and remuneration plan for the Board of Directors and Board of Supervisors in 2025

The General Meeting of Shareholders approved the remuneration for the Board of Directors and the Board of Supervisors for the year 2024 as follows:

No	Board	Number of members (people)	Monthly salary (VND/person)	Total for the year (VND)
1	Board of Directors	5	5.000.000	300.000.000
2	Board of Supervisors	3	3.000.000	108.000.000

The expected remuneration of the Board of Directors and the Board of Supervisors in 2025 will be decided by the 2026 General Meeting of Shareholders.

Article 6: Approval of the transactions with related parties in 2025 and authorization for the Board of Directors to execute related party transactions as prescribed (if any)

The General Meeting of Shareholders approved the signing and execution of transactions and contracts between Hong Ha Food Investment Development Joint Stock Company and related parties in accordance with the provisions of law arising in 2025 (if any). Specifically as follows:

- Persons involved in signing contracts and transactions with HSL: according to regulations in Clause 23, Article 4 of the Law on Enterprises 2020;
- Subject of contract, transaction: purchase/sale transaction; loan/loan transaction; secured transaction (guarantee, pledge, mortgage ...)

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Resolution of the 2025 Annual General Meeting Of Shareholders (HSL)



- Value and limit of the above contracts and transactions: in accordance with the provisions of the Company Charter and Article 167 of the Law on Enterprise 2020 (except for contracts prohibited from implementation according to the provisions of Article 293 of Decree 155/2020/ND-CP guiding the Securities Law 2019 and other legal provisions, if any)

The General Meeting of Shareholders approved the authorization for the Board of Directors to direct and supervise the signing and implementation of the above contracts in accordance with the provisions of law, the Company's Charter and the Resolution of the General Meeting of Shareholders.

II/ Implementing unit

The Board of Directors of Hong Ha Food Investment Development Joint Stock Company, the Board of Management and relevant departments/divisions/units are responsible for implementing this Resolution, ensuring the interests of Shareholders, the Company and complying with the provisions of related law.

This Resolution has been approved by the General Meeting of Shareholders and takes effect from the date of May 21st 2025.

Recipient:

- Shareholders, Website;
- State Securities Commission, Ho Chi Minh City Stock Exchange;
- Members of the Board of Directors, Board of Management, Board of Supervisors;
- Admin Archived.

**ON BEHALF OF THE GENERAL
MEETING OF SHAREHOLDERS
CHAIR-PERSON**



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MINUTES OF THE MEETING

THE 2025 ANNUAL GENERAL MEETING OF SHAREHOLDERS

HONG HA FOOD DEVELOPMENT INVESTMENT JSC

Organization name: Hong Ha Food Investment Development Joint Stock Company

Head office: 17th Floor, Building D, Government Office - La Thanh Guest House, No. 226 Van Phuc, Lieu Giai Ward, Ba Dinh District, Hanoi City

Business registration certificate number: 5500512492

Issuing agency: Department of Planning and Investment of Son La province **Issued on:** January 6, 2015

16th change registration: Issued by Hanoi Department of Planning and Investment on September 13, 2024

Today, May 21, 2025, at Meeting Room D, Government Office - La Thanh Guest House, No. 226 Van Phuc, Lieu Giai Ward, Ba Dinh District, Hanoi City, the 2025 Annual General Meeting of Shareholders (AGM) of Hong Ha Food Investment Development Joint Stock Company took place with the following contents:

PART 1. OPENING OF THE GENERAL MEETING OF SHAREHOLDERS

1. Participants

The Organizing Committee of the General Meeting of Shareholders announced the reason, opened the meeting and introduced the delegates.

+ Guests and delegates:

- Shareholders and shareholder representatives whose names are on the list of shareholders compiled by Vietnam Securities Depository and Clearing Corporation as of April 23, 2025 .

The Organizing Committee of the General Meeting of Shareholders sought the General Meeting's opinions on the General Meeting Chairman, the Secretariat and the General Meeting's Vote Counting Committee as proposed by the Company's Board of Directors. The General Meeting voted to approve the personnel of the General Meeting Chairman, the Secretariat and the General Meeting's Vote Counting Committee as follows:

Presiding Committee :

- Mr. Le Van Duc : Chairman of the Board of Directors - Chairman of the AGM
- Mr. Nguyen Tuan Dung : Member of Board of Directors and General Director
- Ms. Tran Ngoc Lan – Chief Accountant

Secretariat: (record meeting minutes and voting of the General Meeting of Shareholders)

- Mr. Nguyen Van Quoc : Head of Secretariat
- Ms. Tran Thi Thom : Member of the Secretariat

Vote Counting Committee (serving the voting content of the AGM)

- Mr. Dang Quoc Hung : Head of the Vote Counting Committee (Member of the Supervisory Board)

- Ms. Bui Phuong Anh : Member of the Vote Counting Committee (*Member of the Supervisory Board*)
- Mr. Dong Van Quang: Member of the Vote Counting Committee (*Representative of the Company's shareholders*)

100% of shareholders and shareholder representatives attending the AGM voted to approve the personnel of the Presiding Committee, Secretariat and Vote Counting Committee of the AGM as above.

2. Legality and validity of the AGM

Mr. Dang Quoc Hung - Head of the Shareholders Verification Committee presented the Minutes of the shareholders' verification and announced the percentage of shareholders attending the meeting with the following results:

- The total number of shareholders and shareholder representatives entitled to attend the 2025 Annual General Meeting of Shareholders is 2.399 shareholders, owning and representing a total of 38.567.363 shares, equivalent to 38.567.363 voting shares, accounting for 100% of the Company's voting shares.
- As of 9:00 A.M., the 2025 Annual General Meeting of Shareholders was attended by: 21 shareholders and authorized representatives, representing 24.608.617 shares, corresponding to 24.608.617 votes , accounting for 63,81% of the total number of votes at the Meeting .

Pursuant to Clause 1, Article 141 of the Law on Enterprises 2020 and the Company Charter: at a rate of 63,81% With the number of votes entitled to attend, the 2025 Annual General Meeting of Shareholders of Hong Ha Food Development Investment Joint Stock Company was legal, valid and allowed to proceed.

3. AGM's Program and Regulations

Mr. Nguyen Van Quoc - on behalf of the Secretariat, asked for the General Meeting of Shareholders' opinions on the Meeting Agenda, Working Regulations and Voting Regulations at the 2025 Annual General Meeting of Shareholders.

100% of shareholders and shareholder representatives attending the meeting voted in favor of passing.

PART 2. CONTENTS PRESENTED AT THE AGM

Under the direction of the Chairman, the AGM heard the following reports and presentations:

1. Mr. **Nguyen Tuan Dung** - General Director on behalf of the Board of Directors presented the "*Report of the Board of Directors on the results of production and business activities in 2024 and the business plan orientation for 2025*".
2. Mr. **Nguyen Van Quoc** - Secretary of the Board of Directors, on behalf of the Board of Directors, presented the "*Report of activities by the Board of Directors*" and "*Evaluation report of independent Board member on the activities of the Board Of Directors in 2024*".
3. Mr. **Dang Quoc Hung** - Member of the Board of Supervisors, on behalf of the Board of Supervisors, presented the "*Report on the activities of the Board of Supervisors*".
4. Mr. **Nguyen Tuan Dung** - General Director presented the following reports for the AGM to approve, including:
 - Report on the implementation of the contents approved in the Resolutions of the 2024 General Meeting of Shareholders ;
 - Audited financial statements for 2024 and selection of auditing unit for 2025;
 - Profit distribution and dividend payment plan for 2024;

- Remuneration for the Board of Directors and Board of Supervisors in 2024 and remuneration plan for 2025;
- Transactions with related parties in 2025.

PART 3. SHAREHOLDERS' DISCUSSION

The Presiding Committee and the AGM listened to the opinions of shareholders and discussed the contents of the reports and proposals presented at the AGM.

The AGM agreed on the contents of the responses at the AGM and had no other comments.

PART 4. VOTING SECTION

According to the program, the General Meeting of Shareholders will vote for 06 issues. Voting was done by secret ballot. Shareholders voted.

As of 10:00 A.M., the 2025 Annual General Meeting of Shareholders was attended by: 26 shareholders and authorized representatives, representing 24.652.592 shares, corresponding to 24.652.592 votes, accounting for 63,92% of the total number of votes at the Meeting.

- Mr. Dang Quoc Hung – The representative of the Ballot Counting Committee announced the vote counting results at the AGM as follows:

	Number of tickets	Number of votes	Ratio to number of votes with right to attend meeting
Total number of votes issued	26	24.652.592	100%
Total votes received	26	24.652.592	100%
<i>In there:</i>			
+ <i>Valid</i>	26	24.652.592	100%
+ <i>Invalid</i>	0	0	0%
+ <i>Do not participate in voting</i>	0	0	0%

The vote results are as follows:

Issue 1: Approval of the Company's 2024 Annual Report (Including the following contents: Report of the activities by the Board of Directors; Evaluation report of independent Board member on the activities of the Board Of Directors in 2024; Report of the Board of Directors on the results of production and business activities in 2024 and the business plan orientation for 2025; Report on the activities of the Board of Supervisors)

The voting results are as follows:

Content	Total number of votes attended and voted	Valid			Invalid
		Approved	Disapprove	No comments	
Number of votes	24.652.592	23,434,678	0	1,217,914	0
Percentage of total number of votes with voting rights to attend meeting and vote		95.06%	0%	4.94%	0%

Issue 2: Approval of the 2025 production and business plan direction

The voting results are as follows:

Content		Valid	Invalid
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	Total number of votes attended and voted	Approved	Disapprove	No comments	
Number of votes	24.652.592	23.488.484	789.167	374.941	0
Percentage of total number of votes with voting rights to attend meeting and vote		95,28%	3,20%	1,52%	0%

Issue 3: Approval of the 2024 Financial Statements and selection of auditing unit for 2025

The voting results are as follows:

Content	Total number of votes attended and voted	Valid			Invalid
		Approved	Disapprove	No comments	
Number of votes	24.652.592	23.488.484	0	1.164.108	0
Percentage of total number of votes with voting rights to attend meeting and vote		95,28%	0%	4,72%	0%

Issue 4: Approval of profit distribution and dividend payment plan for 2024

The voting results are as follows:

Content	Total number of votes attended and voted	Valid			Invalid
		Approved	Disapprove	No comments	
Number of votes	24.652.592	23.777.464	755.228	119.900	0
Percentage of total number of votes with voting rights to attend meeting and vote		96,45%	3,06%	0,49%	0%

Issue 5: Approval of remuneration of the Board of Directors and the Board of Supervisors in 2024 and remuneration plan of the Board of Directors and the Board of Supervisors in 2025

The voting results are as follows:

Content	Total number of votes attended and voted	Valid			Invalid
		Approved	Disapprove	No comments	
Number of votes	24.652.592	23.502.870	0	1.149.722	0
Percentage of total number of votes with voting rights to attend meeting and vote		95,34%	0%	4,66%	0%

Issue 6. Approval of related party transactions in 2025 and authorization of the Board of Directors to execute related party transactions as prescribed

The voting results are as follows:

Content	Total number of votes attended and voted	Valid			Invalid
		Approved	Disapprove	No comments	

Number of votes	24.652.592	24.152.405	0	500.187	0
Percentage of total number of votes with voting rights to attend meeting and vote		97,97%	0%	2,03%	0%

PART 5. ISSUES PASSED BY SECRET VOTE AT THE GENERAL MEETING AND THE CORRESPONDING VOTING RATE

Pursuant to the Regulations on organizing the AGM, the Company's Charter, relevant legal regulations and the vote counting results conducted by the Vote Counting Committee, Mr. Le Van Duc – The Chairman of the General Meeting announced the issues voted and approved by the General Meeting of Shareholders, including:

STT	Issues that have been resolved	Corresponding vote ratio
1	Approval of the Company's 2024 Annual Report	95,06%
2	Approving the direction of production and business plan for 2025	95,28%
3	Approval of the 2024 Financial Statements and selection of the 2025 auditing unit (<i>According to Summary Report No. 01/2025/TTr-HĐQT/HSL dated April 29, 2025</i>)	95,28%
4	Approval of profit distribution and dividend payment plan (<i>According to Summary Report No. 01/2025/TTr-HĐQT/HSL dated April 29, 2025</i>)	96,45%
5	Approval of remuneration of the Board of Directors and the Board of Supervisors in 2024 and remuneration plan of the Board of Directors and the Board of Supervisors in 2025 (<i>According to Summary Report No. 01/2025/TTr-HĐQT/HSL dated April 29, 2025</i>)	95,34%
6	Approve transactions with related parties in 2025 and authorize the Board of Directors to execute related party transactions as prescribed (<i>According to Summary Report No. 01/2025/TTr-HĐQT/HSL dated April 29, 2025</i>)	97,97%

PART 6. APPROVAL OF MINUTES AND RESOLUTIONS OF THE 2025 ANNUAL GENERAL MEETING OF SHAREHOLDERS

The AGM ended at 10:30 a.m. on the same day. Mr. Nguyen Van Quoc - Head of the Secretariat presented the draft Minutes and Resolution of the 2025 Annual General Meeting of Shareholders. The AGM approved the Minutes and Resolution of the 2025 Annual General Meeting of Shareholders by raising voting cards with 100% approval rate, 0% disapproval rate, and 0% abstention rate. Thus, with 100% approval rate for the above contents at the AGM, the Minutes and Resolution of the 2025 Annual General Meeting of Shareholders of Hong Ha Food Investment Development Joint Stock Company were voted to pass.

The Chairman of the AGM - Mr. Le Van Duc declared the AGM closed and signed the Minutes of the Meeting and Resolution of the AGM on behalf of the General Meeting of Shareholders. This Minutes was made at 10:45 on May 21, 2025 at the 2025 Annual General Meeting of Shareholders of Hong Ha Food Investment Development Joint Stock Company.

SECRETARIAT

PREFECT



NGUYEN VAN QUOC

CHAIRMAN OF THE AGM



LE VAN DUC

Handwritten signature in red ink

**REPORT OF ACTIVITIES
BY THE BOARD OF DIRECTORS
Hong Ha Food Investment Development Joint Stock Company**

- Pursuant to the Law on Enterprise No. 59/2020/ QH14 dated June 17, 2020 of the National Assembly of the Republic of Socialist Republic of Vietnam;*
- Pursuant to the Charter of Hong Ha Food Investment Development Joint Stock Company;*
- Pursuant to the Regulations on organization and operation of the Board of Directors.*

Dear Shareholders,

The Board of Directors (BOD) of Hong Ha Food Investment Development Joint Stock Company would like to report to all shareholders of Hong Ha Food Investment Development Joint Stock Company on the Board of Directors' performance in 2024 and the 2025 operating plan orientation with the following contents:

I. ACTIVITIES OF THE BOARD OF DIRECTORS IN 2024

In the context of being heavily affected by natural disasters, especially storm No. 3 (Yagi) in early September 2024, by the end of 2024, Vietnam's agricultural sector still achieved breakthrough growth, contributing significantly to the overall results of the entire economy. Agricultural, forestry and fishery production in 2024 grew positively in conditions with intertwined advantages and difficulties, challenges; including strong impacts from market fluctuations, severe hot weather, drought, storms in the Central Highlands and Central regions, saline intrusion in southern provinces and cities, storm No. 3 (Yagi) causing severe damage...

Regarding corn: Looking back at 2024, the corn market fluctuated relatively unsteadily and ended the year with a slight price decrease. On the supply side, domestic corn output decreased, not enough to meet demand as farmers switch to other crops with higher economic efficiency; In addition, climate change and adverse weather also negatively affected domestic corn output and quality. In addition, domestic corn faced fierce competition with imported corn from countries such as Argentina, Brazil, Laos, Thailand, etc. According to statistics from the General Department of Customs, Vietnam's import of all kinds of corn in 2024 reached nearly 12.52 million tons, worth over 3.04 billion USD, up 28.9% in volume and 6.07% in value.

Regarding cassava: In 2024, the cassava area nationwide reached about 517,8 thousand hectares, an increase of 6,8 thousand hectares compared to 2023; the average yield reached 204,4 quintals/ha, an increase of about 0,6 quintals/ha compared to 2023; and the estimated output reached 10.58 million tons of fresh tubers, an increase of about 145.1 thousand tons compared to 2023. However, the business situation of cassava and cassava products in 2024 remained gloomy due to the slowing demand for this item from China (the largest consumer market for cassava and cassava products in Vietnam, accounting for 92,85% in volume and 91,77% in turnover in the total export of cassava and cassava products nationwide). In 2024, cassava and cassava

products exports only reached 2,62 million tons, worth 1,15 billion USD, down 11,1% in volume and 11,4% in value compared to 2023.

Faced with great risks and pressures in adapting to market fluctuations, the Board of Directors has made efforts with the Company's Executive Board to implement many solutions in 2024 in order to effectively and flexibly coordinate production and business activities and to minimize difficulties, balance profits and revenues, strengthen internal resources and plan many strategies towards sustainable development.

In 2024, the Board of Directors of the Company approved many major policies and decided on many important issues to implement the goals approved by the General Meeting of Shareholders (GMS), respond to the actual fluctuations and conduct inspections and supervision to ensure the interests of shareholders in accordance with the functions, tasks and powers, and at the same time perfect the corporate governance activities in accordance with the Charter, Internal regulations on corporate governance and according to the provisions of current law.

The Board of Directors (BOD) in 2024 focused on the following main activities:

1. Summary of Board of Directors meetings

- The Board of Directors has organized regular and extraordinary meetings at each time to monitor and coordinate with the Board of Management to make decisions timely to meet the actual situation. The meetings of the Board of Directors are organized and conducted in accordance with the regulations, ensuring that the number of members attending the meeting meets the requirements of legality and effectiveness. The resolutions of the Board of Directors are all based on the high consensus of the Board of Directors members. During the year, the Board of Directors had 13 meetings and issued 13 Resolutions.
- A number of important decisions have been approved by the Board of Directors such as:
 - + Successfully organizing the 2024 Annual General Meeting of Shareholders;
 - + Dividend payment for 2022 and 2023;
 - + Approve important decisions/policies such as: transactions arising with related parties, selection of auditors for 2024.

2. Supervisory activities of the Board of Directors

- The Board of Directors has fulfilled its responsibilities as the Company's manager, promptly coordinated with the Board of Supervisors to ensure effective and transparent implementation of the Company's operations.
- The Board of Directors' supervision of the Board of Directors ensures compliance with the provisions of the Law on Enterprise, the Internal Regulations on Corporate Governance, the Board of Directors' Operating Regulations and the Company's Charter.
- Monitor the implementation of information disclosure to ensure transparency in governance and compliance regulations of law. Directing strict implementation of quarterly, semi-annual and 2024 financial reporting regimes;
- Strengthen the review of corporate governance activities, internal control activities and risk management;

3. Results of implementing the contents approved by the 2024 Shareholders' Meeting

- In 2024, the General Meeting of Shareholders and the Board of Directors approved the signing and execution of a number of transactions between the Company and related parties. The related parties are mainly subsidiaries and affiliates in the system to support working capital. The approval of transactions is carried out in accordance with legal regulations and resolutions passed in compliance with the principle of transparency in information disclosure.
- In 2024, the Company completed the payment of stock dividends in 2022 and 2023 at a rate of 9%. Accordingly, the Company issued 3,183,855 dividend shares, increasing the charter capital to VND 385,673,630,000.
- In 2024, the Company submitted a dossier to issue shares under the Employee Stock Option Program (ESOP) to the State Securities Commission. However, based on the Company's business performance as well as the fluctuations of the stock market at that time, thus the BOD temporarily suspended the implementation of the plan to issue bonus shares under the ESOP 2022 to ensure a balance of interests and rights of shareholders and the Company.

Although the expected growth has not been achieved, the Company's Board of Directors has always adhered to the principle of policies assigned by the General Meeting of Shareholders, implemented flexible business strategies, at the same time, closely accompany the entire staff of the Company to minimize risks from macroeconomic fluctuations, maintain resources to anticipate future development opportunities.

4. Report on remuneration, operating expenses and other benefits of the Board of Directors and each member of the Board of Directors

- Remuneration, operating expenses and other benefits of the Board of Directors and each member of the Board of Directors are reported and announced in accordance with the provisions of the Law on Enterprise and the Securities Law.
- Specific information and figures are presented in detail in the 2024 Audited Financial Report and the 2024 Annual Report.

5. Activities of independent members of the Board of Directors and the Internal Audit Committee under the Board of Directors

- Details of the activities of the independent members of the Board of Directors are presented separately and specifically in the Report of the independent members of the Board of Directors.
- In 2024, the Internal Audit Subcommittee made efforts to monitor compliance with legal regulations and internal regulations, and to monitor and evaluate compliance with regulations and procedures related to finance and accounting of the Company. The activities of the subcommittee were implemented effectively and the results were promptly reported to the Board of Directors. Each member of the subcommittee was proactive and active in performing his/her responsibilities and contributing ideas to the Board of Directors.



II. BOARD OF DIRECTORS' ACTIVITY PLAN IN 2025

To achieve the goal of stable and sustainable development in the long term, the Board of Directors will continue to exercise its powers and duties in accordance with current laws and the Company's Charter, and at the same time plan a number of key tasks in 2025 as follows:

- Closely follow the Resolution of the General Meeting of Shareholders to direct the implementation of production and business tasks in 2025 in accordance with the actual situation;
- Reorganize production towards building large production areas, focusing on solving the problem of imbalance between processing and raw materials. This is the basis for planning and linking with key raw material growing areas to reduce intermediary steps, creating opportunities to upgrade the product value chain.
- Develop the company system in an effective and sustainable manner, in parallel with risk control and management, maintaining results, and protecting the interests of investors and shareholders;
- Strengthen cooperation with investors, regularly update the situation activities on the Company's website;
- Maintain regular meetings and discussions on issues under the authority of the Board of Directors and strategic issues for the Company's development;
- Continue to apply measures to improve governance and risk management capacity to ensure the Company operates transparently, safely, effectively and in compliance with legal regulations.

Above is the Report on the operation situation in 2024 and the operation plan for 2025, the Board of Directors respectfully submits to the General Meeting of Shareholders for consideration and approval.

Best regards!

Recipients:

- BOD, BOS;
- General Director;
- Shareholders;
- Admin archived..

**ON BEHALF OF THE BOARD OF DIRECTOR
CHAIRMAN OF THE BOARD OF DIRECTOR**



**EVALUATION REPORT
OF INDEPENDENT BOARD MEMBER
ON THE ACTIVITIES OF THE BOARD OF DIRECTORS IN 2024**

Dear shareholders,

In 2024, the Board of Directors will have 05 members, including 01 independent member of the Board of Directors (accounting for 20% of the number of Board of Directors members), in accordance with the provisions of the Enterprise Law No. 59/2020/QH14 issued on July 17, 2020 and also in accordance with the provisions of Clause 4, Article 276 of Decree 155/2020/ND-CP guiding the Law on Securities.

The list of independent members of the Board of Directors in 2024 includes: Mr. Le Anh Tuan.

Hereunder is the assessment of the independent Board member on the performance of the Company's Board of Directors during the year 2024 as follows:

1. Remuneration, operating expenses and other benefits of the Board of Directors

Remuneration, operating expenses and other benefits of the Board of Directors and each member of the Board of Directors comply with the provisions of the Law on Enterprise, the Company Charter and the Resolution of the General Meeting of Shareholders that has been passed.

2. Summary of Board of Directors meetings

In 2024, the Board of Directors held 13 meetings to evaluate and update the business and financial situation, thereby discussing and making appropriate decisions on development strategies, management systems, building and adjusting necessary management policies for the Company.

The meetings of the Board of Directors are convened promptly, fully and conducted in accordance with the procedures prescribed in the Charter and Internal Management Regulations of the Company. The meeting content is discussed, commented on and evaluated fully and carefully by the members of the Board of Directors.

Decisions of the Board of Directors at meetings are all approved by the Board of Directors on the principle of majority. Minutes of the meeting were fully prepared and signed by the members of the Board of Directors attending the meeting.

Issues related to strategy, business plans, finance, investment, etc. are all carefully researched by the Board of Directors, discussed, and closely controlled between the Board of Directors and the General Director, thereby making appropriate decisions on the development strategy and management system of the Company.

3. Results of monitoring of financial reports, operational status, financial status of Company

The Board of Directors selects an auditing company to ensure reliability, honesty, independence and objectivity. Financial statements are prepared and published in accordance with accounting



standards and current legal regulations. Financial statements honestly reflect the financial situation of the Company.

Resolutions and decisions are issued validly, within authority and in compliance with the publication regime. Information for listed companies.

The Company's financial situation in 2024 is maintained healthy, with indicators of capital structure and operating capacity all at safe and stable levels.

4. Reporting on transactions of insiders and related parties

The Company has complied with the regulations on the authority to approve, monitor and explain transactions between the Company and insiders, related persons of insiders, subsidiaries, and companies controlled by the Company. These transactions have been disclosed in accordance with the provisions of law.

5. Assessment of the Company's internal control and risk management system

The Board of Directors and the Board of Management of the Company regularly update market developments, implement flexible adaptation measures, and propose appropriate business plans to minimize risks in the context of economic downturn, helping to minimize impacts on business operations.

At the same time, the Company's Board of Directors continuously reviews, supplements and issues appropriate regulations for the Company's operations and administration, helping to improve the effectiveness of the internal control system.

Management of legal issues and legal risks is carried out effectively. In 2024, the Company did not incur any material legal risks.

The Company's Board of Directors has implemented governance with a sense of responsibility, transparency and compliance with the regulations for public companies. The activities of the Board of Directors in 2024 focused on following the Resolution of the General Meeting of Shareholders, complying with the Charter, the Company's internal governance regulations and legal regulations.

6. Assessment of the BOD's monitoring functions on Board of Management

The Board of Directors has performed well in supervising the Board of Management, ensuring that the Company's operations are always closely controlled, in accordance with the strategic direction of the General Meeting of Shareholders, but without affecting the initiative of the Board of Management.

The Board of Directors has proposed many effective and timely solutions to support the Board of Management in the process of operating the company, striving to complete the 2024 plan targets and effectively implementing supervision and control to ensure compliance with legal regulations

7. Results of assessment of coordination between the Board of Directors, General Director and shareholders

- Board members has always been proactive with a high sense of responsibility to support and share experiences with the Board of Management in the Company's management
- The decisions of the Board of Management are consulted, analyzed and supported by the Board of Directors to ensure the interests of the Company.



- All members of the Board of Directors actively participate in planning activities, compliance control, strategic review and ensure good corporate governance practices. Board members ensure high professionalism and assigned responsibilities in protecting the interests of the Company and are careful in performing their roles.

8. Proposal of independent Board member

- Update and improve internal management and operation systems to further standardize operating procedures and improve internal control efficiency.
- Regularly conduct inspection and evaluation activities of the Company's internal control system to review and limit risks during operations and business.
- Continue to implement the recommendations in the 2024 report and have a clear roadmap and implementation time. Develop goals and directions for financial management of the entire Company in a methodical, clear and strategic manner.
- Balance capital sources, choose optimal business plans for large projects to balance finances and cash flow. Manage investment activities in line with medium and long-term strategic orientations, thereby ensuring balance, efficiency, strictness and compliance with the law.
- Increase meetings and regular exchanges between independent members of the Board of Directors and the Board of Management to closely monitor the Company's business and financial situation and increase supervision and minimize risks in the Company's operations.

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

Recipient:

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

INDEPENDENT BOARD MEMBER



Le Anh Tuan



REPORT OF ACTIVITIES BY THE BOARD OF SUPERVISORS

Hong Ha Food Investment Development Joint Stock Company

Dear Shareholders,

The Board of Supervisors respectfully submits to the 2025 Annual General Meeting of Shareholders of Hong Ha Food Investment Development Joint Stock Company the Report of activities of the Board of Supervisors in 2024 with the following contents:

I. ACTIVITIES OF THE BOARD OF SUPERVISORS IN 2024

1. Activities of the Board of Supervisors

The Board of Supervisors (BOS) for the 2021-2026 term includes:

- Mr Duong Quan Anh: Head of the BOS
- Mr. Dang Quoc Hung: Member of the BOS
- Ms. Bui Phuong Anh: Member of the BOS

In 2024, the Board of Supervisors held 04 meetings with an attendance rate of 100%.

The Board of Supervisors continues to maintain good coordination in supervising business activities as well as step by step improve and innovate working methods and content to better complete control work.

Specifically in 2024, the Board of Supervisors performed the following tasks:

- Perform duties according to the regulations of the Board of Supervisors
- Inspect and supervise the reasonableness and legality of compliance with the provisions of law and the Company's Charter for the Board of Directors and the Board of Management in managing and operating the Company's production and business activities.
- Review business performance reports, financial reports, analyze and evaluate financial situation main, operational efficiency.
- Control the implementation of the Resolutions of the General Meeting of Shareholders and the Resolutions of the Board of Directors.
- Advise the Board of Directors on the selection of an auditing unit.
- Monitor periodic and irregular information disclosure.

2. Remuneration of the Board of Supervisors

- Remuneration, operating expenses and other benefits of the Board of Supervisors and each member of the Board of Supervisors are reported, announced in accordance with the provisions of the Law on Enterprise and the Securities Law.
- Specific information and figures are presented in detail in the 2024 Audited Financial Report and Annual report 2024.



II. RESULTS OF SUPERVISION WORK IN 2024

1. Monitor the implementation of resolutions of the 2024 General Meeting of Shareholders

- In 2024, the Board of Directors and the Executive Board completed the tasks set forth in the Resolution of the General Meeting of Shareholders.
- In 2024, the Board of Supervisors (BOS) monitored and inspected the implementation of the 2024 business goals of the Board of Directors and the Board of Management to ensure that the Company's operations comply with the provisions of law and are consistent with the policies of the General Meeting of Shareholders.
- The Board of Supervisors has not detected any unusual cases in the Company's operations. However, the Board of Supervisors will strengthen close supervision of the activities of the Board of Directors and the Board of Management according to the responsibilities stipulated in the Charter, to ensure the interests of the entire Company and shareholders.

2. Control of the Board of Directors' activities in 2024

- The Board of Supervisors assesses that the Board of Directors strives to comply with the provisions of law and the Charter. The Company aims to meet the requirements of the Company's production and business activities. The Resolutions and decisions of the Board of Directors are issued in accordance with the correct procedures, within the correct authority and in accordance with the law.
- In 2024, there were many fluctuations in the domestic and foreign macro economy, causing significant difficulties for businesses. However, the Board of Directors has made efforts to change the business strategy to promptly adapt to market challenges and ensure the Company's business operations are stable

3. Control of the Board of Management's activities in 2024

- The General Director shall comply with the direction of the Board of Directors and the Resolution of the General Meeting of Shareholders. Comply with the provisions of current laws.
- Work results are reported monthly to update the situation to the Board of Directors. Existing weaknesses are regularly overcome to build and develop the Company sustainably. The Board of Supervisors highly appreciates the efforts of the Board of Directors in managing production and business activities.

4. Results of coordination between the Board of Supervisors, the Board of Directors, the General Director and shareholders

- The Board of Supervisors assesses that the members of the Board of Directors and the Board of Management always create conditions for the Board of Supervisors to complete its tasks.
- The Board of Directors and the General Director are always ready to coordinate with shareholders in accordance with the spirit of the current Law on Enterprise to resolve issues of concern to shareholders.

III. RESULTS OF MONITORING THE COMPANY'S FINANCIAL SITUATION

1. Business performance

The Board of Supervisors agrees with the independent auditor's opinion on the financial statements ending the fiscal year 31/12/2024.

Based on the 2024 Audited Financial Statements and the analytical data presented by the Executive Board at the Board of Directors meetings, the Supervisory Board assessed:

- The Company's audited financial statements for 2024 fully reflect the Company's business operations and financial situation and are presented in accordance with prescribed reporting forms, in accordance with Vietnamese Accounting Standards and current regulations.
- The economic situation in 2024 has many macro difficulties. Therefore, the Company's sales and service revenue and after-tax profit in 2024 have decreased sharply compared to the same period last year.

2. Accounting and finance work

- The Board of Supervisors highly appreciates the selection of Nhan Tam Viet Auditing Company Limited as the unit to conduct the Company's audit in fiscal year 2024. The Company has fully complied with the requirements of current Vietnamese accounting standards and corporate accounting regimes in organizing financial accounting work, performing accounting, bookkeeping and preparing full quarterly financial reports, ensuring accuracy, honesty and legality;
- The Board of Supervisors has reviewed the annual financial statements and semi-annual financial statements to assess the reasonableness of the financial figures. At the same time, it has assessed the scope of the audit and the audit opinion on the financial statements..

IV. IV.SELF-ASSESSMENT REPORT ON THE PERFORMANCE RESULTS OF THE SUPERVISORY BOARD IN 2024

During the period, the Board of Supervisors reported that it had fully performed its functions and duties as prescribed by law and the Company's Charter. Specifically:

- The members of the Board of Supervisors fully participated in regular meetings and briefings.
- The members of the Board of Supervisors have fulfilled their assigned duties and tasks well, participated in discussions and voted unanimously to approve issues and contents within the functions and tasks of the Board of Supervisors.
- Monitor compliance with the provisions of the Company Charter and current laws.
- Research and advise the Board of Directors and General Director when necessary for good management and control business risks.

V. SUPERVISION BOARD'S RECOMMENDATIONS

Through research, study and supervision, the Board of Supervisors has some recommendations to the Board of Directors and Executive Board as follows:

- Regularly monitor the fluctuations of the macro economy, policies and mechanisms changing in the development of the agricultural sector affecting the Company's business situation, analyze and evaluate the impact to have effective and timely solutions in management and operation.
- Evaluate the development potential of the industries and units that the Company intends to cooperate and invest in to have appropriate advance and retreat plan, welcome business investment opportunities.

- Review and evaluate the scale and growth rate of each investment project in terms of both revenue and efficiency, from which to propose specific solutions.
- Maintain the task of controlling well the use of capital, reinvestment, long-term stability contributing to increasing profit and shareholder value.

VI. ACTIVITY PLAN FOR 2025 OF THE BOARD OF SUPERVISORS

Based on the performance of the Board of Supervisors and the Company's business plan for 2025, the Board of Supervisors has set out the following operating plan for 2025:

- Monitor compliance with the provisions of the Company Charter and current laws.
- Check and supervise the implementation of the Resolutions of the General Meeting of Shareholders and the Resolutions of the Board of Directors.
- Closely coordinate with independent auditors in preparing and evaluating financial reports. of the Company.
- Regularly update new regulations on corporate governance, risk management, and new business knowledge. Update and supplement knowledge on tax, accounting, finance, and industries and professions related to the Company's business activities to have the deepest understanding to serve the inspection and supervision work.
- Research and advise the Board of Directors and General Director when necessary for good management and control business risks.

Above is the report on the activities of the Board of Supervisors in 2024, respectfully submitted to the General Meeting of Shareholders for consideration and approval.

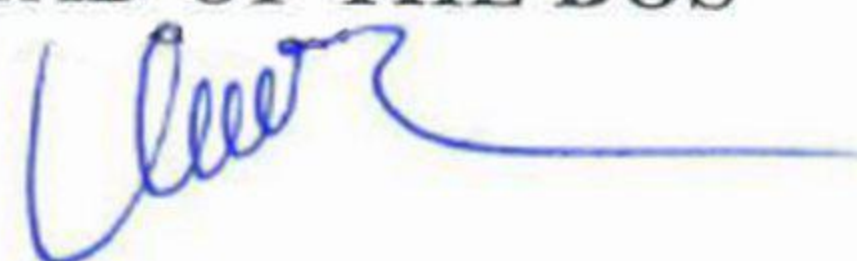
Best regards!

Recipients:

- BOD, BOS;
- General Director;
- Shareholders;
- Admin Archived.

ON BEHALF OF THE BOARD OF SUPERVISORS

HEAD OF THE BOS



DUONG QUAN ANH



**REPORT OF THE BOARD OF DIRECTORS
ON BUSINESS PERFORMANCE RESULTS IN 2024
AND BUSINESS PLAN DIRECTIONS IN 2025
Hong Ha Food Investment Development JSC**

The Board of Directors of Hong Ha Food Investment Development Joint Stock Company respectfully presents to the General Meeting of Shareholders the Report on business performance results in 2024 and the business plan direction for 2025 as follows:

1. Report on business performance results in 2024

Given the unpredictable fluctuations in the world economy and politics in 2024, Vietnam's economy was also strongly affected. Agricultural, forestry and fishery production in our country in 2024 faced with complicated weather conditions, with severe heat, drought in the Central Highlands and Central regions, saltwater intrusion in the southern provinces, especially the impact of storm No. 3 causing great damage to production, business and life in the northern localities.

In such context, the Company's main revenue-generating production and business activities in the agricultural sector have also been greatly affected. Regarding corn, domestic corn output was decreased due to reduced cultivation area, weather changes, and natural disasters; at the same time, it had to compete fiercely in price and quality with imported corn. Regarding cassava, cassava and cassava-based product exports have been decreased compared to the same period last year, while high cassava inventories put pressure on domestic and export cassava prices, causing domestic cassava prices to continuously decrease.

At the end of 2024, the Company's consolidated net revenue in 2024 reached VND 139,2 billion, down 64,3% compared to 2023 and only reaching 34,8% of the revenue plan. Consolidated profit after tax in 2024 reached VND 6.9 billion, down 42,2% compared to 2023 and only reaching 37,9% of the plan. The Company's production and business activities in 2024 encountered many unfavorable difficulties due to objective conditions, along with the parent company gradually shifting to an investment holding model, the transfer of business activities and restructuring of subsidiaries needed more time to stabilize, so the Company did not achieve good production and business results in 2024 as expected.

2. Business plan direction for 2025

According to UOB, the world economy is forecast to face many uncertainties in 2025 due to unpredictable trade policies from the US President Donald Trump administration. New developments in the tariff war could increase tensions and disrupt the global trade chain, affecting highly open economies like Vietnam



However, with support from growth-promoting policies, continuously increasing FDI inflows, expanding public investment and prospects from the semiconductor industry, Vietnam's economy is expected to maintain its momentum. growth in the year. According to the World Bank, Vietnam's GDP growth is forecast to reach 6.8% for 2025. Accordingly, the domestic agricultural market in 2025 is expected to be stable. At the same time, the Company is also developing other business lines, which are expected to be a favorable premise for the Company's stable development and bring positive business results in 2025.

Based on the assessment of market development potential and the impact of difficulties in 2025, the Board of Directors proposes a business plan for 2025 with the following specific targets:

Target	Plan for 2025
Consolidated Net Revenue	VND 215 billion
Consolidated Profit After Tax	VND 14,8 billion

To achieve the business plan set out in 2025, the Company's Board of Directors focuses on specific strategies as follows:

1. Organizational work

- Continue to strengthen and supplement the team of highly qualified personnel to meet development needs. of the Company. Perfecting the operational procedures of the departments;
- Strengthen work supervision activities, organize work according to a 3-level model, create a professional working environment for employees to maximize their capacity, solidarity, trust, and strengthen the management team with the capacity to meet the development of the Company in the new period.

2. Production management and direction

- Optimize production, continue to implement cost optimization solutions, improve production and business efficiency, balance debt, control inventory, streamline the apparatus/personnel, ... to improve competitiveness, maintain position in the market.
- Actively monitor the market closely to promptly have appropriate response strategies.
- Research, select, evaluate and realize potential capital investment opportunities that could potentially exterts economic benefits and support the Company's production and business activities.
- Linking production with sustainable raw material planning, helping the Company always proactively source input materials, stabilize production, and ensure product quality;
- Complete planning work, unified plan implementation methods from the Executive Board to the Company's departments. Assign norms for each stage of operation. Decentralizing to Departments are autonomous and responsible for production and business to maximize the dynamism and creativity of the departments.

3. Investment and development work

- Continue to restructure the existing investment portfolio; focus resources on member units and affiliated units with advantages and products with potential to support the development of the Company's core ecosystem.



- Search for suitable partners to cooperate in strategic development in the industries that the Company participates.
- Continue to promote production and business activities in the Company's strong business areas, promote the operation of the associated distribution channel system to gradually dominate the market.

With the goal of sustainable development, the Company's Board of Directors will focus on planning long-term strategies, specifying each short-term development stage, objectively, frankly and in detail evaluating each strategic target achieved or not achieved, thereby quickly making flexible adjustments for the next stage.

Above is the Report on the activities of the Board of Directors of Hong Ha Food Investment Development Joint Stock Company in 2024 and the direction of the production and business plan for 2025, respectfully submitted to the General Meeting of Shareholders for consideration and approval.

Recipient:

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

ON BEHALF OF THE BOARD OF MANAGEMENT

GENERAL DIRECTOR



NGUYEN TUAN DUNG



**Hong Ha Food Investment
Development Joint Stock Company**

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No: 01/2025/TTr-HĐQT/HSL

**SOCIALIST REPUBLIC OF VIETNAM
Independence – Freedom – Happiness**

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Hanoi April 29th 2025

AGGREGATED PROPOSAL

**On the contents of the 2025 Annual General Meeting of Shareholders
Hong Ha Food Investment Development Joint Stock Company**

**To: The 2025 Annual General Meeting of Shareholders
Hong Ha Food Investment Development Joint Stock Company**

- Pursuant to Law on Enterprises No. 59/2020/ QH14 dated June 17, 2020;
- Pursuant to Decree 155/2020/ ND-CP of the Government dated December 31, 2020 detailing the implementation of a number of articles of the Securities Law;
- Pursuant to the Charter of organization and operation of Hong Ha Food Investment Development Joint Stock Company;
- Based on the 2024 production and business performance results of Hong Ha Food Investment Development Joint Stock Company.

The Board of Directors respectfully submits to the General Meeting of Shareholders of Hong Ha Food Investment Development Joint Stock Company for consideration and approval of the following contents:

Issue 1. Approval of the 2024 audited financial statements and selection of the 2025 auditor

- Implement the Resolution of the 2024 Annual General Meeting of Shareholders and the Resolution of the Board of Directors on selecting Nhan Tam Viet Auditing Company Limited as the auditing company to audit the 2024 Financial Statements. The Board of Directors respectfully submits to the General Meeting of Shareholders for approval of the 2024 Financial Statements (including the 2024 Combined Financial Statements and the 2024 Consolidated Financial Statements) have been audited by Nhan Tam Viet Auditing Company Limited. The above financial statements have been disclosed and posted on the Company's website on March 31st 2025 at: <http://www.honghagroup.com.vn/bao-cai-tai-chinh-kiem-toan-nam-2024>

- The Board of Directors respectfully submits to the General Meeting of Shareholders for approval the list of auditing units below and authorizes the Board of Directors to organize the selection and decision of one of these auditing units to conduct the audit of the 2025 Financial Statements and the 2025 Semi-annual Review Report of Hong Ha Food Investment Development Joint Stock Company:

1. Nhan Tam Viet Auditing Company Limited (NVT)
2. An Viet Auditing Company Limited
3. International Auditing Company Limited (iCPA)

4. Vietnam Auditing and Valuation Company Limited (AVA)

5. International Auditing and Valuation Company Limited (IAV)

- In addition, in case at the time of negotiation to select the above auditing companies but the target is not achieved or at the time of signing the contract the auditing unit does not meet the requirements as prescribed, the Board of Directors respectfully submits to the General Meeting of Shareholders for approval the authorization for the Board of Directors to decide and select one of the independent auditing companies from the list of auditing units to conduct audits for public interest entities approved by the State Securities Commission in accordance with the provisions of the Securities Law and the law on independent auditing.

Issue 2. Profit distribution and dividend payment plan

- The Board of Directors respectfully submits to the General Meeting of Shareholders for approval of the profit distribution plan and funds allocation in 2024 as follows:

+ No fund allocation.

+ No dividend payment for 2024 in order to balance and ensure sufficient capital for reinvestment in production and business activities.

Issue 3. Remuneration for the Board of Directors and Board of Supervisors in 2024 and remuneration plan for the Board of Directors and Board of Supervisors in 2025

- The Board of Directors of the Company proposes a remuneration plan for the Board of Directors and the Board of Supervisors for the year 2024 as follows:

No	Board	Number of members (people)	Monthly salary (VND/person)	Total for the year (VND)
1	Board of Directors	5	5.000.000	300.000.000
2	Board of Supervisors	3	3.000.000	108.000.000

The expected remuneration of the Board of Directors and the Board of Supervisors in 2025 will be decided by the 2026 General Meeting of Shareholders.

Issue 4. Approve transactions with related parties in 2025 and authorize the Board of Directors to execute related party transactions as prescribed (if any):

The Board of Directors respectfully submits to the General Meeting of Shareholders for consideration and approval of the signing and execution of transactions and contracts between Hong Ha Food Investment Development Joint Stock Company and related parties in accordance with the provisions of law arising in 2025 (*if any*). Specifically as follows:

- Persons involved in signing contracts and transactions with HSL: according to regulations in Clause 23, Article 4 of the Law on Enterprises 2020;
- Subject of contract, transaction: purchase/sale transaction; loan/loan transaction; secured transaction (guarantee, pledge, mortgage ...)
- Value and limit of the above contracts and transactions: in accordance with the provisions of the Company Charter and Article 167 of the Law on Enterprise 2020 (except for



contracts prohibited from implementation according to the provisions of Article 293 of Decree 155/2020/ND-CP guiding the Securities Law 2019 and other legal provisions, if any)

The Board of Directors respectfully submits to the General Meeting of Shareholders for consideration and approval the authorization for the Board of Directors to direct and supervise the signing and implementation of the above contracts in accordance with the provisions of law, the Company's Charter and the Resolution of the General Meeting of Shareholders.

Respectfully submit to the 2025 Annual General Meeting of Shareholders of Hong Ha Food Investment Development Joint Stock Company to approve./.

Recipients:

- BOD, BOS;
- General Director;
- Shareholders;
- Admin Archived.

ON BEHALF OF THE BOARD OF DIRECTORS

CHAIRMAN

