CÔNG TY CỔ PHẦN **BÊ TÔNG PHAN VŨ HÀ NAM** **PHAN VU HA NAM CONCRETE** **JOINT STOCK COMPANY**	**CỘNG HOÀ XÃ HỘI CHỦ NGHĨA VIỆT NAM** **Độc lập - Tự do - Hạnh phúc** **THE SOCIALIST REPUBLIC OF VIET NAM** **Independence - Freedom - Happiness**
Số: 042301/2026/CBTT.PVHN No: 042301/2026/CBTT.PVHN	*Ninh Bình, ngày 23 tháng 04 năm 2026* *Ninh Binh, 23/04/2026*

CÔNG BỐ THÔNG TIN ĐỊNH KỲ
PERIODIC INFORMATION DISCLOSURE

Kính gửi: - Ủy ban Chứng khoán Nhà nước
- Sở Giao dịch Chứng khoán TP. Hồ Chí Minh
To: - State Securities Commission
- Ho Chi Minh Stock Exchange

1. Tên tổ chức/*Name of organization*: **CÔNG TY CỔ PHẦN BÊ TÔNG PHAN VŨ HÀ NAM**
PHAN VU HA NAM CONCRETE JOINT STOCK COMPANY
- Mã chứng khoán/Mã thành viên/ *Stock code/ Broker code*: **FCM**
- Địa chỉ/*Address*: Cụm công nghiệp Thi Sơn, phường Lý Thường Kiệt, tỉnh Ninh Bình/*Thi Son Industrial Cluster, Ly Thuong Kiet Ward, Ninh Binh Province*
- Điện thoại/Tel: 0226 3533038 - Email: info@phanvuhanam.com.vn
- Website: phanvuhanam.com.vn

2. Nội dung thông tin công bố/*Contents of disclosure*:
Biên bản, Nghị quyết Đại hội đồng cổ đông (ĐHĐCĐ) thường niên năm 2026 và tài liệu kèm theo/*Minutes, Resolution of the Annual General Meeting of Shareholders (AGM) for the year 2026 and Documents.*

3. Thông tin này đã được công bố trên trang thông tin điện tử của công ty vào ngày 23/04/2026 tại đường dẫn http://phanvuhanam.com.vn/*This information was published on the company's website on 23/04/2026(date), as in the link http://phanvuhanam.com.vn*

Chúng tôi xin cam kết các thông tin công bố trên đây là đúng sự thật và hoàn toàn chịu trách nhiệm trước pháp luật về nội dung các thông tin đã công bố/*We hereby certify that the information provided is true and correct and we bear the full responsibility to the law.*

Tài liệu đính kèm/Attached documents:
Biên bản, Nghị quyết Đại hội đồng cổ đông thường niên năm 2026 và tài liệu kèm theo/ Minutes, Resolution of the Annual General Meeting of Shareholders (AGM) for the year 2026 and Documents.

ĐẠI DIỆN CÔNG TY
Organization representative
Người được UQ CBTT
Person authorized for disclose information

CÔNG TY CỔ PHẦN BÊ TÔNG PHAN VŨ HÀ NAM

Nguyễn Hữu Thiều

CÔNG TY CỔ PHẦN BÊ TÔNG PHAN VŨ HÀ NAM
Digitally signed by CÔNG TY CỔ PHẦN BÊ TÔNG PHAN VŨ HÀ NAM
DN: C=VN, S=NINH BÌNH, L=Phường Lý Thường Kiệt, CN=CÔNG TY CỔ PHẦN BÊ TÔNG PHAN VŨ HÀ NAM, OID.0.9.2342.19200300.100.1.1=MST:0700252549
Reason: I am the author of this document
Location: your signing location here
Date: 2026-04-23 17:04:05
Foxit Reader Version: 9.7.1

PHAN VU HA NAM CONCRETE JOINT STOCK COMPANY	SOCIALIST REPUBLIC OF VIET NAM Independence – Freedom – Happiness
No: 0423/2026/NQ-ĐHĐCĐ	*Ninh Binh, day 23, month 04, year 2026*

RESOLUTION
ANNUAL GENERAL MEETING OF SHAREHOLDERS 2026

- *Pursuant to the Enterprise Law No. 59/2020/QH14 dated June 17, 2020;*
- *Pursuant to the Charter of organization and operation of Phan Vu Ha Nam Concrete Joint Stock Company;*
- *Pursuant to the proposals of the Board of Directors at the Annual General Meeting of Shareholders 2026;*
- *Pursuant to the Minutes of the Annual General Meeting of Shareholders 2026 of Phan Vu Ha Nam Concrete Joint Stock Company dated 23/04/2026;*

RESOLVES:

Article 1: Approve the following reports:

1. Approve the report on the production and business results in 2025 and the production and business plan for 2026:

The consolidated business targets of the Company in 2025 are as follows:

No.	Target	Unit	Plan	Result	Achievement rate
1	Revenue	Billion VND	420	462	110%
2	Profit after tax	Billion VND	16,8	18,7	111,7%

The consolidated business plan targets for 2026:

No.	Target	Unit	Actual 2025	Plan 2026
1	Charter capital	Billion VND	462,26	462,26
2	Revenue	Billion VND	462	430
3	Profit after tax	Billion VND	18,7	17,2

Approve the investment plan for 2026:

- Continue to implement the investment in construction of Thai Ha concrete plant and Thai Ha Port.
- Invest in additional equipment serving production at Phan Vu Ha Nam Concrete Joint Stock Company (from the development investment fund) aiming to improve productivity.

2. Approve the report of the Board of Directors on the results of operations in 2025 and the plan for operations in 2026.

3. Approval of the summary report on the activities of independent Board of Directors members in 2025 and the activity plan for 2026.

4. Approval of the summary report on the activities of the Supervisory Board in 2025 and the activity plan for 2026.

Article 2: Approval of the audited financial statements for 2025

The Separate and Consolidated financial statements for 2025 have been audited: details are posted on the website http://www.phanvuhanam.com.vn/; and the official website of the Ho Chi Minh City Stock Exchange as prescribed.

The basic financial indicators for 2025 are as follows:

No.	Indicator	Unit	Parent company	Consolidated
1	Total assets	VND	662.917.654.628	646.363.846.705
2	Owner's equity	VND	553.771.875.408	553.706.210.809
3	Total revenue	VND	462.031.175.937	462.031.175.937
4	Profit after tax	VND	18.792.290.537	18.770.767.464
5	Basic earnings per share	VND		365

Article 3: Approval of the business plan for 2026:

No.	Indicator	Unit	2025 Actual	2026 Plan
1	Charter capital	Billion VND	462,26	462,26
2	Consolidated revenue	Billion VND	462	430
3	Consolidated profit after tax	Billion VND	18,7	17,2

Article 4: Approval of the profit distribution plan for 2025 and the profit distribution plan for 2026:

1. 1. Profit distribution for 2025

Indicator	Rate (%)	Value (VND)
Accumulated undistributed profit after tax from previous years		33.743.015.656
Consolidated profit after tax for 2025		18.770.767.464
Distribution to funds from consolidated profit after tax for 2025	25%	4.692.691.866
Reward and welfare fund	*10%*	1.877.076.746

Development investment fund	*15%*	2.815.615.120
Board of Directors, Supervisory Board, Board Secretary bonus for 2025		606.601.325
Executive Board bonus for 2025		606.601.325
Dividend distribution for 2025 (in cash)	2,5% (Charter capital)	11.556.656.500
Including:		
- Advance payment of 2025 dividend in cash has been made. *+ Record date: 02/10/2026.* *+ Payment date: 03/12/2026*	*1,5% (Charter capital) (One share receives 150 VND)*	*6.933.993.900*
- Remaining dividend distribution for 2025 in cash.	*1% (Charter capital) (One share receives 100 VND)*	*4.622.662.600*

2. Profit distribution plan for 2026

Indicator	Implementation plan	Notes
Allocation to reward and welfare fund	10% of consolidated after-tax profit	
Allocation to development investment fund	15% of consolidated after-tax profit	
Bonus for Board of Directors, Supervisory Board, Board Secretary	1% of consolidated after-tax profit	In case of achieving from 80% to 100% of the consolidated after-tax profit plan
	2% of consolidated after-tax profit plus corresponding excess ratio	In case of achieving over 100% of the consolidated after-tax profit plan
Bonus for Executive Board	1% of consolidated after-tax profit	In case of achieving from 80% to 100% of the consolidated after-tax profit plan
	2% of consolidated after-tax profit plus corresponding excess ratio	In case of achieving over 100% of the consolidated after-tax profit plan
Dividend distribution for 2026 (in cash)	2,5% (Charter capital)	

- Authorize the Company Director to base on the actual situation to make payments in accordance with current legal regulations.

Article 5: Approval of the remuneration settlement for the Board of Directors, Supervisory Board in 2025 and the remuneration distribution plan for the Board of Directors, Supervisory Board in 2026:

1. Finalization of remuneration for the Board of Directors and the Supervisory Board in 2025

The remuneration distribution level for 2025 is: 810.000.000 VND (Eight hundred ten million VND).

2. Remuneration distribution plan for the Board of Directors and the Supervisory Board in 2026:

No.	Position	Quantity (Person)	Monthly remuneration (VND)	Number of months entitled to remuneration	Remuneration in 2026 (VND)
1	Chairman of the Board of Directors	1	12.500.000	12	150.000.000
2	Member of the Board of Directors	4	8.000.000	12	384.000.000
3	Head of Supervisory Board	1	8.000.000	12	96.000.000
4	Member of Supervisory Board	2	5.000.000	12	120.000.000
5	Secretary of the Board of Directors	1	5.000.000	12	60.000.000
Total					810.000.000

- Authorize the Board of Directors to choose the timing to allocate the Board of Directors' remuneration and decide on the accounting of these amounts in accordance with legal regulations.

Article 6: Approval of the list of auditing firms for the fiscal year 2026:

i. Ernst & Young Vietnam Co., Ltd.

ii. CPA VIETNAM Auditing Co., Ltd.;

iii. AASC Auditing Firm Co., Ltd.;

iv. Vietnam Auditing and Valuation Co., Ltd.;

The company selects 01 (one) independent auditing firm from the above list of 04 (four) auditing firms to conduct the audit/review of the company's financial statements.

In case an agreement cannot be reached with the above auditing companies regarding the audit schedule and fees, the General Meeting of Shareholders authorizes the Board of Directors to select from the remaining auditing companies on the list of independent auditing firms approved by the State Securities Commission to conduct the audit of the 2026 financial statements and review the quarterly financial statements, semi-annual financial statements of 2026 (if necessary as required by the state management agency).

Article 7: Approval of updating the head office address in the Company Charter according to the new administrative boundaries:

1. Update the head office address in the Company Charter according to the new administrative boundaries as follows:

- Address: Thi Son Industrial Cluster, Ly Thuong Kiet Ward, Ninh Binh Province.

(Other contents in the Charter remain unchanged)

2. Authorization to implement:

- The legal representative of the Company shall sign and issue the Company Charter and it shall take effect immediately after being approved by the General Meeting of Shareholders.

Article 8: Implementation clause

This resolution takes effect immediately after being unanimously approved by the General Meeting of Shareholders on April 23, 2026.

Members of the Board of Directors, Supervisory Board, and Management Board are responsible for implementing this Resolution and organizing deployment according to their functions in compliance with the Law and the Company Charter.

Recipients:
- State Securities Commission, Ho Chi Minh Stock Exchange (report)
- Members of the Board of Directors; Management Board (to implement); Supervisory Board (to supervise)
- Shareholders;
- Office archive.

ON BEHALF OF THE BOARD OF DIRECTORS
CHAIRMAN

MSDN: 0700252549 - C.T.C.P
CÔNG TY CỔ PHẦN BÊ TÔNG PHAN VŨ HÀ NAM

Phan Khac Long

PHAN VU HA NAM CONCRETE JOINT STOCK COMPANY	SOCIALIST REPUBLIC OF VIET NAM Independence – Freedom – Happiness

Ninh Binh, April 23, 2026

MINUTES
ANNUAL GENERAL MEETING OF SHAREHOLDERS 2026

- Company name: Phan Vu Ha Nam Concrete Joint Stock Company (stock code: FCM)

- Head office address: Thi Son Industrial Cluster, Ly Thuong Kiet Ward, Ninh Binh Province.

- Business Registration Number: 0700252549

I. Time: At 9:00 AM, April 23, 2026,

II. Location: At the hall of Phan Vu Ha Nam Concrete Joint Stock Company (Address: Thi Son Industrial Cluster, Ly Thuong Kiet Ward, Ninh Binh Province.).

III. Attendees

- Shareholders, authorized representatives of shareholders of Phan Vu Ha Nam Concrete Joint Stock Company;

- Members of the Board of Directors and the Supervisory Board of the Company;

- Members of the Management Board, officers representing the leadership of the Company's specialized departments.

IV. Proceedings of the Meeting

1. Report on verification of shareholder eligibility

Ms. Le Thi Anh, on behalf of the Shareholder Eligibility Verification Committee, reported the results of verifying the eligibility of shareholders attending the Meeting: At 9:00 AM on April 23, 2026, the number of shareholders/authorized representatives attending the Meeting was 7 persons, representing 23.740.078 shares, accounting for 51,3559 % of the total voting shares of the Company. Based on the Enterprise Law and the Charter of Phan Vu Ha Nam Concrete Joint Stock Company, the 2026 Annual General Meeting of Shareholders of the Company meets the conditions to proceed.

2. Election of the Presidium, Secretary, and Vote Counting Committee

2.1. Presidium of the Meeting

- Mr. Phan Khac Long	- Chairman of the Board of Directors	: Chairman of the meeting
- Mr. Dang Kien Hung	- Member of the Board of Directors	: Member
- Mr. Pham Trung Thanh	- Member of the Board of Directors	: Member

2.2. Secretary of the General Meeting

- Mr. Nguyen Huu Thieu	: Head
- Ms. Phan Thi Thu	: Member

2.3. Ballot Counting Committee

- Ms. Le Thi Anh	: Head
- Ms. Ngo Thi Thanh	: Member
- Ms. Tran Thi Hue	: Member

The composition of the Presidium, Secretary of the General Meeting, and Ballot Counting Committee was unanimously approved by the General Meeting with 100% of the voting shares present at the Meeting.

3. Approval of the Working Regulations and Agenda of the General Meeting

Ms. Le Thi Anh, on behalf of the Organizing Committee of the General Meeting, disseminated the agenda of the Annual General Meeting of Shareholders, the draft organizational regulations, and the

voting and ballot counting rules at the 2026 Annual General Meeting of Phan Vu Hà Nam Concrete Joint Stock Company.

The agenda of the General Meeting was approved by 100% of the shareholders present at the Meeting.

The organizational regulations of the General Meeting were approved by 100% of the shareholders present at the Meeting.

The voting and ballot counting rules were approved by 100% of the shareholders present at the Meeting.

The Presidium conducted the Meeting according to the agenda approved by the Meeting, including the following contents:

1- Report on production and business results in 2025, and operational plan for 2026.

2- Report of the Board of Directors on the results of 2025 activities and the plan for 2026.

3- Summary report of the independent members of the Board of Directors for 2025 and the plan for 2026.

4- Summary report of the Supervisory Board's activities in 2025 and the plan for 2026.

5- Proposal for approval of the audited 2025 Financial Report.

6- Proposal for the 2026 business production plan.

7- Proposal for the 2025 profit distribution plan and the 2026 profit distribution plan.

8- Proposal for the settlement of remuneration for the Board of Directors and Supervisory Board in 2025; projected remuneration distribution for the Board of Directors and Supervisory Board in 2026.

9- Proposal for the list of auditing units for the 2026 financial report.

10- Proposal for updating the headquarters address in the company's charter according to the new administrative boundaries.

4. Contents of Reports Presented at the General Meeting

4.1. Report on business production activities in 2025, operational plan for 2026:

The meeting heard Mr. Cao Van Thai – Company Director present the report on the business production results in 2025 and the operational plan for 2026 with the following main contents:

The consolidated business targets for 2025 of the Company are as follows:

No.	Indicator	Unit	Plan	Result	Achievement rate
1	Revenue	Billion VND	420	462	110%
2	Profit after tax	Billion VND	16,8	18,7	111,7%

Consolidated business plan targets for 2026:

No.	Indicator	Unit	Year 2025	2026 Plan
1	Charter capital	Billion VND	462,26	462,26
2	Revenue	Billion VND	462	430
3	Profit after tax	Billion VND	18,7	17,2

2026 investment plan:

- Continue to implement the investment in the construction of Thai Ha concrete plant and Thai Ha Port.

- Invest in additional equipment to serve production at Phan Vu Ha Nam Concrete Joint Stock Company (deducted from the development investment fund) with the aim of improving productivity.

(Details in the Report on production and business results in 2025 and the production and business plan for 2026)

4.2. Report of the Board of Directors:

The General Meeting listened to Mr. Phan Khac Long – Chairman of the Board of Directors presenting the main content of the company's Board of Directors' Report

(Details in the Board of Directors' Report on the results of activities in 2025, Activity plan for 2026).

4.3. Report of the independent member of the Board of Directors:

The General Meeting listened to Mr. Hoang Kim Anh presenting the main content of the Report of the independent member of the Board of Directors.

(Details in the Summary Report on the activities of the independent member of the Board of Directors in 2025 and the activity plan for 2026)

4.4. Report on the activities of the Supervisory Board:

The General Meeting listened to Ms. Le Thi Anh – Head of the Supervisory Board presenting the Report on the activities of the Supervisory Board.

(Details in the Summary Report on the activities of the Supervisory Board in 2025, Activity plan for 2026)

4.5. Contents submitted to the General Meeting:

Based on the documents of the 2026 Annual General Meeting sent to shareholders, Mr. Pham Trung Thanh – Member of the Board of Directors presented the contents of the proposals at the General Meeting.

(Details of the attached proposals)

4.6. Audited financial statements for the year 2025:

The separate financial statements and consolidated financial statements for the year 2025 have been audited: Details are posted on the website http://www.phanvuhanam.com.vn and the official electronic information page of the Ho Chi Minh City Stock Exchange as prescribed.

The basic financial indicators for the year 2025 are as follows:

No.	Indicator	Unit	Parent company	Consolidated
1	Total assets	VND	662.917.654.628	646.363.846.705
2	Owner's equity	VND	553.771.875.408	553.706.210.809
3	Total revenue	VND	462.031.175.937	462.031.175.937
4	Profit after tax	VND	18.792.290.537	18.770.767.464
5	Basic earnings per share	VND		365

4.7. Consolidated business plan for 2026:

No.	Indicator	Unit	Year 2025	Plan for 2026
1	Charter capital	Billion VND	462,26	462,26
2	Consolidated revenue	Billion VND	462	430
3	Profit after tax	Billion VND	18,7	17,2

4.8. Profit distribution plan for 2025 and profit distribution plan for 2026:
*** rofit distribution plan for 2025:**

Indicator	Rate (%)	Value (VND)
Accumulated undistributed profit after tax from previous years		33.743.015.656
Consolidated profit after tax for 2025		18.770.767.464
Distribution to funds from consolidated profit after tax for 2025	25%	4.692.691.866
Bonus and welfare fund	*10%*	1.877.076.746
Development investment fund	*15%*	2.815.615.120
Bonus for Board of Directors, Supervisory Board, Board Secretary in 2025		606.601.325
Bonus for Executive Board in 2025		606.601.325
Dividend payment for 2025 (in cash)	2,5% (Charter capital)	11.556.656.500
Including:		
- Advance payment of 2025 dividends in cash has been made. *+ Record date: 10/02/2026.* *+ Payment date: 12/03/2026*	*1,5% (Charter Capital) (One share receives 150 VND)*	*6.933.993.900*
- Remaining 2025 dividends distributed in cash.	*1% (Charter Capital) (One share receives 100 VND)*	*4.622.662.600*

*** 2026 Profit Distribution Plan**

Indicator	Planned Implementation	Notes
Allocation to reward and welfare fund	10% of consolidated after-tax profit	
Allocation to development investment fund	15% of consolidated after-tax profit	
Remuneration for Board of Directors, Supervisory Board, Board Secretary	1% of consolidated after-tax profit	If achieving from 80% to 100% of the consolidated after-tax profit plan
	2% of consolidated after-tax profit plus the	If achieving over 100% of the consolidated after-tax profit plan

	corresponding excess ratio	
Remuneration for Executive Board	1% of consolidated after-tax profit	If achieving from 80% to 100% of the consolidated after-tax profit plan
	2% of consolidated after-tax profit plus the corresponding excess ratio	If achieving over 100% of the consolidated after-tax profit plan
2026 dividend distribution (in cash)	2,5% (Charter Capital)	

- Authorize the Company Director to base on the actual situation to make payments in accordance with current legal regulations

4.9. Finalization of remuneration for the Board of Directors, Supervisory Board, and Board Secretary in 2025 and the remuneration distribution plan for the Board of Directors, Supervisory Board, and Board Secretary in 2026:

*** Finalization of remuneration for the Board of Directors, Supervisory Board, and Board Secretary in 2025**

The remuneration distribution level (for 2025) is: 810.000.000 VND (Eight hundred ten million VND).

*** Remuneration distribution plan for the Board of Directors, Supervisory Board, and Board Secretary 2026:**

No.	Position	Quantity (People)	Monthly Remuneration (VND)	Number of months receiving remuneration	Remuneration for 2026 (VND)
1	Chairman of the Board	1	12.500.000	12	150.000.000
2	Board Member	4	8.000.000	12	384.000.000
3	Head of Supervisory Board	1	8.000.000	12	96.000.000
4	Supervisory Board Member	2	5.000.000	12	120.000.000
5	Board Secretary	1	5.000.000	12	60.000.000
Total					810.000.000

Authorize the Company Director to choose the timing for distributing the Board of Directors' remuneration and to decide on accounting for these amounts in accordance with legal regulations.

4.10. List of selected auditing firms for the 2026 fiscal year:

Select one independent auditing firm to audit/review the company's financial statements from the following list of auditing firms:

i. Ernst & Young Vietnam Limited Liability Company
ii. CPA VIETNAM Auditing Limited Liability Company;
iii. AASC Auditing Firm Limited Liability Company;
iv. Vietnam Auditing and Valuation Company Limited;

The company selects 01 (one) independent auditing company to conduct the audit/review of the company's financial statements from the list of 04 (four) auditing companies above.

In case of disagreement with the above auditing companies regarding the schedule and audit fees, the General Meeting of Shareholders authorizes the Board of Directors to choose from the remaining auditing companies in the list of independent auditing companies approved by the State Securities Commission to audit the 2026 financial statements and review the quarterly financial statements, semi-annual financial statements of 2026 (if necessary as required by the state management agency).

4.11. Update of the head office address in the company's Charter according to the new administrative boundaries:

* Update of the head office address in the company's Charter according to the new administrative boundaries as follows:

- Address: Thi Son Industrial Cluster, Ly Thuong Kiet Ward, Ninh Binh Province.

(Other contents in the Charter remain unchanged)

* Authorization to implement:

- The legal representative of the Company signs and issues the Company Charter, which takes effect immediately after being approved by the General Meeting of Shareholders.

5. Opinions discussed at the General Meeting

The meeting conducted discussions, summarizing the opinions as follows:

- **Opinion 1 (code FCM 2140):**

- The stock price does not reflect its true value. So, should we do publicity to improve the stock price? And in this way, shareholders also benefit when the stock price increases.

Answer:

** Mr. Phan Khac Long – Chairman of the Board of Directors, on behalf of the Presidium, replied:*

- Acknowledging that the company is not overly focused on publicity for its stock because the company wants to implement substantive actions based on the current capital. Moreover, our revenue is also only equivalent to the charter capital, making it difficult to push up the stock price. From one perspective, the current market stock price is not good news for shareholders. However, from another perspective, it is a positive point: considering the 2,5% dividend payout ratio based on the cost price, compared to the actual market price, the profit is quite good.

- On behalf of the Board of Directors, I acknowledge the contributions of our shareholders. The Board will work with the Management and the Marketing department of the parent company to focus more on this content, especially during the 30th anniversary communication of the parent company (Phan Vũ Investment Joint Stock Company).

- It is assessed that once the Thai Ha project is approved, the stock price will increase (hoping to double the current value); the most important thing is still to boost production, maintain stability for development, invest in additional production lines, and expand manufacturing.

6. Voting results on the contents submitted to the General Meeting

Based on the announcement of the Shareholder Qualification Inspection Committee, as of before the voting time at 10:30 AM on April 23, 2026, the number of shareholders/authorized representatives attending the General Meeting was 7 persons, representing 23.740.078 shares.

Voting results:

Ms. Le Thi Anh – Head of the Vote Counting Committee announced that the number of ballots collected was 7 ballots, representing 23.740.078 shares, accounting for 100% of the voting shares issued.

No.	Content	Agree		Disagree		No opinion	
		Number of shares	Percentage %	Number of shares	Percentage %	Number of shares	Percentage %
1	Approval of the Report on production and business results in 2025, production and business plan for 2026	23.740.078	100%	0	0%	0	0%
2	Approval of the Board of Directors' report on the results of 2025 activities, plan for 2026 activities	23.740.078	100%	0	0%	0	0%
3	Approval of the summary report of the independent Board of Directors member for 2025 and plan for 2026 activities	23.740.078	100%	0	0%	0	0%
4	Approval of the summary report on the activities of the Supervisory Board in 2025, plan for 2026 activities	23.740.078	100%	0	0%	0	0%
5	Approval of the audited financial statements for 2025	23.740.078	100%	0	0%	0	0%
6	Approval of the production and business plan for 2026	23.740.078	100%	0	0%	0	0%
7	Approval of the profit distribution plan for 2025 and profit distribution plan for 2026	23.740.078	100%	0	0%	0	0%
8	Approval of the settlement of remuneration for the Board of Directors and Supervisory Board in 2025; projected remuneration distribution for the Board of Directors and Supervisory Board in 2026	23.740.078	100%	0	0%	0	0%
9	Approval of the list of auditing units for the 2026 financial statements 100%	23.740.078	100%	0	0%	0	0%
10	Approval of updating the company's head office address in the Charter according to the new administrative boundary	23.740.078	100%	0	0%	0	0%

(Note: voting percentages are calculated based on the total number of shares with voting rights attending the General Meeting)

Thus, with the above approval rates in accordance with the law and the Company Charter, all contents presented by the Board of Directors to the General Meeting of Shareholders have been approved by the Meeting.

7. Contents approved at the General Meeting of Shareholders:

- Report on production and business results in 2025, plan for 2026 activities.

- Report of the Board of Directors on the operational results in 2025, Activity plan for 2026.

- Summary report of the independent members of the Board of Directors in 2025 and activity plan for 2026.

- Summary report on the activities of the Supervisory Board in 2025, activity plan for 2026.

- Proposal for approval of the audited Financial Report for 2025.

- Proposal for the business production plan for 2026.

- Proposal for the profit distribution plan for 2025 and the profit distribution plan for 2026.

- Proposal for the settlement of remuneration for the Board of Directors and Supervisory Board in 2025; expected remuneration distribution for the Board of Directors and Supervisory Board in 2026.

- Proposal for the selection list of the auditing unit for the 2026 financial report.

- Proposal for updating the head office address in the company's Charter according to the new administrative boundary.

8. Approval of the Minutes and Resolution of the 2026 Annual General Meeting of Shareholders:

- Mr. Nguyen Huu Thieu, on behalf of the Secretariat, presented to the Meeting the content of the Minutes and Draft Resolution of the 2026 Annual General Meeting of Shareholders.

- Mr. Phan Khac Long – Chairman took the Meeting's opinion to approve the Minutes and Resolution of the 2026 Annual General Meeting of Shareholders on April 23, 2026, by raising voting cards.

Result: The number of shareholders representing the voting shares present at the Meeting voted 100% in favor.

This minutes was made at 10:55 AM on April 23, 2026, immediately after the conclusion of the 2026 Annual General Meeting of Shareholders of Phan Vu Ha Nam Concrete Joint Stock Company./.

ON BEHALF OF THE SECRETARIAT OF THE GENERAL MEETING	CHAIRMAN OF THE GENERAL MEETING OF SHAREHOLDERS CHAIRMAN OF THE BOARD OF DIRECTORS
Nguyen Huu Thieu	Phan Khac Long

PHAN VU HA NAM CONCRETE
JOINT STOCK COMPANY

CÔNG TY CỔ PHẦN BÊ TÔNG PHAN VŨ HÀ NAM

SOCIALIST REPUBLIC OF VIET NAM
Independence – Freedom – Happiness

Ninh Binh, April 23, 2026

MINUTES OF VERIFICATION OF SHAREHOLDER ELIGIBILITY ATTENDING THE 2026 ANNUAL GENERAL MEETING OF SHAREHOLDERS

To: The Annual General Meeting of Shareholders 2026

Today, April 23, 2026, at the headquarters of Phan Vu Ha Nam Concrete Joint Stock Company (Address: Thi Son Industrial Cluster, Ly Thuong Kiet Ward, Ninh Binh Province), the Annual General Meeting of Shareholders 2026 is held.

The shareholder eligibility verification committee includes:

- Ms. Le Thi Anh(Head of the Supervisory Board) : Head of the committee
- Ms. Ngo Thi Thanh : Member
- Ms. Tran Thi Hue : Member

The shareholder eligibility verification committee has conducted the verification of the shareholders attending the meeting with the following specific results:

According to the list of shareholders as of March 24, 2026, provided by the Vietnam Securities Depository and Clearing Corporation, a total of 3,096 shareholders have the right to attend the meeting, representing 46,226,626 voting shares, accounting for 100%.

The result of the shareholder eligibility verification at 9 hour 00 minute on April 23, 2026, shows that the total number of shareholders and authorized representatives attending the meeting is: 7 persons, representing **23,740,078** shares, corresponding to **51.3559** % of the voting shares.

Based on the Enterprise Law and the charter of Phan Vu Ha Nam Concrete Joint Stock Company, the Annual General Meeting of Shareholders 2026 of Phan Vu Ha Nam Concrete Joint Stock Company has met the conditions to proceed.

The shareholder eligibility verification report was prepared at 9 hour 00 minute on April 23, 2026, and has been publicly read before the meeting./.

ON BEHALF OF THE SHAREHOLDER ELIGIBILITY VERIFICATION COMMITTEE
Head of Committee

Le Thi Anh

PHAN VU HA NAM CONCRETE JOINT STOCK COMPANY

CÔ PHẦN BÊ TÔNG PHAN VŨ HÀ NAM

SOCIALIST REPUBLIC OF VIET NAM
Independence – Freedom – Happiness

Ninh Binh, April 23, 2026

MINUTES OF VERIFICATION OF SHAREHOLDER ELIGIBILITY ATTENDING THE 2026 ANNUAL GENERAL MEETING OF SHAREHOLDERS

To: The Annual General Meeting of Shareholders 2026

Today, April 23, 2026, at the headquarters of Phan Vu Ha Nam Concrete Joint Stock Company (Address: Thi Son Industrial Cluster, Ly Thuong Kiet Ward, Ninh Binh Province), the Annual General Meeting of Shareholders 2026 is held.

The shareholder eligibility verification committee includes:

- Ms. Le Thi Anh(Head of the Supervisory Board) : Head of the committee
- Ms. Ngo Thi Thanh : Member
- Ms. Tran Thi Hue : Member

The shareholder eligibility verification committee has conducted the verification of the shareholders attending the meeting with the following specific results:

According to the list of shareholders as of March 24, 2026, provided by the Vietnam Securities Depository and Clearing Corporation, a total of 3,096 shareholders have the right to attend the meeting, representing 46,226,626 voting shares, accounting for 100%.

The result of the shareholder eligibility verification at 10 hour 30 minute on April 23, 2026, shows that the total number of shareholders and authorized representatives attending the meeting is: 7 persons, representing **23,740,078** shares, corresponding to **51.3559** % of the voting shares.

Based on the Enterprise Law and the charter of Phan Vu Ha Nam Concrete Joint Stock Company, the Annual General Meeting of Shareholders 2026 of Phan Vu Ha Nam Concrete Joint Stock Company has met the conditions to proceed.

The shareholder eligibility verification report was prepared at 10 hour 30 minute on April 23, 2026, and has been publicly read before the meeting./.

ON BEHALF OF THE SHAREHOLDER ELIGIBILITY VERIFICATION COMMITTEE
Head of Committee

Le Thi Anh

PHAN VU HA NAM CONCRETE
JOINT STOCK COMPANY

SOCIALIST REPUBLIC OF VIET NAM
Independence - Freedom - Happiness

Ninh Binh, April 23, 2026

VOTING BALLOT MINUTES

ANNUAL GENERAL MEETING OF SHAREHOLDERS 2026
PHAN VU HA NAM CONCRETE JOINT STOCK COMPANY

- *Pursuant to the Enterprise Law No. 59/2020/QH14 dated June 17, 2020;*
- *Pursuant to the Securities Law No. 54/2019/QH14 effective from January 1, 2021, and related guiding documents;*
- *Pursuant to the Charter of Phan Vu Ha Nam Concrete Joint Stock Company;*
- *Pursuant to the Regulation on the Organization of the General Meeting and the Voting and Ballot Counting Rules at the 2026 Annual General Meeting of Phan Vu Ha Nam Concrete Joint Stock Company;*

Our ballot counting committee includes:

1. Ms. Le Thi Anh - Head of the Supervisory Board : Head of the committee
2. Ms. Ngo Thi Thanh : Member
3. Ms. Tran Thi Hue : Member

The ballot counting committee has distributed to each attending shareholder:

+ 01 Voting ballot;

After guiding and supervising the shareholders during the voting process, we have collected the voting ballots and proceeded with the ballot counting. The ballot counting committee reports the voting results before the General Meeting as follows:

I. Voting contents at the General Meeting:

- Total number of voting ballots distributed: **7** ballots, representing **23,740,078** shares, accounting for 100% of voting shares attending the General Meeting.
- Total number of voting ballots collected: **7** ballots, representing **23,740,078** shares, accounting for **100%** of voting shares distributed.

II. Voting results:

No.	Content	Agree		Disagree		No opinion		Total valid ballots	Total invalid ballots
		Number of shares	Ratio %	Number of shares	Ratio %	Number of shares	Ratio %		
1	Approval of the Report on Production and Business Results in 2025, Production and Business Plan for 2026	23,740,078	100	0	0	0	0	7	0
2	Approval of the Board of Director's Report on the 2025 performance, 2026 Activity Plan	23,740,078	100	0	0	0	0	7	0
3	Approval of the Independent Board Member's summary report for 2025 and activity plan for 2026	23,740,078	100	0	0	0	0	7	0
4	Approval of the Supervisory Board's activity summary report for 2025, activity plan for 2026	23,740,078	100	0	0	0	0	7	0
5	Approval of the audited financial statements for 2025	23,740,078	100	0	0	0	0	7	0
6	Approval of the production and business plan for 2026	23,740,078	100	0	0	0	0	7	0
7	Approval of the profit distribution plan for 2025 and the profit distribution plan for 2026	23,740,078	100	0	0	0	0	7	0
8	Approval of the remuneration settlement for the Board of Directors and Supervisory Board in 2025; projected remuneration distribution for the Board of Directors and Supervisory Board in 2026	23,740,078	100	0	0	0	0	7	0
9	Approval of the list of auditing units for the 2026 financial statements	23,740,078	100	0	0	0	0	7	0
10	Approval of updating the company headquarters address in the Charter according to the new administrative boundary	23,740,078	100	0	0	0	0	7	0

Note: *The voting ratio is calculated based on the total number of voting shares attending the General Meeting*

According to the above ratio, all reports and proposals have been approved at the General Meeting of Shareholders.

The vote counting committee commits to the accuracy of this Minutes. This Minutes was completed at 10 hour 35 minute, on April 23, 2026, and was publicly approved before the entire 2026 Annual General Meeting of Shareholders of Phan Vu Ha Nam Concrete Joint Stock Company./.

VOTE COUNTING COMMITTEE

Head of Committee	Member	Member
Le Thi Anh	Ngo Thi Thanh	Tran Thi Hue

PHAN VŨ GROUP
UY TÍN - SÁNG TẠO - HỢP TÁC - HIỆU QUẢ
PHAN VŨ HÀ NAM

CÔNG TY CỔ PHẦN BÊ TÔNG PHAN VŨ HÀ NAM
MSDN: 0700252549 - C.T.C.P

PROGRAM
ANNUAL GENERAL MEETING OF SHAREHOLDERS 2026
PHAN VU HA NAM CONCRETE JOINT STOCK COMPANY

Time: from 09:00, April 23, 2026
Location: Headquarters of Phan Vu Ha Nam Concrete Joint Stock Company
(Thi Son Industrial Cluster, Ly Thuong Kiet Ward, Ninh Binh Province)

No.	Time	Content
1	08:30 AM - 09:00 AM	- Reception of delegates and verification of shareholder eligibility
2	09:00 AM - 09:30 AM	- Report on the results of shareholder eligibility verification. - Introduction of the Presidium and the Secretariat of the Meeting - Approval of the agenda and working regulations of the Meeting - Opening of the Meeting
3	09:30 AM - 10:00 AM	***Approval of reports:*** - Report on business production activities in 2025, Business production plan for 2026 - Report of the Board of Directors on the results of activities in 2025, Activity plan for 2026 - Summary report on the activities of independent Board members in 2025 and activity plan for 2026. - Summary report on the activities of the Supervisory Board in 2025 and activity plan for 2026
4	10:00 AM - 10:25 AM	***Approval of proposals:*** - Proposal to approve the audited 2025 Financial Report - Proposal for the 2026 business production plan. - Proposal on the profit distribution plan for 2025 and profit distribution plan for 2026. - Proposal on the settlement of remuneration for the Board of Directors and Supervisory Board in 2025; projected remuneration distribution for the Board of Directors and Supervisory Board in 2026. - Proposal on the list of auditing firms for the 2026 financial report. - Proposal on updating the head office address in the company charter according to the new administrative boundary.
5	10:25 AM – 10:35 AM	- Discussion and answering questions
6	10:35 AM – 10:50 AM	- Proceed to vote on the Reports and Proposals at the Congress
7	10:50 AM – 11:15 AM	- Congress breaks and vote counting
8	11:15 AM – 11:25 AM	- Announcement of voting results on the Reports and Proposals at the Congress
9	11:25 AM – 11:45 AM	- Approval of the meeting minutes and the Resolution of the General Meeting of Shareholders - Closing of the Congress

PHAN VU HA NAM CONCRETE JOINT STOCK COMPANY	**SOCIALIST REPUBLIC OF VIET NAM** **Independence – Freedom – Happiness**

Ninh Binh, day 01 month 04 year 2026

ORGANIZATIONAL REGULATIONS
ANNUAL GENERAL MEETING OF SHAREHOLDERS
PHAN VU HA NAM CONCRETE JOINT STOCK COMPANY 2026

CHAPTER I
GENERAL PROVISIONS

Article 1. Scope of application

1.1 These regulations apply to the organization of the Annual General Meeting of Shareholders in 2026 ("AGM") of Phan Vu Ha Nam Concrete Joint Stock Company **("Company"")**

1.2 These regulations specifically stipulate the rights and obligations of shareholders, attendees of the AGM, conditions, and procedures for conducting the AGM.

Article 2. Subjects of application

Shareholders and attendees of the AGM are responsible for complying with the provisions of these regulations.

CHAPTER II
RIGHTS AND OBLIGATIONS OF SHAREHOLDERS, ATTENDEES AT THE GENERAL MEETING OF SHAREHOLDERS

Article 3. Rights and obligations of shareholders

3.1 Conditions for attending the AGM:

Being shareholders or authorized representatives of shareholders listed in the shareholder list as of March 24, 2026, attending the AGM.

3.2 Rights of shareholders when attending the AGM:

(a) All shareholders of the company have the right to attend, discuss, and vote on matters within the authority of the AGM in accordance with current legal regulations and the Company's Charter.

(b) In case of inability to attend the AGM, shareholders may authorize others to attend and vote on matters within their authority. This authorization must be made in writing according to the form attached to the Company's AGM invitation letter.

(c) At the AGM, each shareholder or authorized representative of the shareholder will receive a Voting Card and Ballot after registering to attend the AGM with the Shareholder Eligibility Verification Committee.

The voting value of the Voting Card corresponds to the proportion of voting shares owned or represented by that person according to the registration to attend the General Meeting of Shareholders (GMS) over the total number of voting shares of shareholders/authorized representatives of shareholders present at the GMS.

(d) Shareholders or authorized representatives arriving late to the GMS have the right to register and then participate and vote immediately at the GMS, but the chairperson is not responsible for stopping the GMS, and the validity of the voting rounds conducted prior will not be affected.

3.3 Obligations of shareholders when attending the GMS:

(a) Shareholders or authorized representatives of shareholders attending the GMS must bring their Citizen Identification Card/Passport, Meeting Invitation Notice, Power of Attorney (for authorized representatives), and register to attend the GMS with the Shareholder Eligibility Verification Committee.

(b) Comply with the provisions of these Regulations.

(c) Seriously comply with the rules at the GMS, respect the working results at the GMS.

(d) The attire of shareholders attending the GMS must ensure politeness and formality.

(e) Behave in a civilized and polite manner, do not cause disorder or confusion, do not smoke in the meeting room, and do not use mobile phones during the GMS. Mobile phones must be turned off or set to silent.

(f) Shareholders entering the GMS room must sit in the correct seat or area designated by the GMS Organizing Committee, and comply with the management of the Chairperson and the GMS Organizing Committee.

(g) Shareholders leaving before the General Meeting of Shareholders (GMS) ends must return their voting cards and submit the marked voting ballots as prescribed.

Article 4. Rights and obligations of the Chairperson and the Chairing Committee

4.1 The Chairing Committee consists of 03 (three) members introduced by the Chairperson and approved by the GMS, and the Chairman of the Board of Directors acts as the Chairperson of the meeting.

4.2 The Chairing Committee has the following functions and duties:

(a) To preside over the GMS.

(b) To carry out necessary tasks to ensure the GMS is conducted properly and orderly, and/or that the GMS reflects the wishes of the majority of attending shareholders.

(c) To guide delegates and the GMS in discussions.

(d) To present drafts, collect voting opinions, and conclude issues within the Meeting Agenda and related matters throughout the GMS.

(e) To answer shareholders' questions related to the issues discussed at the GMS.

(f) To resolve any and all arising issues (if any) during the GMS.

(g) Without needing the GMS's consent, the Chairing Committee may postpone the GMS to another time (in accordance with the Enterprise Law, other relevant legal documents, and the Company's Charter) and at another location decided by the Chairperson if it is deemed that:

(i) The meeting venue does not have sufficient convenient seating for all attending shareholders;

(ii) Participants in the meeting who obstruct, cause disorder, or pose a risk of preventing the meeting from being conducted fairly and legally.

(h) The decision of the Chairing Committee regarding the order, procedures, or events arising outside the Meeting Agenda shall be final and binding.

Article 5. Rights and obligations of the General Meeting Secretary

The Chairperson appoints the General Meeting Secretary to perform assistance tasks as assigned by the Chairing Committee, including:

(a) Fully and honestly recording the entire content of the General Meeting of Shareholders (including issues approved or reserved by the General Meeting of Shareholders).

(b) Assisting the Chairing Committee in announcing the draft Minutes and Resolutions of the General Meeting of Shareholders and notifications from the Chairing Committee to shareholders upon request.

(c) Receiving shareholders' question slips.

Article 6. Rights and obligations of the Shareholder Eligibility Verification Committee

The Shareholder Eligibility Verification Committee consists of 03 (three) members decided by the Board of Directors, with the following functions and duties:

(a) Verify the eligibility of shareholders or authorized representatives attending the General Meeting of Shareholders: Citizen ID/Passport, Meeting Invitation Notice, Power of Attorney (for authorized representatives).

(b) Distribute to shareholders or authorized representatives attending the General Meeting of Shareholders: Voting cards, Ballot papers, and other meeting documents.

(c) Report to the General Meeting of Shareholders on the results of verifying shareholder eligibility to attend the General Meeting of Shareholders.

Article 7. Rights and obligations of the Vote Counting Committee

7.1 The Vote Counting Committee consists of 03 (three) members introduced by the Chairing Committee and approved by the General Meeting of Shareholders.

7.2 The Vote Counting Committee is responsible for:

(a) Reading the Regulations.

(b) Reading the Voting and Vote Counting Regulations.

(c) Introduce the ballots and distribute the ballots.

(d) Collect the ballots after the General Meeting of Shareholders votes.

(e) Conduct the vote counting.

(f) Report to the General Meeting of Shareholders on the vote counting results.

CHAPTER III

CONDUCTING THE GENERAL MEETING OF SHAREHOLDERS

Article 8. Conditions for holding the General Meeting of Shareholders

The General Meeting of Shareholders shall be held when the number of attending shareholders represents more than 50% of the total voting shares (according to the shareholder list prepared at the time of closing the shareholder list to exercise the right to attend the General Meeting of Shareholders).

Article 9. Method of conducting the General Meeting of Shareholders

9.1 The General Meeting of Shareholders is expected to take place in one day.

9.2 The General Meeting of Shareholders will sequentially discuss and approve the contents stated in the Meeting Agenda.

Article 10. Discussing meeting contents and answering questions.

After the reports are presented, the Chairperson of the General Meeting of Shareholders shall continue to preside over the discussion session, receive opinions from shareholders, and answer questions according to the following principles and methods:

10.1 Shareholders attending the General Meeting of Shareholders register their speaking content with the Chairperson through the secretary using the company's Opinion Contribution Form. After being granted permission by the Chairperson to speak, shareholders shall speak concisely and avoid repetition.

Each shareholder's speaking time shall not exceed 03 minutes per turn, except in cases where the Chairperson of the Meeting decides otherwise to ensure the progress and effectiveness of the Meeting.

10.2 The Chairperson shall only directly answer key questions related to the contents in the Meeting Agenda;

The Chairman of the General Meeting has the right to:

- Remind shareholders to speak according to the agenda content;

- Stop shareholders from speaking if the proposed issues and discussions are deemed unrelated to the Meeting agenda.
- Reject opinions unrelated to the General Meeting content; Not explain specialized content serving the individual shareholder's specific requests.
- Limit or end the speech when exceeding the prescribed time;
- Combine duplicate questions for the Board of Directors or the Executive Board to answer collectively.

10.3 Questions not directly related to the General Meeting content but within the rights and interests of shareholders will be collected by the Secretary and the Chairman will answer in another form suitable to the Company's Charter provisions and legal regulations.

10.4 Questions not answered in time during the General Meeting due to limited time will also be answered by the Chairman directly to shareholders in another form.

Article 11. Approval of decisions of the General Meeting of Shareholders

Decisions of the General Meeting of Shareholders are approved according to the provisions of the Company's Charter and the voting and ballot regulations approved by the 2026 General Meeting of Shareholders.

Article 12. Minutes of the General Meeting of Shareholders

The content of the General Meeting of Shareholders is recorded in the Minutes. The Minutes of the General Meeting of Shareholders are read and approved before the meeting is adjourned.

CHAPTER IV
OTHER PROVISIONS

Article 13. Organization of unsuccessful General Meeting of Shareholders

13.1 In the event that the first General Meeting of Shareholders (GMS) does not meet the conditions for proceeding as stipulated in Article 8 of this regulation, the convening of the second GMS must be carried out within 30 (thirty) days from the date the first GMS was scheduled to open. The second GMS shall be conducted when the number of attending members, including shareholders and authorized representatives, accounts for at least 33% of the total voting shares.

13.2 In the event that the second GMS does not meet the conditions for proceeding as stipulated in Clause 13.1 of this Article, the convening of the third GMS may be carried out within 20 (twenty) days from the date the second GMS was scheduled to open. In this case, the GMS shall be conducted regardless of the number of shareholders attending.

CHAPTER V
EFFECTIVENESS AND ENFORCEMENT

Article 14. Effectiveness and enforcement

This regulation consists of 05 Chapters and 14 Articles and takes effect immediately after being approved by the GMS

ON BEHALF OF THE BOARD OF DIRECTORS
CHAIRMAN

CÔNG TY CỔ PHẦN BÊ TÔNG PHAN VŨ HÀ NAM

Phan Khac Long

PHAN VU HA NAM CONCRETE JOINT STOCK COMPANY	**SOCIALIST REPUBLIC OF VIET NAM** **Independence – Freedom – Happiness**

Ninh Binh, day 01 month 04, year 2026

VOTING AND BALLOTING REGULATIONS
AT THE 2026 ANNUAL GENERAL MEETING OF SHAREHOLDERS
PHAN VU HA NAM CONCRETE JOINT STOCK COMPANY

The voting and balloting at the 2026 Annual General Meeting of Shareholders of Phan Vu Ha Nam Concrete Joint Stock Company ("the Meeting") shall be conducted according to the following provisions:

1. Voting principles:

(a) All decisions of the 2026 Annual General Meeting of Shareholders must be voted on openly and directly under the chairmanship of the Presidium.

(b) Decisions of the General Meeting of Shareholders shall be approved by voting when reaching the minimum rate prescribed by law and the Company's Charter.

(c) Each shareholder has a number of votes equal to the total number of shares owned and represented by that person.

2. Voting regulations:

(a) Upon registration to attend the Meeting, the shareholder eligibility verification committee shall issue each shareholder or authorized representative with a VOTING CARD and BALLOT PAPER entitled to vote.

(b) The Voting Card and Ballot Paper, used to vote on the Meeting's contents, are pre-printed cards and papers, in the Company's format, with barcodes and the Company's seal. Each ballot contains the following information: full name of the shareholder or authorized person, shareholder code, number of shares owned, number of shares authorized, total number of shares entitled to vote.

(c) Voting method:

- Voting by raising the VOTING CARD when the Chair requests voting on the following issues:

(i) Approval of the selection of the Chairperson, Secretary, and Vote Counting Committee;

(ii) Approval of the meeting agenda, the regulations for organizing the General Meeting of Shareholders, and the voting and vote counting rules;

(iii) Approval of the minutes and resolutions of the General Meeting of Shareholders and other contents at the General Meeting of Shareholders;

- Shareholders will vote by raising the VOTING CARD as directed by the Chairperson to express their vote: Agree, Disagree, or No Opinion.

- Voting by VOTING BALLOT is used to vote on the contents of the meeting agenda, including reports, proposals, and other decisions approved at the Meeting.

In one VOTING BALLOT, the items for opinion on each content are voted on independently. The invalidity of the decision part of this content will not affect the validity of the voting parts on other contents.

In case the VOTING BALLOT is no longer intact or is crossed out or mistakenly marked, shareholders can contact the Meeting Organizing Committee to be issued a new VOTING BALLOT and must return the old VOTING BALLOT.

How to fill out the VOTING BALLOT:

(i) Shareholders mark "X" in one of the boxes: Agree, Disagree, or No Opinion corresponding to each issue stated in the VOTING BALLOT.

(ii) In case there are voting issues arising beyond the contents in the BALLOT PAPER, provided that these issues are approved by the General Meeting to be included in the contents of the BALLOT PAPER, shareholders will write these new contents in the blank line of the BALLOT PAPER according to the

instructions of the Chairing Committee. Similarly, shareholders mark "X" in one of the boxes: Agree, or Disagree, or No opinion corresponding to each added content.

(d) Other regulations regarding VOTING CARDS, BALLOT PAPERS:

VOTING CARD: printed on **pink** paper.

BALLOT PAPER: printed on **white** paper.

3. Invalid ballots:

Ballots are considered invalid in the following cases:

-Ballots not following the prescribed form, not issued by the Company, without the barcode prescribed by the Company, without the Company's seal;

- Ballots torn apart, no longer intact;
- Ballots containing additional information not according to the Chairing Committee's instructions, adding symbols;
- Ballots not filled in any box or filled in more than one answer option without the shareholder's signature on the final answer option;
- No signature of the shareholder or the shareholder's authorized representative.

4. Principles of collecting ballots and organizing vote counting:

(a) The Vote Counting Committee must collect the ballots after the General Meeting of Shareholders has voted and then proceed to count the votes.

(b) Before opening the ballot box, the Vote Counting Committee must inventory and seal the unused ballots.

(c) The Vote Counting Committee is not allowed to erase or correct anything on the collected ballots.

(d) The Vote Counting Committee is responsible for the accuracy and transparency of the vote counting process and the results.

5. Announcement of vote counting results and complaints about the vote counting results:

(a) The Head of the Vote Counting Committee announces the vote counting results before the General Meeting before adjourning the meeting

(b) Any complaints about the vote counting results will be reviewed and resolved immediately by the Chairperson at the General Meeting.

Effectiveness: These voting and vote counting regulations take effect immediately after being approved by the General Meeting.

ON BEHALF OF THE BOARD OF DIRECTORS
CHAIRMAN

CÔNG TY CỔ PHẦN BÊ TÔNG PHAN VŨ HÀ NAM

Phan Khac Long

PHAN VU HA NAM CONCRETE JOINT STOCK COMPANY
Address: Thi Son Industrial Cluster, Ly Thuong Kiet Ward, Ninh Binh Province
Phone: (0226) 3533 038 Website: www.phanvuhanam.com.vn

REPORT
RESULTS OF BUSINESS PRODUCTION ACTIVITIES IN 2025 AND BUSINESS PRODUCTION ACTIVITY PLAN FOR 2026

Ninh Binh, April 2026

Based on:

- *Enterprise Law dated June 17, 2020.*
- *Charter of Phan Vu Ha Nam Concrete Joint Stock Company*
- *Consolidated financial statements for the fiscal year ending December 31, 2025.*

***To*: Annual General Meeting of Shareholders 2026**
Phan Vu Ha Nam Concrete Joint Stock Company

I. Situation Characteristics

1. Advantages:

- With the goal of double-digit GDP growth, the Government continues to accelerate disbursement of public investment capital, focusing on strategic transportation infrastructure, social welfare projects such as: housing for low-income people, projects addressing flooding and drainage... many solutions to remove difficulties for the real estate market are also being considered with a series of large real estate projects by corporations such as Sun Group, Vin Group, Sunshine... being implemented nationwide such as: Sun Ha Nam, Vin Co Loa, Sunshine Dan Phuong,…
- With FDI capital, Vietnam continues to be an attractive destination for foreign investors shifting supply chains, leading to increased demand for construction of factories and industrial parks.

2. Difficulties:

- The global political situation remains volatile and fraught with unpredictable risks. Besides the ongoing complex and escalating conflict between Russia and Ukraine, other regions around the world are also experiencing unpredictable fluctuations, such as the Middle East and Southeast Asia. U.S. policies are continuously changing, especially tariff policies, which significantly impact the costs of raw materials and logistics…
- The domestic economy is recovering well, with GDP growth in 2025 reaching 8.02%, but many risks remain due to the high openness of the economy and its susceptibility to international market influences. The inflation rate is estimated at 3.31%, within the Government's control range. Although the macroeconomic situation is stable, inflation risks persist from cost-push pressures, exchange rate fluctuations, and adjustments in public service prices.
- The construction sector has recovered and grown by over 9%. However, development is uneven across regions nationwide. Additionally, raw material prices fluctuate continuously and tend to increase due to supply not meeting demand.

Regarding pile demand: The Northern region is booming due to several real estate projects by major corporations such as Vin Group, Sun Group, Sunshine, etc., and the industrial market is developing steadily. However, many new production lines have been launched, creating significant pressure and competitive factors in the market.

II. Production and Business Results in 2025

1. Achieved Results

1.1. Financial Indicators

No.	Indicator	Unit	Year 2024	Year 2025		Percentage %
				Plan	Actual	Compared to Plan 2025 and 2024
1	Consolidated revenue	Billion	469	420	462	110%/98.5%
2	Consolidated after-tax profit	Billion	1.01	16.8	18.77	112%/1858%
3	Dividend payout	%	No payout		No dividend payout from 2024 net profit	

1.2. Detailed indicators

Indicator (billion)	FCM			Consolidated		
	Plan Year 2025	*Actual Year 2025*	*% compared to Plan year*	*Plan Year 2025*	*Actual Year 2025*	*% compared to Plan year*
Revenue (billion)	420	462	110%	420	462	110%
Net profit after tax (billion)	16.8	18.79	112%	16.8	18.77	112%

Some achievements for the year 2025

1.1. Exceeded the Group's assigned KPIs and achieved excellent accomplishments in 2025 such as: The title of Outstanding Unit at the Group level for the 6-month period and the entire year 2025; The first year in the factory's history to reach a production volume of 154,900 m3 of concrete, supplying 1,848,894 m of various types of piles to the market.

1.2. Officially and exclusively applied the ERP SAP management software in 2025 for production, business operations, and management.

1.3. Coordinated well with the Southern Hanoi Business Office and the Group's KHCCU Department in preparing and producing to meet the maximum market demand.

1.4. Met the progress requirements for industrial projects as well as real estate projects of major groups such as: Sun Group, Vin Group, Sun Shine...

1.5. Mastered the mix design as well as the production of driven piles ensuring construction quality at the Sun Ha Nam project, which was monitored and highly appreciated by the

Technical and Industrial Department of the group, meeting the requirements for producing driven piles for projects demanding high technical standards in the near future.

1.6. Employees actively participated in the initiative improvement movement. The entire company has successfully implemented 67 initiatives in production and business activities, bringing practical benefits in all aspects: productivity, quality, safety, working conditions, environment…

1.7. Proposed and successfully defended the initiative topic to improve the productivity of the centrifugal concrete workshop No. 1 from 170 molds/shift to 220 molds/shift with the group's Board of Directors, and the improvement is expected to be completed before July 31, 2026.

1.8. The loyal supplier system has at least 2-3 suppliers for each type and purchases are made at the best prices, especially for the main raw materials for pile production such as cement, additives, stone, etc,...

1.9. The system of regulations and procedures has been fully issued and operates according to the ISO 9001:2015 quality management system

2. Remaining issues

2.1. Regarding self-discipline in production, the workers directly producing the products are still not truly self-disciplined; they still need to be urged and reminded to pay attention to safety and quality.

2.2. The supply work is still slow, somewhat affecting Production and Maintenance.

3. Report on the implementation of the 2025 General Meeting of Shareholders and Board of Directors Resolution

3.1. The executive board always closely follows the resolutions approved by the 2025 annual general meeting of shareholders and the quarterly board of directors' resolutions, to seriously implement and achieve the revenue and net profit after tax results as stated above.

3.2. Implement the profit distribution plan approved by the general meeting of shareholders, such as: Allocating funds according to regulations.

3.3. Select E&Y as the auditing unit for the semi-annual and annual audits.

3.4. Implement compensation and site clearance for the Thai Ha project reaching 83.2% of the plan. The characteristic of this compensation project is: The enterprise negotiates directly with the people, not the state recovering land and handing it over to the enterprise. Therefore, negotiating with the people faces many difficulties. The current solution is to assign personnel to follow up together with the authorities of Hamlet 7 Cao Hao, Hamlet 8 Dong Lu Ha, Bac Ly Commune, Ninh Binh Province to persuade and mobilize each remaining household...

4. Challenges

Besides the achievements, the company cannot ignore the major challenges it faces such as

4.1. Increasing number of competitors in the centrifugal pile field, not only domestically but also from abroad.

4.2. Prices of main raw materials and supplies, especially cement, steel, stone, and fuel, fluctuate with an upward trend...

4.3. Human resources in the area are becoming increasingly scarce, especially skilled technical workers.

4.4. The global economic situation remains very difficult and complicated, and the real estate construction sector still faces many difficulties...

III. BUSINESS PRODUCTION PLAN FOR 2026

1. Basis for planning

- The global political situation remains complex and unpredictable

- Trade wars between major powers may occur under the trade protection policies of U.S. President Donald Trump. Vietnam is also at risk of being affected due to having a large trade surplus with the U.S. (about 119 billion USD)

- GDP growth in 2026 is forecasted to remain at a high double-digit level and continue double-digit GDP growth during the period from 2026-2030.

- Regarding pile demand: The North will remain stable with large real estate projects continuing to be invested in and the trend of shifting production chains from China to Vietnam continuing positively.

The market sees the emergence of some strong competitors such as: Dai Duong Pile Factory (Thanh Hoa), Petrolimex 2 Pile Factory (Hung Yen), 1285 Pile Factory (Thai Binh), Amacao 2 Factory (Ha Nam), Hung Dung 2 Factory (Ha Nam), Hoang Anh 2 Pile Factory (Nam Dinh), and some pile production lines expected to open in the coming years

- Promote what has been done well and overcome what has not been done. The Executive Board respectfully submits the 2025 Business Production Plan to the General Meeting of Shareholders as follows:

2. Main targets

No.	Target	Unit	2025 Actual	2026 Plan	Growth
1	Charter capital	Billion VND	462.26	462.26	
2	Consolidated revenue	Billion VND	462	430	
3	Consolidated net profit	Billion VND	18.77	17.2	
4	Dividend (% of charter capital)	%	No dividend payout from 2024 net profit	Dividend payout from 2025 net profit (2.5% in cash)	

3. Main solutions

a. Coordinate with VPNHN to focus on exploiting the Northern and North Central markets to seek new projects.

b. Continuously improve the Production organization and seek new mix designs to reduce costs and increase product competitiveness.
c. Successfully apply new management tools and models in company operations such as: ERP SAP, Power BI,...
d. Stabilize product quality to meet increasingly stringent customer demands.
e. Maintain regular and periodic maintenance to ensure stable equipment operation. Perform good preventive work on materials and main machine component assemblies to promptly handle incidents when they occur.
f. Plan investment in mold repair equipment to ensure the quality and lifespan of molds after 19 years of operation.
g. Collaborate with the group to participate in major, key domestic projects.
h. Focus on searching for new materials such as PG, XM to contribute to cost reduction

4. <u>Expansion investment</u>

a. Continue to implement investment in building Thai Ha concrete plant and Thai Ha port.
b. Propose to allocate from the development investment fund to invest in additional equipment serving production at FCM with the goal of improving productivity.

Ninh Binh, April 01, 2026

DIRECTOR

CÔNG TY CỔ PHẦN BÊ TÔNG PHAN VŨ HÀ NAM

Cao Van Thai

PHAN VŨ GROUP
UY TÍN - SÁNG TẠO - HỢP TÁC - HIỆU QUẢ
PHAN VŨ HÀ NAM

PHAN VU HA NAM CONCRETE JOINT STOCK COMPANY
Address: Thi Son Industrial Cluster, Ly Thuong Kiet Ward, Ninh Binh Province
Phone: (0226) 3533 038 Website: www.phanvuhanam.com.vn

REPORT
OF THE BOARD OF DIRECTORS

(On the results of operations in 2025, Activity plan for 2026)

Ninh Binh, month 4 year 2026

To: GENERAL MEETING OF SHAREHOLDERS

I. EVALUATION OF THE COMPANY'S OPERATIONS IN THE FINANCIAL YEAR 2025

1. Business/financial targets:

BUSINESS TARGETS

Target	Actual 2024	Plan 2025	Actual 2025	Plan completion rate (%)	Percentage compared to 2024
Consolidated revenue (billion VND)	469,07	420	462,03	110%	98,5%
Consolidated net profit after tax (billion VND)	1,005	16,8	18,770	111,7%	1.867,7%
Earnings per share (VND)	31		365		

FINANCIAL TARGETS

Target	ROA	ROE	ROS	Basic earnings per share (VND)
Actual 2025	2,9%	3,4%	4,06%	365
Actual 2024	0,1%	0,2%	0,2%	31

- Consolidated revenue in 2025 reached 462.031 trillion VND, achieving 110% of the plan and 98.5% compared to the actual in 2024.

- Consolidated profit in 2025 reached 18.770 trillion VND, achieving 111.7% of the plan and 1,867.3% compared to the actual in 2024.

OTHER INDICATORS ON THE CONSOLIDATED FINANCIAL REPORT

Target	Unit	As of 31/12/2025	As of 31/12/2024	Increase (+)/decrease (-) compared to previous year
Total Assets	VND	646,363,846,705	631,739,686,153	14,624,160,552
Current assets	VND	582,536,596,144	557,644,884,476	24,891,711,668
Non-current assets	VND	63,827,250,561	74,094,801,677	(10,267,551,116)
Inventories	VND	98,854,874,219	88,488,498,446	10,366,375,773
Cash and cash equivalents	VND	60,628,068,218	31,633,185,640	28,994,882,578
Liabilities	VND	92,657,635,896	96,703,717,478	(4,046,081,582)

Current ratio (= Current assets / Current liabilities)	Times	6.30	5.78	

SALES REVENUE STRUCTURE

Indicator *(Unit: billion VND)*	**PVHN**	**BT THAI HA**	**Consolidated**	**Year Plan**	**Completion rate/Plan (%)**	**Customer structure / Revenue (%)**
Revenue	462,031		462,031	420	110%	
Profit after tax	18,79	-0,02	18,77	16,8	112%	

2. Organizational structure

In 2025, due to the impact of the global economic recession and the Russia-Ukraine war, along with rapid fluctuations in input materials... greatly affecting the company's operations, through various economic stimulus measures focusing on public investment to promote and many solutions to resolve difficulties in the real estate market, a series of real estate projects by large corporations were implemented such as: Sun Hà Nam, Vin Cổ Loa, Vin Đan Phượng, Vin Vũ Yên... Helping the factory have stable work, improving income for employees... During the year, the turnover rate was not high, with little fluctuation, from management staff to employees quite assuredly attached to the company. At Phan Vũ Hà Nam, the organizational structure basically did not change.

3. Information disclosure and ensuring transparency.

Information disclosure is regularly ensured to be timely and transparent.

II. ACTIVITIES, REMUNERATION, AND OPERATING EXPENSES OF THE BOARD OF DIRECTORS

1. Activities of the General Meeting of Shareholders.

- In 2025, the company successfully held the Annual General Meeting of Shareholders on May 15, 2025. Information about the 2025 Annual General Meeting Resolution is as follows:

Resolution Number	Date	Content
0515/2025/RES-AGM	15/5/2025	The annual general meeting of shareholders approved the following contents: 1. Approval of the report on the business production results in 2024 and the operational plan for 2025. 2. Approval of the Board of Directors' report on the results of activities in 2024 and the operational plan for 2025. 3. Approval of the summary report of the independent Board member for 2024 and the operational plan for 2025. 4. Approval of the summary report on the activities of the Supervisory Board in 2024 and the operational plan for 2025.

		5. Approval of the audited financial statements for 2024. 6. Approval of the business production plan for 2025. 7. Approval of the profit distribution plan for 2024 and the profit distribution plan for 2025. 8. Approval of the settlement of remuneration for the Board of Directors and Supervisory Board in 2024; plan for payment of remuneration for the Board of Directors and Supervisory Board in 2025. 9. Approval of the list of selected auditing units for the 2025 financial statements. 10. Approval of the company name change and amendment of the company charter.

2. Activities of the Board of Directors

- The Board of Directors meets regularly once every quarter to hear reports on the business production results of the enterprise, difficulties, and proposals from the Management Board; assigns members to support and supervise the implementation of the Board of Directors' resolutions, facilitating the Management Board to complete the tasks and objectives assigned by the General Meeting of Shareholders and the Board of Directors.
- Independent members of the Board of Directors have participated in contributing opinions at the Board meetings they attended, focusing on directing the company's activities to ensure compliance with current legal regulations, in line with the company's development orientation as well as the general orientation of the parent company.

No.	Board Member	Position	Start Date/No Longer a Board Member	Number of Meetings Attended	Attendance Rate	Reason for Absence
1	Phan Khac Long	Chairman	Board Member since 15/02/2019 Chairman since 01/11/2021	9/9	100%	
2	Tran Vu Anh Tuan	Board Member	15/02/2019	7/9	77,8%	On business trip
3	Dang Kien Hung	Board Member	28/04/2022	9/9	100%	
4	Hoang Kim Anh	Independent Board Member	28/04/2022	9/9	100%	
5	Pham Trung Thanh	Board Member	28/4/2022	9/9	100%	

3. Remuneration and expenses of the Board of Directors and the Supervisory Board

The remuneration of the Board of Directors and the Supervisory Board is paid monthly into personal accounts according to the remuneration level approved by the General Meeting of Shareholders. Specifically as follows:

No.	Full name	Position	Remuneration/ month (VND)	Total remuneration/year (VND)	Notes
1	Phan Khac Long	Chairman	12.500.000	150.000.000	
2	Tran Vu Anh Tuan	Board Member	8.000.000	96.000.000	
3	Dang Kien Hung	Board Member	8.000.000	96.000.000	
4	Hoang Kim Anh	Independent Board Member	8.000.000	96.000.000	
5	Pham Trung Thanh	Board Member	8.000.000	96.000.000	
6	Le Thi Anh	Head of Supervisory Board	8.000.000	96.000.000	
7	Ha Thi My Quyen	Supervisory Board Member	5.000.000	60.000.000	
8	Nguyen Hoang Tam Quyen	Supervisory Board Member	5.000.000	60.000.000	
9	Nguyen Huu Thieu	Board Secretary	5.000.000	60.000.000	
Total				810.000.000	

4. Summary of meetings and decisions of the Board of Directors

No.	Resolution/Decision Number	Date	Content	Approval Rate
1	No.: 0106/2025/NQ-HĐQTFCM	06/01/2025	VRe: Change of head office address and change of company seal	100%
2	No.: 0120/2025/NQ-HĐQTFCM	20/01/2025	Re: Approval of the content of the Q4 2024 Board of Directors meeting	100%
3	No.: 0303/2025/NQ-HĐQTFCM	03/03/2025	Re: Annual General Meeting of Shareholders 2025	100%
4	No.: 0401/2025/NQ-HĐQTFCM	01/04/2025	Re: Extension and change of time for the 2025 Annual General Meeting of Shareholders	100%
5	No.: 0404/2024/NQ-HĐQTFCM	04/04/2025	Re: Approval of the program content and documents submitted to the 2025 Annual General Meeting of Shareholders	100%

6	No.: 052201/2025/NQ-HĐQT	22/05/2025	Re: Change of the Company's seal	100%
7	No.: 0704/2025/NQ-HĐQT	04/07/2025	Re: Selection of the auditing unit for the 2025 financial report	100%
8	No.: 0725/2025/NQ-HĐQT	25/07/2025	Re: Approval of the content of the Board of Directors' meeting for Q2 2025	100%
9	No.: 1031/2025/NQ-HĐQT	31/10/2025	Re: Approval of the content of the Board of Directors' meeting for Q3 2025	100%
10	No.: 1107/2025/QĐ-HĐQT	07/11/2025	Re: Liquidation of the tractor truck and trailer	100%
11	No.: 122201/2025/NQ- HĐQT	22/12/2025	Re: Dismissal from the position of Director and legal representative of Phan Vu Ha Nam Concrete Joint Stock Company for Mr. Pham Trung Thanh	100%
12	No.: 122202/2025/NQ- HĐQT	22/12/2025	Re: Dismissal from the position of Deputy Director and appointment to the position of Director of Phan Vu Ha Nam Concrete Joint Stock Company	100%
13	No.: 122203/2025/NQ- HĐQT	22/12/2025	Re: Appointment to the position of Deputy Director of Phan Vu Ha Nam Concrete Joint Stock Company	100%
14	No.: 122204/2025/NQ- HĐQT	22/12/2025	Re: Change of the company's legal representative	100%
15	No.: 122205/2025/NQ- HĐQT	22/12/2025	Re: Approval of the policy to implement transaction contracts in 2026 with enterprises and related parties	100%

5. Supervision results for the Board of Directors and other management staff

The Board of Directors always closely monitors and supervises the activities of the Board of Management regularly and thoroughly, specifically:

- Approving plans, assigning KPIs to the entire system. Recording issues reported by the Management Board, analyzing difficulties and advantages, and solutions to achieve the set goals.
- Evaluate the quarterly business production results and orient the business production activities for the next quarter.

- Approve decisions related to investments, especially those related to the Thai Ha concrete plant.

  Overall, in 2025, the Board of Directors actively implemented solutions with a high sense of responsibility to carry out the Resolutions and Decisions of the Board of Directors to achieve the set goals.

6. Activities of the Internal Audit Department (IAD)

- Conduct independent and objective inspections and evaluations of the accuracy of the quarterly financial reports in 2025. The Internal Audit Department implemented a control model in coordination with the accounting department to audit the company's financial activities. Appraise business results reports, financial statements, inventory status reports, debt reports, and other periodic reports. Analyze and evaluate the financial situation, operational efficiency, capital preservation and development capacity, and significant risks.
- Develop inspection/control plans/programs as approved by the Board of Directors. Implement duties and responsibilities in accordance with legal regulations, the company charter, regulations, and company policies.
- The Internal Audit Department performs its duties honestly, carefully, and without obstructing the company's business operations. The Internal Audit Department has completed the tasks of coordinating inspections and supervising member units and tasks directed by the Board of Directors.

7. Report on transactions between the company and related parties

- Based on the policy of implementing contracts and transactions between the company and related enterprises and individuals as stated in Decision No. 122002/2024/QĐ-HĐQTFCM dated December 20, 2024, of the Board of Directors, in 2025 the company has executed contracts in compliance with regulations.

No.	Name of organization/individual	Relationship with the Company	Time of transaction with the company	Content, total transaction value	
1	Phan Vu Investment Joint Stock Company	Parent company	In 2025	Phan Vu Ha Nam JSC sold goods	216,186,183,669 VND
				Phan Vu Ha Nam JSC purchased goods	10,358,959,156 VND

III. OPERATIONAL ORIENTATION

Based on the production and business results over the past years, and considering the construction market and the economic cycle recovering in 2025, the strengths and limitations of Phan Vu Ha Nam Joint Stock Company system can be identified as follows:

Strengths:

- Product quality is always stable, maintained at the best quality in the market.
- Continuous and effective improvement activities.
- A stable, enthusiastic, and dedicated leadership and management team committed to the company's development.
- Strict and regular implementation of 5S management and quality management processes.
- Good leverage of the geographical advantage located in the largest and cheapest limestone raw material region in the Vietnamese market.

Limitations:

- Attention needs to be paid to risk management to increase the efficiency of production and business operations.

Orientation:

- Complete procedures related to site clearance, investment licensing, and construction of the Thai Ha concrete plant.
- Organize investment in renovation to improve the productivity of the production line and product quality to meet the increasing market demand and contribute effectively to the group's 5-year development strategy.
- Improve quality to export to Southeast Asian markets, serving as a stepping stone to enter developed markets such as Japan and South Korea according to the general development orientation of the Phan Vu group.
- Aim for high-quality precast piles and concrete products that ensure high quality and environmental friendliness.

General assessment:

The Board of Directors has seriously carried out the tasks assigned by the General Meeting of Shareholders, has accompanied the Board of Management, and supported the Board of Management in flexibly and effectively implementing tasks to optimally execute the plan approved at the 2025 General Meeting of Shareholders.

The above is the activity report of the Board of Directors of Phan Vu Ha Nam Concrete Joint Stock Company for 2025 and the 2026 activity plan. Submitted to the General Meeting of Shareholders for approval./.

Respectfully!

ON BEHALF OF THE BOARD OF DIRECTORS
CHAIRMAN

CÔNG TY CỔ PHẦN BÊ TÔNG PHAN VŨ HÀ NAM

Phan Khac Long

PHAN VŨ GROUP
UY TÍN - SÁNG TẠO - HỢP TÁC - HIỆU QUẢ
PHAN VŨ HÀ NAM

PHAN VU HA NAM CONCRETE JOINT STOCK COMPANY
Address: Thi Son Industrial Cluster, Ly Thuong Kiet Ward, Ninh Binh Province
Phone: (0226) 3533 038 Website: www.phanvuhanam.com.vn

REPORT

SUMMARY OF ACTIVITIES OF INDEPENDENT BOARD MEMBERS IN 2025 AND ACTIVITY PLAN FOR 2026

Presented to the 2026 Annual General Meeting of Shareholders

Based on:

- *Current Enterprise Law.*
- *Charter of Phan Vu Ha Nam Concrete Joint Stock Company.*
- *Consolidated financial statements for the fiscal year ending December 31,2025.*

Based on the functions and duties of Independent Members of the Board of Directors as prescribed by law, the Company Charter, and the Board of Directors' Operating Regulations, I hereby present an evaluation report on the activities of the Board of Directors and the Executive Board in the past fiscal year.

I. SUMMARY OF ACTIVITIES OF INDEPENDENT BOARD MEMBERS IN 2025

1. Structure, number, and activities of Independent Board Members:

- The Board of Directors for the 2024-2029 term consists of a total of 05 members, including 01 independent board member, ensuring the ratio structure as prescribed.

- In 2025, the independent board member fulfilled their responsibilities, attended board meetings, and provided objective contributions to the Company's development strategy and operations, as well as proactively discussed business targets and development orientations in each field.

- The independent board member, together with the Board of Directors, reviewed and approved resolutions and meeting minutes, actively contributing to the formulation and supervision of the implementation of the Company's overall strategy.

2. Evaluation of the independent board member on the activities of the Board of Directors

- Based on the general regulations on the activities of the Board of Directors and the Company's Charter, in 2025, the Board of Directors promptly directed as well as closely supervised and consulted on the activities of the Executive Board to ensure the achievement of the set objectives.

- The Board of Directors fully performed its functions of strategic orientation, supervision, and making important decisions in accordance with the law and the Company's Charter.

- Board meetings were held in accordance with regulations, with discussions focusing on strategic issues, risk management, and the company's operational efficiency. The content of the meetings was thoroughly and carefully discussed, critiqued, and evaluated by the Board members. All Board members demonstrated a strong sense of responsibility and high professionalism, thus the responsibilities assigned to protect the company's interests were very clear, and the role of each member was carried out with caution.

- The decisions of the Board of Directors were generally issued based on complete, transparent information and consideration of shareholders' interests. Strategic objectives and action plans were implemented promptly and flexibly to adapt to changes in external factors affecting the Company.

3. Evaluation of the Executive Board's activities

- The Executive Board has seriously and effectively implemented the resolutions and directions of the Board of Directors. In 2025, the Executive Board was proactive in managing business production and also made timely adjustments to adapt to market fluctuations.

- Management and operational activities are carried out in accordance with the authority and aligned with the Company's development strategy. The Executive Board has made efforts to improve operational efficiency, optimize resources, and control costs to ensure business effectiveness and the Company's financial stability.

- Coordination between the Board of Directors and the Executive Board is maintained regularly through periodic reports and exchange meetings, helping to ensure consistency in strategic direction and implementation processes.

- Revenue and profit results for 2025:

+ Consolidated revenue for 2025 reached VND 462,031 billion, achieving 110% of the plan and 98.5% compared to 2024.

+ Consolidated profit for 2025 reached VND 18,770 billion, achieving 111.7% of the plan and 1,867.3% compared to 2024.

4. Evaluation of shareholder rights protection and information transparency

- In the past fiscal year, the Company has disclosed information in accordance with legal regulations and the Company's information disclosure regulations. Information related to operational status, business results, and corporate governance was disclosed timely and transparently.

- The legal rights and interests of shareholders are ensured through the full exercise of shareholder rights as prescribed, including the right to access information, the right to attend and vote at the General Meeting of Shareholders, as well as the right to benefit from the Company's business activities.

II. ACTIVITY PLAN OF INDEPENDENT BOARD MEMBERS FOR 2026

To continue improving operational efficiency and the quality of corporate governance, I would like to propose some recommendations and an activity plan as follows:

1. Strengthen risk management and enhance the effectiveness of the internal control system. Promote solutions to improve business production efficiency and create sustainable value for shareholders.
2. Control the activities of the Executive Board according to the Resolutions of the General Meeting of Shareholders and the company's Board of Directors' resolutions.
3. Fully participate in regular quarterly meetings, extraordinary meetings, collect written opinions when requested, and fulfill the directive and supervisory functions as prescribed.
4. Together with the Company's Board of Directors, make positive contributions to building and supervising the implementation of the Company's overall strategy.
5. Coordinate with the Board of Directors to review and approve resolutions and meeting minutes to promptly resolve difficulties and obstacles arising in business production activities.

The above is the activity report of the Independent Member of the Board of Directors and the activity plan for 2026. Submitted to the General Meeting of Shareholders for consideration and feedback so that we can effectively perform our role in supervising and directing the company's activities.

I would like to send my best wishes for health, happiness, and success to the esteemed shareholders.

Wishing the General Meeting a great success!

Sincerely thank you.

Day 01, month 04, year 2026.

INDEPENDENT MEMBER OF THE BOARD OF DIRECTORS

Hoang Kim Anh

PHAN VŨ GROUP
UY TÍN - SÁNG TẠO - HỢP TÁC - HIỆU QUẢ

PHAN VU HA NAM CONCRETE JOINT STOCK COMPANY
Address: Thi Son Industrial Cluster, Ly Thuong Kiet Ward, Ninh Binh Province
Phone: (0226) 3533 038 Website: www.phanvuhanam.com.vn

CÔNG TY CỔ PHẦN BÊ TÔNG PHAN VŨ HÀ NAM

REPORT
SUMMARY OF THE SUPERVISORY BOARD'S ACTIVITIES IN 2025 AND ACTIVITY PLAN FOR 2026

Ninh Binh, April /2026

Based on:

- *Enterprise Law No. 59/2020/QH14 passed by the National Assembly of the Socialist Republic of Vietnam on June 17, 2020.*
- *Charter of Phan Vu Ha Nam Concrete Joint Stock Company related to the functions, duties, and powers of the Supervisory Board.*
- *Activity report of the Board of Directors and the Management Board in the 2025 fiscal year.*
- *Consolidated financial statements for the fiscal year ending December 31, 2025.*

Performing the functions and duties of the Supervisory Board in the 2025 fiscal year, executing responsibilities and powers according to the company charter, the Supervisory Board of Phan Vu Ha Nam Concrete Joint Stock Company hereby reports the operational results in 2025 as follows:

I. SUMMARY OF THE SUPERVISORY BOARD'S ACTIVITIES IN 2025

1. Organizational structure of the Supervisory Board:

The company's Supervisory Board consists of 3 members:

No.	*FULL NAME*	*POSITION*
1	*Le Thi Anh*	*Head of Board*
2	*Ha Thi My Quyen*	*Member*
3	*Nguyen Hoang Tam Quyen*	*Member*

2. Activities of the Supervisory Board in 2025:

- Monitoring the Board of Directors and the Management Board in managing and implementing the production and business targets, and profits for 2025 according to the resolution of the General Meeting of Shareholders;
- Organizing regular meetings of the Supervisory Board;
- Appointing representatives to fully participate in all meetings of the Board of Directors;
- Participate in contributing opinions in the development of Regulations...
- Propose and select an independent auditing company to conduct the audit of the Company's financial statements;
- Discuss the nature and scope with Ernst & Young Vietnam LLC before and during the audit process of the 2025 Financial Statements; review the exceptions affecting the quality of the Company's Financial Statements;
- Verify the reasonableness, legality, and prudence in organizing accounting, statistics, and preparing quarterly Financial Statements and the audited annual Financial Statements by Ernst & Young Vietnam LLC.

3. Evaluate the management and operation of the Board of Directors and the Executive Board:

a. ***Supervision results of the Board of Directors' activities:***

- The Company's Board of Directors has performed its functions and duties correctly, complied with the Charter and the Resolutions of the General Meeting of Shareholders; the Board of Directors' Resolutions are closely aligned with the actual operational situation of the Company;
- Organize regular and extraordinary meetings to approve Resolutions, decisions, and resolve issues within the authority as stipulated by the Company's Charter and the 2025 Annual General Meeting of Shareholders;
- Direct and supervise the Executive Board to implement the Resolutions of the Board of Directors/General Meeting of Shareholders;
- The Supervisory Board evaluates the activities of the Board of Directors in 2025 as compliant with legal regulations and the Company's Charter, timely meeting the actual production and business operation requirements of the company. The Resolutions and Decisions issued by the Board of Directors are made in the correct order, within the authority, and based on legal grounds as prescribed;
- In 2025, the Supervisory Board did not receive any proposals from shareholders regarding violations by the Company's Board of Directors during the performance of their duties. All decisions of the Board of Directors in 2025 closely followed the strategic development orientation goals of the general meeting of shareholders.

b. ***Results of monitoring the activities of the Board of Management:***

- In 2025, FCM achieved revenue of 462 billion VND, surpassing the target revenue of 420 billion VND by 10%, and exceeding profit by 12% (18.77 billion VND / 16.8 billion VND target)
- Trial production of competitively priced materials ensuring quality to enhance competitiveness.
- Fully fulfilling obligations to the state according to legal regulations.
- Paying attention to and taking good care of the employees' living conditions.
- Maintaining and stabilizing the workforce to ensure continuous production.
- In 2025, the Supervisory Board did not receive any proposals from shareholders regarding violations by the company's Board of Management during the performance of their duties.

4. Evaluation of the company's consolidated production and business activities in 2025:

Based on the appraisal of the Company's 2025 financial statements prepared and audited by Ernst & Young Vietnam Co., Ltd., the Supervisory Board assesses as follows:

- Agreed with the 2025 financial statements of the Company audited by Ernst & Young Vietnam LLC; and
- The financial statements have truthfully and reasonably reflected, in all material respects, the financial position and business performance during the fiscal year, in accordance with the Accounting Regime, Vietnamese Accounting Standards, and relevant legal regulations.

Some consolidated business and financial indicators of the Company for 2025 are as follows:

a. Income statement:

Indicator	2024	2025	Ratio of 2025 compared to 2024
1. Revenue from sales and service provision	469,074,237,334	462,031,175,937	98%
2. Revenue deductions			
3. Net revenue from sales and service provision	**469,074,237,334**	**462,031,175,937**	**98%**
4. Cost of goods sold	420,429,399,543	416,623,550,170	99%
5. Gross profit from sales and service provision	**48,644,837,791**	**45,407,625,767**	**93%**
6. Financial income	1,585,323,760	1,124,712,075	71%
7. Financial expenses	21,338,479,039	1,058,631,485	5%
- Including: Interest expenses	2,509,396,125	-	0%
9. Selling expenses	664,649,479	-	0%
10. General and administrative expenses	23,698,387,907	23,197,752,500	98%
11. Net profit from business activities	**4,528,645,126**	**22,275,953,857**	**492%**
12. Other income	206,622,939	1,481,481,480	710%
13. Other expenses	1,981,625,365	230,876,191	12%
14. Other profit	(1,773,002,426)	1,250,605,289	-71%
15. Total accounting profit before tax	**2,755,642,700**	**23,526,559,146**	**854%**
16. Current corporate income tax expense	1,750,389,398	4,755,791,682	272%
18. Profit after corporate income tax	**1,005,253,302**	**18,770,767,464**	**1867%**
Gross profit margin	**89.63%**	**90.17%**	
Financial expense ratio / Revenue	**4.55%**	**0.23%**	
General and administrative expense ratio / Revenue	**5.19%**	**5.02%**	
Net profit after tax ratio / Revenue	**0.21%**	**4.06%**	

b. On the structure of Assets and Capital as of December 31, 2025:

Indicator	2024	2025	Ratio of 2025 compared to 2024
I.CURRENT ASSETS	**557,644,884,476.000**	**582,536,596,144.000**	**104%**
1. Cash and cash equivalents	31,633,185,640	60,628,068,218	192%
2. Short-term financial investments	6,597,100,000	7,220,558,584	109%
3. Short-term receivables	425,165,874,125	412,071,822,985	97%
4. Inventory	88,488,498,446	98,854,874,219	112%
5. Other current assets	5,760,226,265	3,761,272,138	65%
II - LONG-TERM ASSETS	**74,094,801,677**	**63,827,250,561**	**86%**
1. Long-term receivables	2,518,051,950	2,518,051,950	100%
2. Fixed assets	23,198,641,742	13,277,619,579	57%
3. Investment properties	864,700,000	864,700,000	100%
4. Long-term construction in progress	32,596,776,443	31,708,932,418	97%
5. Long-term financial investments	13,951,800,000	13,951,800,000	100%
6. Other long-term assets	964,831,542	1,506,146,614	156%
TOTAL ASSETS	**631,739,686,153**	**646,363,846,705**	**102%**
I - LIABILITIES	**96,703,717,478**	**92,657,635,896**	**96%**
1. Short-term liabilities	96,416,717,478	92,438,635,896	96%
2. Long-term debt	287,000,000	219,000,000	76%
II - EQUITY CAPITAL	**535,016,960,194**	**553,687,210,937**	**103%**
I. Equity capital	494,386,943,526	512,906,406,274	104%
2. Funding sources and other funds	40,630,016,668	40,780,804,663	100%
III - MINORITY INTERESTS	**19,008,481**	**18,999,872**	**100%**
TOTAL CAPITAL SOURCES	**631,739,686,153**	**646,363,846,705**	**102%**

5. Evaluation of coordination between the Supervisory Board, Board of Directors, Management Board, and management staff.

- In 2025, the Supervisory Board received active cooperation and collaboration from the Board of Directors, Management Board, and the Company's management staff.
- Convened Board of Directors meetings, General Shareholders' Meetings, and provided necessary reports and documents for inspection and supervision tasks.
- The Management Board assigned responsible officers to work promptly with the Supervisory Board upon request, with a serious working attitude and compliance in cooperation.
- The Supervisory Board assessed that the coordination of the Board of Directors and the Management Board met the requirements and interests of the shareholders.

Recommendations for 2026: The Board of Directors and Management Board need to:

- Strengthen cost control, improve production technology, and seek substitute materials to reduce costs, production prices, and optimize efficiency.
- Enhance the ability to forecast and reserve materials to ensure continuity in production.
- Maintain good maintenance and servicing to ensure business operations.
- Product quality control to ensure effectiveness and reputation with customers.

II. ACTIVITY PLAN OF THE SUPERVISORY BOARD FOR 2026

To fulfill the supervisory duties according to the Enterprise Law and the Company's Charter, the Supervisory Board submits to the General Meeting the work plan for 2026 as follows:

- Continue the task of inspecting and supervising the management and operational activities of the Board of Directors and the Executive Board; Attend all meetings of the Board of Directors, participate in giving opinions to the Board of Directors, propose recommendations to the Executive Board to promote and timely implement specific tasks within the scope of the Supervisory Board's functions and duties.
- Review plans and reports on: financial situation, production and business activities, project implementation, organizational management, etc…
- Review and comment on the annual financial report and the Company's periodic financial reports;
- Conduct periodic and sudden inspections on issues related to organizational work, implementation of resolutions and decisions of the General Meeting of Shareholders, the Board of Directors, and the Executive Board.
- Maintain close coordination between the Supervisory Board and the Board of Directors, the Executive Board, and departments/functional units within the Company.

The above is the activity report of the Supervisory Board for 2025 and the activity plan for 2026. We respectfully submit to the General Meeting of Shareholders for consideration and feedback so that the Supervisory Board can effectively perform its role in supervising the Company's activities.

Finally, the Supervisory Board would like to send best wishes for health and success to the shareholders.

Wishing the General Meeting a successful conclusion!
Sincerely thank you.

ON BEHALF OF THE SUPERVISORY BOARD
CHAIRPERSON

LE THI ANH

PHAN VU HA NAM CONCRETE JOINT STOCK COMPANY ----------***----------	SOCIALIST REPUBLIC OF VIET NAM **Independence – Freedom – Happiness** ----------***----------
No.: 01/TTr-HĐQT	*Ninh Binh, April 01, 2026*

PROPOSAL

Re: Approval of the audited financial statements for 2025

- Pursuant to the Enterprise Law dated June 17, 2020, and its guiding documents;
- Pursuant to the Securities Law No. 54/2019/QH14 dated November 26, 2019;
- Pursuant to the Charter of Phan Vu Ha Nam Concrete Joint Stock Company;
- Pursuant to the audited financial statements for 2025;
- Based on the requirements for management, operation, and business production of the company.

The Board of Directors respectfully submits to the General Meeting of Shareholders for approval the 2025 financial statements of Phan Vu Ha Nam Concrete Joint Stock Company, audited by Ernst & Young Vietnam Co., Ltd.

The separate and consolidated financial statements for 2025 have been publicly disclosed in accordance with regulations on the official website of the Ho Chi Minh City Stock Exchange and posted on the Company's website (www.phanvuhanam.com.vn).

The basic financial indicators for 2025 are as follows:

No.	Indicator	Unit	Parent Company	Consolidated
1	Total assets	VND	662.917.654.628	646.363.846.705
2	Owner's equity	VND	553.771.875.408	553.706.210.809
3	Total revenue	VND	462.031.175.937	462.031.175.937
4	Profit after tax	VND	18.792.290.537	18.770.767.464
5	Basic earnings per share	VND		365

The Board of Directors respectfully submits and requests the General Meeting of Shareholders to approve.

ON BEHALF OF THE BOARD OF DIRECTORS
CHAIRMAN

CÔNG TY CỔ PHẦN BÊ TÔNG PHAN VŨ HÀ NAM

Phan Khac Long

Recipients:
- General Meeting of Shareholders;
- Board Members;
- Supervisory Board Members;
- Office archive.

PHAN VU HA NAM CONCRETE JOINT STOCK COMPANY ---------***---------	SOCIALIST REPUBLIC OF VIET NAM Independence – Freedom – Happiness ----------***----------
No.: 02/TTr-HĐQT	*Ninh Binh, April 01, 2026*

PROPOSAL

Business Production Plan for 2026

- *Based on the Enterprise Law dated June 17, 2020, and its guiding documents;*
- *Based on the Securities Law No. 54/2019/QH14 dated November 26, 2019;*
- *Based on the Charter of Phan Vu Ha Nam Concrete Joint Stock Company;*
- *Based on the audited financial statements for 2025;*
- *Based on the management and operational requirements of the company.*

The Board of Directors respectfully submits to the General Meeting of Shareholders for approval the consolidated business operation plan for 2026 as follows:

No.	Indicator	Unit	Actual 2025	Plan 2026
1	Charter capital	Billion	462,26	462,26
2	Consolidated revenue	Billion	462	430
3	Profit after tax	Billion	18,7	17,2

The Board of Directors respectfully submits and requests the General Meeting of Shareholders to approve.

ON BEHALF OF THE BOARD OF DIRECTORS
CHAIRMAN

CÔNG TY CỔ PHẦN BÊ TÔNG PHAN VŨ HÀ NAM

Phan Khac Long

Recipients:
- General Meeting of Shareholders;
- Board Members;
- Supervisory Board members;
- Office archive.

PHAN VU HA NAM CONCRETE JOINT STOCK COMPANY ---------***---------	SOCIALIST REPUBLIC OF VIET NAM Independence – Freedom – Happiness ----------***----------
No.: 03/TTr-HĐQT	*Ninh Binh, April 01, 2026*

PROPOSAL

Profit distribution plan for 2025 and profit distribution plan for 2026

- *Based on the Enterprise Law dated June 17, 2020, and its guiding documents;*
- *Based on the Securities Law No. 54/2019/QH14 dated November 26, 2019;*
- *Based on the Charter of Phan Vu Ha Nam Concrete Joint Stock Company;*
- *Based on the audited financial statements for 2025;*
- *Based on the management and operational requirements of the company.*

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

1. Profit distribution plan for 2025:

Indicator	Rate (%)	Value (VND)
Accumulated undistributed profit after tax from previous years		33.743.015.656
Consolidated profit after tax for 2025		18.770.767.464
Distribution of funds from consolidated after-tax profit in 2025	25%	4.692.691.866
Reward and welfare fund	*10%*	1.877.076.746
Development investment fund	*15%*	2.815.615.120
Bonus for Board of Directors, Supervisory Board, Board Secretary in 2025		606.601.325
Bonus for Executive Board in 2025		606.601.325
Dividend distribution for 2025 (in cash)	2.5% (Charter Capital)	11.556.656.500
Including:		
- Advance dividend payment for 2025 in cash completed. *+ Record date: 10/02/2026.* *+ Payment date: 12/03/2026*	*1.5% (Charter Capital) (One share receives 150 VND)*	*6.933.993.900*
- Remaining dividend distribution for 2025 in cash.	*1% (Charter Capital) (One share receives 100 VND)*	*4.622.662.600*

2. Profit distribution plan for 2026

Indicator	Plan	Notes
Allocation to reward and welfare fund	10% of consolidated after-tax profit	
Allocation to development investment fund	15% of consolidated after-tax profit	
Bonus for Board of Directors, Supervisory Board, Board Secretary	1% of consolidated after-tax profit	If achieving from 80% to 100% of the consolidated after-tax profit plan
	2% of consolidated after-tax profit plus the corresponding excess rate	If exceeding 100% of the consolidated after-tax profit plan
Bonus for Executive Board	1% of consolidated after-tax profit	If achieving from 80% to 100% of the consolidated after-tax profit plan
	2% of consolidated after-tax profit plus the corresponding excess rate	If exceeding 100% of the consolidated after-tax profit plan
Dividend distribution for 2026 (in cash)	2.5% (Charter Capital)	

The Board of Directors respectfully submits to the 2026 Annual General Meeting of Shareholders the profit distribution plan for 2025; the profit distribution plan for 2026 and authorizes the Company Director to make payments appropriately based on the actual situation.

The Board of Directors respectfully submits and requests the General Meeting of Shareholders to approve.

ON BEHALF OF THE BOARD OF DIRECTORS
CHAIRMAN

CÔNG TY CỔ PHẦN BÊ TÔNG PHAN VŨ HÀ NAM

Phan Khac Long

Recipients:
- General Meeting of Shareholders;
- Board Members;
- Supervisory Board Members;
- Office archive.

PHAN VU HA NAM CONCRETE JOINT STOCK COMPANY ---------***--------- No.: 04/TTr-HĐQT	SOCIALIST REPUBLIC OF VIET NAM **Independence – Freedom – Happiness** ----------***---------- *Ninh Binh, April 01, 2026*

PROPOSAL

Re: Finalization of remuneration for the Board of Directors and Supervisory Board in 2025; expected remuneration distribution for the Board of Directors and Supervisory Board in 2026

- Based on the Enterprise Law dated June 17, 2020, and guiding documents;
- Based on the Securities Law No. 54/2019/QH14 dated November 26, 2019;
- Based on the Charter of Phan Vu Ha Nam Concrete Joint Stock Company;
- Based on the audited financial statements for 2025;
- Based on the management and operational requirements of the company's business and production activities.

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

1. Finalization of remuneration for the Board of Directors and Supervisory Board in 2025:

At Resolution No. 0515/2025/NQ – AGM dated May 15, 2025, the 2025 Annual General Meeting of Shareholders approved the remuneration plan for the Board of Directors, Supervisory Board, and Board Secretary for 2025 as follows:

No.	Position	Remuneration in 2025 (VND)
1	Chairman of the Board of Directors	150.000.000
2	Member of the Board of Directors	384.000.000
3	Head of the Supervisory Board	96.000.000
4	Member of the Supervisory Board	120.000.000
5	Board Secretary	60.000.000
Total		**810.000.000**

The Board of Directors respectfully submits to the General Meeting for approval the finalization of remuneration for the year 2025 for the Board of Directors, Supervisory Board, and Board Secretary, amounting to: 810,000,000 VND (Eight hundred ten million dong).

2. Remuneration distribution plan for the Board of Directors and Supervisory Board in 2026

No.	Position	Quantity (People)	Monthly Remuneration (VND)	Number of Months Receiving Remuneration	Remuneration for 2025 (VND)
1	Chairman of the Board	1	12.500.000	12	150.000.000
2	Board Member	4	8.000.000	12	384.000.000
3	Head of Supervisory Board	1	8.000.000	12	96.000.000
4	Supervisory Board Member	2	5.000.000	12	120.000.000
5	Board Secretary	1	5.000.000	12	60.000.000
Total					810.000.000

+ Remuneration payment time: Monthly payment into the personal account of each individual listed in the approved list.

The Board of Directors respectfully submits and requests the General Meeting of Shareholders to approve.

ON BEHALF OF THE BOARD OF DIRECTORS
CHAIRMAN

CÔNG TY CỔ PHẦN BÊ TÔNG PHAN VŨ HÀ NỘI

Phan Khac Long

Recipients:
- General Meeting of Shareholders;
- Board Members;
- Supervisory Board Members;
- Office archive.

PHAN VU HA NAM CONCRETE JOINT STOCK COMPANY ---------***--------- No.: 05/TTr-HĐQT	**SOCIALIST REPUBLIC OF VIET NAM** **Independence – Freedom – Happiness** ----------***---------- *Ninh Binh, April 01, 2026*

PROPOSAL

List of auditing firms for the 2026 Financial Statements

- Based on the Enterprise Law dated June 17, 2020, and the guiding documents for its implementation;

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

- Based on the Charter of Phan Vu Ha Nam Concrete Joint Stock Company;

- Based on the management and operational requirements of the company's business activities.

The Board of Directors submits to the General Meeting of Shareholders for approval the list of 04 independent auditing firms for the Board of Directors to select the auditing firm for the Company in 2026 as follows:

1. Ernst & Young Vietnam Co., Ltd.;
2. CPA Vietnam Auditing Co., Ltd.;
3. AASC Auditing Firm Co., Ltd.;
4. Vietnam Auditing and Valuation Co., Ltd.

In case of disagreement with the above Auditing Firms regarding the schedule and audit fees, the General Meeting of Shareholders authorizes the Board of Directors to choose from the remaining Auditing Firms on the list of independent auditing firms approved by the State Securities Commission to conduct the audit of the 2026 financial statements and review the quarterly financial statements and semi-annual financial statements of 2026 (if necessary as required by the State management agency).

The Board of Directors respectfully submits and proposes the General Meeting of Shareholders to approve.

ON BEHALF OF THE BOARD OF DIRECTORS
CHAIRMAN

CÔNG TY CỔ PHẦN BÊ TÔNG PHAN VŨ HÀ NAM

Phan Khac Long

Recipients:
- General Meeting of Shareholders;
- Board Members;
- Supervisory Board Members;
- Office archive.

PHAN VU HA NAM CONCRETE JOINT STOCK COMPANY ----------***----------	SOCIALIST REPUBLIC OF VIET NAM Independence – Freedom – Happiness ----------***----------
No.: 06/TTr-HĐQT	*Ninh Binh, April 01, 2026*

PROPOSAL

Re: Updating the company's head office address in the Charter changed according to the new administrative boundaries

- Based on the Enterprise Law dated June 17, 2020, and the guiding documents for implementation;

- Based on the Charter of Phan Vu Ha Nam Concrete Joint Stock Company;

The Board of Directors respectfully submits to the General Meeting of Shareholders for approval the update of the company's head office address in the Charter changed according to the new administrative boundaries as follows:

1. Content:

Updated clause	Content in the current Charter	Updated, changed content	Reason
Clause 3, Article 2 of the Company Charter.	3. The registered office of the company is: - Address: Thi Son Industrial Cluster, Thi Son Ward, Kim Bang Town, Ha Nam Province.	3. The registered office of the company is: - Address: Thi Son Industrial Cluster, Ly Thuong Kiet Ward, Ninh Binh Province.	- Update the address according to the Decision of the competent State management agency on the arrangement of administrative units.

(The full draft of the amended Charter is attached to this Proposal)

2. Authorization to implement:

- Authorize the Legal Representative of the Company to sign and issue the Company Charter after it is approved by the General Meeting of Shareholders;

The Board of Directors respectfully submits to!

ON BEHALF OF THE BOARD OF DIRECTORS
CHAIRMAN

CÔNG TY CỔ PHẦN BÊ TÔNG PHAN VŨ HÀ NAM

Phan Khac Long

Recipients:
- General Meeting of Shareholders;
- Board Members;
- Supervisory Board Members;
- Office archive.

PHAN VU HA NAM

CONCRETE JOINT STOCK COMPANY

CHARTER

ORGANIZATION AND ACTIVITIES

Ninh Binh, April 2026

TABLE OF CONTENTS

INTRODUCTION 1

I. DEFINITIONS AND TERMINOLOGY IN THE CHARTER 1

Article 1. Interpretation of Terms 1

II. NAME, FORM, HEADQUARTERS, BRANCHES, REPRESENTATIVE OFFICES, BUSINESS LOCATIONS, OPERATIONAL DURATION, AND LEGAL REPRESENTATIVE OF THE COMPANY. 1

Article 2. Name, form, headquarters, branches, representative offices, business locations, and operational duration of the Company 1

Article 3. Legal representative of the Company. 2

III. OBJECTIVES, SCOPE OF BUSINESS AND OPERATIONS OF THE COMPANY 2

Article 4. Objectives of the company's operations 2

Article 5. Scope of Business and Activities 3

IV. CHARTER CAPITAL, SHARES, FOUNDING SHAREHOLDERS 3

Article 6. Charter Capital, Shares, Founding Shareholders 3

Article 7. Share Certification 3

Article 8. Other securities certificates 4

Article 9. Share offering 4

Article 10. Transfer of Shares 4

Article 11. Withdrawal of Shares 4

V. ORGANIZATIONAL STRUCTURE, MANAGEMENT, AND CONTROL 5

Article 12. Organizational structure, management, and control 5

VI. SHAREHOLDERS AND THE GENERAL MEETING OF SHAREHOLDERS 5

Article 13. Rights of shareholders 5

Article 14. Obligations of Shareholders 6

Article 15. General Meeting of Shareholders 6

Article 16. Rights and Obligations of the General Meeting of Shareholders 7

Article 17. Authorization to attend the General Meeting of Shareholders 9

Article 18. Change of Rights 9

Article 19. Convening meetings, meeting agenda, and notice of the General Meeting of Shareholders 10

Article 20. Conditions for holding the General Meeting of Shareholders 11

Article 21. Procedures for conducting the meeting and voting at the General Meeting of Shareholders 11

Article 22. Conditions for the Resolutions of the General Meeting of Shareholders to be Passed 12

Article 23. Authority and procedures for obtaining written opinions from shareholders to pass resolutions of the General Meeting of Shareholders 13

Article 24. Resolutions, Minutes of the General Shareholders' Meeting 14

Article 25. Request for annulment of the resolution of the General Meeting of Shareholders 14

VII. BOARD OF DIRECTORS 15

Article 26. Nomination and election of members of the Board of Directors 15

Article 27. Composition and term of members of the Board of Directors 15

Article 28. Rights and obligations of the Board of Directors. 16

Article 29. Remuneration, bonuses, and other benefits of members of the Board of Directors 17

Article 30. Chairman of the Board of Directors 17

Article 31. Meetings of the Board of Directors 18

Article 32. Subcommittees of the Board of Directors 19

Article 33. Person in Charge of Company Governance 19

VIII. DIRECTOR AND OTHER EXECUTIVES 19

Article 34. Organization of the management apparatus 19

Article 35. Executives of the Company 20
Article 36. Appointment, dismissal, duties, and powers of the Director 20

IX. SUPERVISORY BOARD 20

Article 37. Nominating members of the Supervisory Board 20
Article 38. Composition of the Supervisory Board 21
Article 39. Head of the Supervisory Board 21
Article 40. Rights and obligations of the Supervisory Board 21
Article 41. Meeting of the Supervisory Board 22
Article 42. Salary, remuneration, bonuses, and other benefits of supervisory board members 22

X. RESPONSIBILITIES OF THE BOARD MEMBERS, SUPERVISORY BOARD MEMBERS, DIRECTORS, AND OTHER EXECUTIVES 22

Article 43. Duty of honesty and avoidance of conflicts of interest 22
Article 44. Responsibility for damages and compensation 23

XI. RIGHT TO ACCESS COMPANY BOOKS AND RECORDS 23

Article 45. Right to access books and records 23

XII. EMPLOYEES AND TRADE UNION 24

Article 46. Employees and Trade Union 24

XIII. PROFIT DISTRIBUTION 24

Article 47. Profit Distribution 24

XIV. BANK ACCOUNT, FINANCIAL YEAR AND ACCOUNTING REGIME 24

Article 48. Bank Account 24
Article 49. Financial Year 24
Article 50. Accounting Regime 25

XV. FINANCIAL REPORTING, ANNUAL REPORTS, AND RESPONSIBILITY FOR DISCLOSURE OF INFORMATION 25

Article 51. Annual, semi-annual, and quarterly financial reports 25
Article 52. Annual report 25

XVI. COMPANY AUDIT 25

Article 53. Audit 25

XVII. COMPANY SEAL 25

Article 54. Company Seal 25

XVIII. COMPANY DISSOLUTION 25

Article 55. Dissolution of the Company 25
Article 56. Extension of Operations 26
Article 57. Liquidation 26

XIX. INTERNAL DISPUTE RESOLUTION 26

Article 58. Internal dispute resolution 26

XX. AMENDMENTS AND SUPPLEMENTS TO THE CHARTER 27

Article 59. Company Charter 27

XXI. EFFECTIVE DATE 27

Article 60. Effective Date 27

APPENDIX I 28

INDUSTRIES AND BUSINESS ACTIVITIES OF THE COMPANY 28

APPENDIX II 30

DETAILS OF THE COMPANY'S CHARTER CAPITAL SINCE ESTABLISHMENT 30

INTRODUCTION

This charter is approved according to the resolution of the Annual General Meeting of Shareholders 2026 No. 0423/2026/NQ-ĐHĐCĐ dated 23, April 2026.

I. DEFINITIONS AND TERMINOLOGY IN THE CHARTER

Article 1. Interpretation of Terms

1. In this charter, the following terms are understood as follows:

a. "Charter capital" is the total value of the par value of shares sold or registered for purchase at the establishment of the enterprise and is specified in Article 6 of this charter;

b. "Voting capital" is the share capital, according to which the owner has the right to vote on issues within the decision-making authority of the General Meeting of Shareholders;

c. "Enterprise Law" means the Enterprise Law No. 59/2020/QH14 passed by the National Assembly of the Socialist Republic of Vietnam on June 17, 2020;

d. "Securities Law" means the Securities Law No. 54/2019/QH14 passed by the National Assembly of the Socialist Republic of Vietnam on November 26, 2019;

đ. "Vietnam" refers to the Socialist Republic of Vietnam;

e. "Date of establishment" is the date the Company is granted the Business Registration Certificate (Business Registration Certificate and equivalent documents) for the first time;

g. "Business executive" refers to the Director, Deputy Director, Chief Accountant, and other executives as stipulated in the Company's Charter;

h. "Related person" refers to individuals and organizations as defined in Clause 46, Article 4 of the Securities Law;

i. "Family members" include: wife, husband, biological father, biological mother, adoptive father, adoptive mother, father-in-law, mother-in-law, son-in-law, daughter-in-law, biological child, adopted child, brother, sister, younger brother, younger sister, brother-in-law, sister-in-law, wife's biological brother, husband's biological brother, wife's biological sister, husband's biological sister, wife's younger brother, husband's younger brother;

k. "Shareholder" refers to an individual or organization that owns at least one share of the joint stock company;

l. "Founding shareholder" refers to a shareholder who owns at least one common share and signs the founding shareholder list of the joint stock company;

m. "Major shareholder" refers to a shareholder as defined in Clause 18, Article 4 of the Securities Law;

n "Operational duration" is the duration of the Company's activities as specified in Article 2 of these bylaws and the extension period (if any) approved by the Company's General Meeting of Shareholders;

o. "Stock Exchange" refers to the Vietnam Stock Exchange and its subsidiaries.

2. In these bylaws, references to one or more provisions or other documents include any amendments, supplements, or replacement documents.

3. The headings (sections, articles of these bylaws) are used for convenience in understanding the content and do not affect the content of these bylaws.

II. NAME, FORM, HEADQUARTERS, BRANCHES, REPRESENTATIVE OFFICES, BUSINESS LOCATIONS, OPERATIONAL DURATION, AND LEGAL REPRESENTATIVE OF THE COMPANY.

Article 2. Name, form, headquarters, branches, representative offices, business locations, and operational duration of the Company.

1. Company name:

- Vietnamese name: **CÔNG TY CỔ PHẦN BÊ TÔNG PHAN VŨ HÀ NAM**
- English name: **PHAN VU HA NAM CONCRETE JOINT STOCK COMPANY**
- Abbreviated name: **PHAN VU HA NAM**

2. The Company is a joint-stock company with legal entity status in accordance with the current laws of Vietnam.

3. The registered headquarters of the Company is:

- Address: Thi Son Industrial Cluster, Ly Thuong Kiet Ward, Ninh Binh Province.
- Phone: 0226. 3533038 - Fax:
- Email: info@phanvuhanam.com.vn
- Website: www.phanvuhanam.com.vn

4. The Company may establish branches and representative offices in its business areas to achieve the Company's operational objectives in accordance with the decisions of the Board of Directors and within the limits permitted by law.

5. Unless the operation is terminated early according to Clause 2 of Article 55 or extended according to Article 56 of this Charter, the duration of the Company's operation begins from the date of establishment and is indefinite.

Article 3. Legal representative of the Company.

In the case where the company has only one legal representative, it is the Chairman of the Board of Directors or the Director of the company.

In the case where the company has two legal representatives, the Chairman of the Board of Directors and the Director are automatically the legal representatives of the company.

The rights and obligations of the legal representative are exercised in accordance with the provisions of the Enterprise Law and this Charter.

III. OBJECTIVES, SCOPE OF BUSINESS AND OPERATIONS OF THE COMPANY

Article 4. Objectives of the company's operations

1. The business sectors of the Company are:

- Production of concrete and concrete products, cement, and gypsum;
- Freight transport by road;
- Passenger transport by road in urban and suburban areas (excluding bus transport);
- Other passenger transport by road:
- Real estate business, land use rights owned, used, or leased;
- Renting motor vehicles.
- Iron ore mining
- Mining of other metal ores not containing iron
- Mining of precious and rare metals
- Mining of stones, sand, gravel, and clay
- Construction: foundation and underground works for high-rise buildings, industrial works, transportation works, irrigation works, technical infrastructure works of industrial zones and urban areas;
- High-tech pile testing;
- Geological survey for construction, topographical survey, hydrogeological survey for construction;
- Conducting large-scale experiments to serve design surveys, quality management, and monitoring in foundation construction and underground works (excluding design services)
- Manufacturing and trading various types of reinforced concrete components, steel, serving foundation construction and underground works;
- Manufacturing and trading construction materials;
- Applying and transferring new foundation construction and underground technology into practical construction in Vietnam;
- Trading: materials, equipment, and technology in the fields of construction and industry;
- Construction of works: civil, industrial, transportation, irrigation;
- Warehousing services;
- Real estate consulting and brokerage (excluding land price consulting activities);
- Hotel and office business (excluding karaoke rooms, dance clubs, bars)
- Design of civil and industrial structures;
- Import and export of goods that the company trades.

- Inland waterway freight transport
- Inland waterway passenger transport
- Warehousing and storage of goods
- Direct support services for waterway transport
- Loading and unloading goods
- Direct support services for road transport
- Other support services related to transport

2. The company's operational objectives are:

Mobilizing capital from shareholders, organizations both domestically and internationally, and effectively utilizing these capital sources for investment activities and business development, while simultaneously innovating production organization and management to achieve the goal of maximizing profits; creating jobs for workers; continuously enhancing shareholder benefits, contributing to the state budget, and developing the Company.

Article 5. Scope of Business and Activities

1. The Company is permitted to plan and conduct all business activities according to the Business Registration Certificate and this Charter in accordance with current legal regulations and to implement appropriate measures to achieve the Company's objectives.

2. The Company may conduct business activities in other fields that are not prohibited by law and approved by the General Meeting of Shareholders.

IV. CHARTER CAPITAL, SHARES, FOUNDING SHAREHOLDERS

Article 6. Charter Capital, Shares, Founding Shareholders

1. The charter capital of the Company is 462.266.260.000 VND (Four hundred sixty-two billion, two hundred sixty-six million, two hundred sixty thousand VND).

The total charter capital of the Company is divided into 46.226.626 shares with a par value of 10.000 VND/share.

2. The Company may change its charter capital when approved by the General Meeting of Shareholders and in accordance with legal regulations.

3. The shares of the Company on the date of approval of this Charter include common shares and preferred shares (if any). The rights and obligations of shareholders holding shares are stipulated in Articles 13 and 14 of this Charter.

4. The company may issue other types of preferential shares after obtaining the approval of the General Meeting of Shareholders and in accordance with legal regulations.

5. The name, address, number of shares, and other detailed information about the founding shareholders as stipulated by the Enterprise Law are stated in the appendix attached to this charter.

Common shares must be preferentially offered to existing shareholders in proportion to their ownership of common shares in the Company, unless otherwise decided by the General Meeting of Shareholders. The number of shares not subscribed for by shareholders will be decided by the Board of Directors of the Company. The Board of Directors may allocate those shares to shareholders and others under conditions not more favorable than those offered to existing shareholders unless otherwise approved by the General Meeting of Shareholders.

6. The Company may purchase shares issued by the Company in manners stipulated in this charter and current laws.

7. The Company may issue other types of securities as regulated by law.

Article 7. Share Certification

1. Shareholders of the Company are issued share certificates corresponding to the number and type of shares owned.

2. Shares are a type of security that confirms the rights and legal interests of the holder over a portion of the equity capital of the issuing organization. Shares must contain all the contents as prescribed in Clause 1, Article 121 of the Enterprise Law.

3. Within one (01) month from the date of submission of the complete application for the transfer of ownership of shares as prescribed by the Company or within one (01) month from the date of full payment for the purchase of shares according to the Company's share issuance plan (or another timeframe

as stipulated in the issuance terms), the holder of the shares will be issued a share certificate. The shareholder is not required to pay the Company for the cost of printing the share certificate.

4. In the event that the share certificate is lost, damaged, or destroyed in any other form, the shareholder may request the Company to reissue the shares. The shareholder's request must include the following information:

a. Information about the shares that have been lost, damaged, or destroyed in any other form;

b. A commitment to take responsibility for any disputes arising from the reissuance of new shares.

Article 8. Other securities certificates

Bond certificates or other securities certificates of the Company will be issued with the seal and signature of the legal representative of the Company, unless otherwise provided in the terms and conditions of issuance.

Article 9. Share offering

1. A share offering is the Company's increase in the number of shares, the type of shares that are entitled to be offered to increase the charter capital.

2. Share offerings may be conducted in the following forms:

a. Offering shares to existing shareholders;

b. Private placement of shares;

c. Public offering of shares.

3. The company shall conduct the share offering in accordance with the provisions of the law and this charter. The company shall register the change in charter capital within 10 days from the date of completion of the share offering.

4. The share offering shall be conducted in accordance with Articles 124, 125, and 126 of the Enterprise Law.

Article 10. Transfer of Shares

1. All shares are freely transferable unless otherwise provided by this charter and the law; listed shares registered for trading on the Stock Exchange shall be transferred according to the provisions of the law on securities and the securities market.

2. Shares that have not been fully paid for may not be transferred and do not enjoy related rights such as the right to receive dividends, the right to receive shares issued to increase charter capital from equity, the right to purchase newly offered shares, and other rights as provided by law.

Article 11. Withdrawal of Shares

1. In the event that a shareholder does not fully and timely pay the amount due for the purchase of shares, the Board of Directors shall notify and have the right to request that the shareholder pay the remaining amount along with interest on that amount and any costs incurred due to the failure to make full payment for the company.

2. The above payment notice must specify the new payment deadline (at least seven (07) days from the date of sending the notice), the payment location, and the notice must clearly state that in case of non-payment as required, the unpaid shares will be withdrawn.

3. The Board of Directors has the right to revoke shares that have not been fully and timely paid in the event that the requirements in the aforementioned notice are not fulfilled.

4. The revoked shares are considered shares that are entitled to be offered for sale according to the provisions of Clause 3, Article 112 of the Enterprise Law. The Board of Directors may directly or authorize the sale and redistribution under the conditions and methods that the Board of Directors deems appropriate.

5. Shareholders holding revoked shares must relinquish their status as shareholders for those shares but are still responsible in accordance with the total par value of the shares they registered to purchase concerning the Company's financial obligations arising at the time of revocation according to the decision of the Board of Directors from the date of revocation until the date of payment execution. The Board of Directors has full authority to decide on the enforcement of payment for the entire value of the shares at the time of revocation.

6. The notice of revocation will be sent to the holders of the revoked shares prior to the time of revocation. The revocation remains effective even in the case of errors or negligence in sending the notice.

V. ORGANIZATIONAL STRUCTURE, MANAGEMENT, AND CONTROL

Article 12. Organizational structure, management, and control

The organizational structure for management, governance, and control of the Company includes:

1. The General Meeting of Shareholders;
2. The Board of Directors;
3. The Supervisory Board;
4. The Director.

VI. SHAREHOLDERS AND THE GENERAL MEETING OF SHAREHOLDERS

Article 13. Rights of shareholders

1. Common shareholders have the following rights:

a. Attend and speak at the meetings of the General Assembly of Shareholders and exercise the right to vote directly or through an authorized representative or in other forms as provided by the Company's Charter and the law. Each common share has one vote;

b. Receive dividends at the rate determined by the General Assembly of Shareholders;

c. Have priority to purchase new shares corresponding to the ratio of common shares owned by each shareholder in the Company;

d. Freely transfer their shares to others, except in cases specified in Clause 3 of Article 120, Clause 1 of Article 127 of the Enterprise Law and other relevant legal provisions;

đ. Review, search, and extract information about their name and contact address in the list of shareholders entitled to vote; request the correction of inaccurate information about themselves;

e. Review, search, extract, or photocopy the Company's Charter, minutes of the General Assembly of Shareholders, and resolutions of the General Assembly of Shareholders;

g. When the Company is dissolved or bankrupt, receive a portion of the remaining assets corresponding to the ratio of shares owned in the Company;

h. Request the Company to repurchase shares in cases specified in Article 132 of the Enterprise Law;

i. Be treated equally. Each share of the same type grants shareholders equal rights, obligations, and benefits. In cases where the Company has different types of preferential shares, the rights and obligations associated with those preferential shares must be approved by the General Assembly of Shareholders and fully disclosed to shareholders;

k. To have access to complete periodic information and extraordinary information disclosed by the Company in accordance with legal regulations;

l. To have their legal rights and interests protected; to request the suspension or annulment of resolutions and decisions of the General Meeting of Shareholders and the Board of Directors in accordance with the provisions of the Enterprise Law;

m. Other rights as prescribed by law and these Articles of Association. (Rights concerning other types of shares)

2. Shareholders or groups of shareholders holding 5% or more of the total common shares have the following rights:

a. To request the Board of Directors to convene a General Meeting of Shareholders in accordance with the provisions of Clause 3, Article 115 and Article 140 of the Enterprise Law;

b. To review, search for, and extract the minutes and resolutions, decisions of the Board of Directors, semi-annual and annual financial reports, reports of the Supervisory Board, contracts, transactions that must go through the Board of Directors, and other documents, except for documents related to trade secrets and business secrets of the Company;

c. Request the Supervisory Board to examine each specific issue related to the management and operation of the Company when deemed necessary. The request must be made in writing; it must include the full name, permanent address, nationality, citizen identification card number, identity card, passport, or other legal personal identification of individual shareholders; the name, business registration number or decision number of establishment, and head office address for institutional shareholders; the number of shares and the time of share registration for each shareholder, the total

number of shares of the entire group of shareholders, and the ownership ratio in the total number of shares of the Company; the issue to be examined, and the purpose of the examination;

d. Propose issues to be included in the agenda of the General Meeting of Shareholders. The proposal must be in writing and sent to the Company no later than three (03) working days before the opening date. The proposal must clearly state the shareholder's name, the quantity of each type of shares held by the shareholder, and the proposed issue to be included in the meeting agenda;

đ. Other rights as prescribed by law and this Charter.

3. Shareholders or groups of shareholders owning 10% or more of the total ordinary shares have the right to nominate individuals to the Board of Directors and the Supervisory Board. The nomination of individuals to the Board of Directors and the Supervisory Board shall be carried out as follows:

a. Ordinary shareholders forming a group to nominate individuals to the Board of Directors and the Supervisory Board must notify the other shareholders about the group meeting before the opening of the General Meeting of Shareholders;

b. Depending on the number of members of the Board of Directors and the Supervisory Board, shareholders or groups of shareholders specified in this clause have the right to nominate one or more candidates for the Board of Directors and the Supervisory Board as decided by the General Meeting of Shareholders. If the number of candidates nominated by shareholders or groups of shareholders is less than the number of candidates they are entitled to nominate according to the decision of the General Meeting of Shareholders, the remaining candidates shall be nominated by the Board of Directors, the Supervisory Board, and other shareholders.

Article 14. Obligations of Shareholders

Ordinary shareholders have the following obligations:

1. Pay in full and on time for the number of shares they have committed to purchase.

2. Not withdraw the contributed capital in the form of ordinary shares from the Company in any manner, except in the case of the Company or another party buying back the shares. In the event that a shareholder withdraws part or all of the contributed capital contrary to the provisions of this clause, that shareholder and related parties in the Company must jointly bear responsibility for the Company's debts and other property obligations to the extent of the value of the shares that have been withdrawn and any damages incurred.

3. Comply with the Company's Charter and internal management regulations of the Company.

4. Comply with the resolutions and decisions of the General Meeting of Shareholders and the Board of Directors.

5. Keep confidential the information provided by the Company as stipulated in the Company's Charter and the law; only use the provided information to perform and protect their legitimate rights and interests; it is strictly prohibited to disseminate or copy and send the information provided by the Company to other organizations or individuals.

6. Participate in the General Meeting of Shareholders and exercise voting rights through the following methods:

a. Participate and vote directly at the meeting;

b. Authorize another individual or organization to participate and vote at the meeting;

c. Send voting ballots to the meeting via mail, fax, or email;

d. Send voting ballots to the meeting via mail, fax, or email; take responsibility for the legality and authenticity of the voting ballots sent;

7. Bear personal responsibility when acting on behalf of the Company in any form to carry out any of the following acts:

a. Violate the law;

b. Conduct business and other transactions for personal gain or to serve the interests of other organizations or individuals;

c. Pay debts that are not due in the face of financial risks to the Company

Article 15. General Meeting of Shareholders

1. The General Meeting of Shareholders consists of all shareholders with voting rights and is the highest decision-making body of the Company. The annual General Meeting of Shareholders is

held once a year within four (04) months from the end of the financial year. The Board of Directors may decide to extend the annual General Meeting of Shareholders if necessary, but not more than 06 months from the end of the financial year. In addition to the annual meeting, the General Meeting of Shareholders may hold extraordinary meetings. The meeting location of the General Meeting of Shareholders is determined as the place where the chairperson attends the meeting and must be located within the territory of Vietnam.

2. The Board of Directors organizes the convening of the Annual General Meeting of Shareholders and selects a suitable location. The Annual General Meeting of Shareholders decides on matters in accordance with the law and the Company's Charter, particularly approving the annual financial statements and the budget for the next financial year. In the event that the audit report on the Company's annual financial statements contains significant exceptions, opposing audit opinions, or refusals, the Company must invite a representative from an approved audit organization to conduct the audit of the Company's financial statements to attend the Annual General Meeting of Shareholders, and the representative from the aforementioned approved audit organization is responsible for attending the Company's Annual General Meeting of Shareholders.

3. The Board of Directors must convene an Extraordinary General Meeting of Shareholders in the following cases:

a. The Board of Directors deems it necessary for the benefit of the Company;

b. The number of remaining members of the Board of Directors and the Supervisory Board is less than the minimum number of members as prescribed by law;

c. At the request of a shareholder or a group of shareholders as specified in Clause 2, Article 115 of the Enterprise Law; the request to convene the General Meeting of Shareholders must be made in writing, clearly stating the reason and purpose of the meeting, with sufficient signatures of the relevant shareholders or the request may be prepared in multiple copies and gather enough signatures of the relevant shareholders;

d. At the request of the Supervisory Board;

đ. Other cases as prescribed by law and this Charter.

4. Convening an Extraordinary General Meeting of Shareholders

a. The Board of Directors must convene a General Meeting of Shareholders within thirty (30) days from the date the number of Board members, independent Board members remains as stipulated in point b of clause 3 of this Article or receives the request specified in points c and d of clause 3 of this Article;

b. In the event that the Board of Directors does not convene a General Meeting of Shareholders as prescribed in point a of clause 4 of this Article, within the next 30 days, the Supervisory Board shall replace the Board of Directors to convene the General Meeting of Shareholders as prescribed in clause 3 of Article 140 of the Enterprise Law;

c. If the Supervisory Board does not convene the General Meeting of Shareholders as prescribed in point b of clause 4 of this Article, the shareholders or group of shareholders specified in point c of clause 3 of this Article have the right to request the Company's representative to convene the General Meeting of Shareholders as prescribed in the Enterprise Law .

In this case, the shareholders or group of shareholders convening the General Meeting of Shareholders may request the Business Registration Authority to supervise the procedures for convening, conducting the meeting, and making decisions of the General Meeting of Shareholders. All costs for convening and conducting the General Meeting of Shareholders shall be reimbursed by the Company. This cost does not include expenses incurred by shareholders when attending the General Meeting of Shareholders, including accommodation and travel expenses.

d. The procedures for organizing the General Meeting of Shareholders are stipulated in clause 5 of Article 140 of the Enterprise Law..

Article 16. Rights and Obligations of the General Meeting of Shareholders

1. The General Meeting of Shareholders has the following rights and obligations:

a. Approve the development orientation of the Company;

b. Decide on the type of shares and the total number of each type of shares to be offered; decide on the annual dividend rate for each type of shares;

c. Elect, dismiss, and remove members of the Board of Directors and members of the Supervisory Board;

d. Decide to invest in or sell assets valued at 35% or more of the total asset value as recorded in the Company's most recent financial report;

đ. Decide to amend and supplement the Company's Charter;

e. Approve the annual financial statements;

g. Decide to repurchase more than 10% of the total shares sold of each type;

h. Review and address violations by members of the Board of Directors and members of the Supervisory Board that cause damage to the Company and its shareholders;

i. Decide to reorganize or dissolve the Company;

k. Decide on the budget or total remuneration, bonuses, and other benefits for the Board of Directors and the Supervisory Board;

l. Approve the internal governance regulations and the operational regulations of the Board of Directors and the Supervisory Board;

m. Approve the list of approved auditing firms; decide on the approved auditing firm to conduct the Company's audit, dismiss the approved auditor when deemed necessary;

2. The General Meeting of Shareholders discusses and approves the following issues:

a. The annual business plan of the Company;

b. The audited annual financial statements;

c. Report of the Board of Directors on governance and the operational results of the Board of Directors and each member of the Board of Directors (in cases where the company operates under the model specified in point b, clause 1, Article 137 of the Enterprise Law, independent members of the Board of Directors are responsible for reporting at the annual general meeting of shareholders as stipulated in Article 284 of Decree No. 155/2020/ND-CP dated December 31, 2020, of the Government detailing the implementation of certain provisions of the Securities Law);

d. Report of the Supervisory Board on the company's business results, the performance of the Board of Directors, and the Director;

đ. Self-assessment report on the performance of the Supervisory Board and its members;

e. Dividend rate for each share of each type;

g. Number of members of the Board of Directors and the Supervisory Board;

h. Election, dismissal, or removal of members of the Board of Directors and members of the Supervisory Board;

i. Decision on the budget or total level of remuneration, bonuses, and other benefits for the Board of Directors and the Supervisory Board;

k. Approval of the list of approved audit firms; decision on the approved audit firm to conduct inspections of the company's activities when deemed necessary;

l. Supplementing and amending the company's charter;

m. Type of shares and number of newly issued shares for each type of share and the transfer of shares by founding members within the first 03 years from the date of establishment;

n. Division, separation, consolidation, merger, or conversion of the company;

o. Reorganize and dissolve (liquidate) the Company and appoint a liquidator;

p. Decide on investment transactions or sell assets valued at 35% or more of the total asset value recorded in the Company's latest financial report;

q. Decide to repurchase over 10% of the total issued shares of each type;

r. The Company signs contracts or transactions with the entities specified in Clause 1, Article 167 of the Enterprise Law with a value equal to or greater than 35% of the total asset value of the Company recorded in the latest financial report;

s. Approve transactions specified in Clause 4, Article 293 of Decree No. 155/2020/ND-CP dated December 31, 2020, of the Government detailing the implementation of certain provisions of the Securities Law;

t. Approve internal regulations on corporate governance, regulations on the operation of the Board of Directors, regulations on the operation of the Supervisory Board;

u. Other issues as prescribed by law and this Charter.

3. All resolutions and issues included in the meeting agenda must be discussed and voted on at the General Meeting of Shareholders.

Article 17. Authorization to attend the General Meeting of Shareholders

1. Shareholders, or authorized representatives of corporate shareholders, may directly attend the meeting or authorize one or more individuals or other organizations to attend the meeting or participate in the meeting through one of the forms specified in Clause 3, Article 144 of the Enterprise Law.

2. The authorization of individuals or organizations to represent shareholders at the General Meeting of Shareholders in accordance with the provisions of Clause 1 of this Article must be made in writing. The authorization document must be prepared in accordance with the civil law and must clearly state the name of the authorized shareholder, the name of the individual or organization authorized, the number of shares being authorized, the content of the authorization, the scope of the authorization, the duration of the authorization, and the signatures of the authorizing party and the authorized party..

The authorized person attending the General Meeting of Shareholders must submit the authorization document when registering to attend the meeting. In the case of further authorization, the attendee must also present the original authorization document of the shareholder, and the representative authorized by the shareholder is an organization (if it has not been registered with the Company beforehand).

3. The voting card of the authorized person attending the meeting within the scope of the authorization remains valid in the following cases:

a. The authorizing party has died, has had their civil capacity restricted, or has lost their civil capacity;

b. The authorizing party has revoked the authorization;

c. The authorizing party has revoked the authority of the person executing the authorization.

This provision does not apply in cases where the Company receives notice of any of the above events before the opening of the General Meeting of Shareholders or before the meeting is reconvened.

Article 18. Change of Rights

1. The change or cancellation of special rights attached to a type of preferred share takes effect when at least 65% of the common shares held by shareholders attending the meeting approve it. The resolution of the General Meeting of Shareholders regarding changes that negatively affect the rights and obligations of shareholders holding preferred shares can only be passed if at least 75% of the shareholders of that type of preferred shares present at the meeting approve it, or if at least 75% of the shareholders of that type of preferred shares approve it in the case of passing the resolution in the form of a written opinion.

2. The organization of a meeting of shareholders holding a type of preferred share to approve the aforementioned change in rights is only valid if at least two (02) shareholders (or their authorized representatives) are present and hold at least one-third (1/3) of the par value of the issued shares of that type. If the required number of representatives is not met, the meeting will be reorganized within thirty (30) days thereafter, and those holding shares of that type (regardless of the number of people and shares) present in person or through an authorized representative will be considered to meet the required number of representatives. At the meetings of shareholders holding the aforementioned preferred shares, those holding shares of that type present in person or through a representative may request a secret ballot. Each share of the same type has equal voting rights at the aforementioned meetings.

3. The procedure for conducting such separate meetings shall be carried out similarly to the provisions in Articles 20, 21, and 22 of these regulations.

4. Unless otherwise provided in the share issuance terms, the special rights attached to preferred shares regarding some or all matters related to the distribution of profits or assets of the Company shall not be altered when the Company issues additional shares of the same type.

Article 19. Convening meetings, meeting agenda, and notice of the General Meeting of Shareholders

1. The Board of Directors convenes the annual and extraordinary General Meeting of Shareholders. The Board of Directors convenes an extraordinary General Meeting of Shareholders in the cases specified in Clause 3 of Article 15 of these regulations.

2. The convener of the General Meeting of Shareholders must perform the following tasks:

a. Prepare a list of shareholders eligible to participate and vote at the General Meeting of Shareholders. The list of shareholders entitled to attend the General Meeting of Shareholders must be prepared no more than ten (10) days before the date of sending the notice of the General Meeting of Shareholders. The Company must announce information regarding the preparation of the list of shareholders entitled to attend the General Meeting of Shareholders at least twenty (20) days before the final registration date;

b. Prepare the agenda and content of the meeting;

c. Prepare documents for the meeting;

d. Draft the resolutions of the General Meeting of Shareholders according to the proposed content of the meeting;

đ. Determine the time and location for holding the meeting;

e. Notify and send the notice of the General Meeting of Shareholders to all shareholders entitled to attend the meeting;

g. Other tasks serving the meeting.

3. The notice of the General Meeting of Shareholders must be sent to all shareholders by secure means, and simultaneously published on the Company's electronic information page, the State Securities Commission, and the stock exchange where the Company's shares are listed. The convenor of the General Meeting of Shareholders must send the notice of the meeting to all shareholders in the list of shareholders entitled to attend at least twenty-one (21) days before the date of the General Meeting of Shareholders (calculated from the date the notice is sent or validly dispatched). The agenda of the General Meeting of Shareholders and related documents regarding the issues to be voted on at the meeting must be sent to shareholders and/or posted on the Company's electronic information page. In case the documents are not sent along with the notice of the General Meeting of Shareholders, the notice must specify the link to all meeting documents for shareholders to access, including:

a. The meeting agenda, documents used in the meeting;

b. The list and detailed information of candidates in case of electing members of the Board of Directors; Supervisors;

c. Voting ballots;

d. Draft Resolutions for each issue in the meeting agenda.

4. Shareholders or a group of shareholders as stipulated in Clause 2, Article 11 of this Charter have the right to propose issues to be included in the agenda of the General Meeting of Shareholders. Proposals must be in writing and sent to the Company at least three (03) working days before the opening date of the General Meeting of Shareholders. Proposals must include the full name of the shareholder, permanent address, nationality, ID card number, citizen identification, passport, or other legal personal identification for individual shareholders; the name, business registration number or establishment decision number, and head office address for organizational shareholders; the quantity and type of shares held by the shareholder, and the content of the proposal to be included in the meeting agenda.

5. The convener of the General Meeting of Shareholders has the right to refuse the proposal specified in Clause 4 of this Article if it falls under one of the following cases:

a. The proposal is submitted not in accordance with the provisions of Clause 4 of this Article;

b. At the time of the proposal, the shareholder or group of shareholders does not hold at least 5% of the common shares as stipulated in Clause 2, Article 11 of this Charter;

c. The proposed issue does not fall within the decision-making authority of the General Meeting of Shareholders;

d. Other cases as prescribed by law and this Charter.

6. The convener of the General Meeting of Shareholders must accept and include the proposal specified in Clause 4 of this Article in the draft agenda and content of the meeting, except in the case specified in Clause 5 of this Article; the proposal will be officially added to the agenda and content of the meeting if approved by the General Meeting of Shareholders.

Article 20. Conditions for holding the General Meeting of Shareholders

1. The General Meeting of Shareholders is conducted when the number of shareholders attending represents over 50% of the total voting shares.

2. If the first meeting does not meet the conditions for conducting as prescribed in Clause 1 of this Article, a notice for the second meeting must be sent within thirty (30) days from the date of the intended first meeting. The second General Meeting of Shareholders can only be held if the number of shareholders attending represents 33% or more of the total voting shares.

3. If the second meeting does not meet the conditions for conducting as prescribed in Clause 2 of this Article, a notice for the third meeting must be sent within twenty (20) days from the date of the intended second meeting. The third General Meeting of Shareholders is held regardless of the total number of voting shares of the attending shareholders.

Article 21. Procedures for conducting the meeting and voting at the General Meeting of Shareholders

1. Before opening the meeting, the Company must carry out the registration procedures for shareholders and must continue the registration until all eligible shareholders present have registered according to the following order:

a. When registering shareholders, the Company issues a voting card to each shareholder or their authorized representative with voting rights, which includes the registration number, the full name of the shareholder, the full name of the authorized representative, and the number of votes for that shareholder. The general meeting of shareholders discusses and votes on each issue in the agenda. Voting is conducted by agreeing, disagreeing, or abstaining. At the meeting, the number of cards in favor of the resolution is collected first, followed by the cards against the resolution, and finally, the total number of votes in favor or against is counted to make a decision. The results of the voting are announced by the Chairperson immediately before the meeting is adjourned. The meeting elects those responsible for counting votes or supervising the vote counting as proposed by the Chairperson. The number of members of the vote counting committee is decided by the general meeting of shareholders based on the proposal of the meeting's Chairperson;

b. Shareholders, or the authorized representatives of shareholder organizations or individuals who arrive after the meeting has commenced, have the right to register immediately and subsequently have the right to participate and vote at the meeting right after registration. The Chairperson is not responsible for pausing the meeting to allow late shareholders to register, and the validity of the contents that have been voted on previously remains unchanged.

2. The election of the Chairperson, Secretary, and vote counting committee is stipulated as follows:

a. The Chairman of the Board of Directors acts as the chairperson or authorizes another member of the Board of Directors to chair the General Meeting of Shareholders convened by the Board of Directors. In the event that the Chairman is absent or temporarily unable to work, the remaining members of the Board of Directors elect one of themselves to chair the meeting by majority rule. If no one can be elected as chairperson, the Head of the Inspection Committee of the General Meeting of Shareholders shall elect the chairperson of the meeting, and the person with the highest number of votes shall chair the meeting;

b. Except for the case specified in point a of this clause, the person who signs to convene the General Meeting of Shareholders shall conduct the meeting for the General Meeting of Shareholders to elect the chairperson of the meeting, and the person with the highest number of votes shall chair the meeting;

c. The chairperson appoints one or more people as secretaries of the meeting;

d. The General Meeting of Shareholders elects one or more people to the Ballot Supervisory Committee at the proposal of the chairperson of the meeting.

3. The agenda and content of the meeting must be approved by the General Meeting of Shareholders at the opening session. The agenda must clearly and specifically define the time for each issue in the meeting agenda.

4. The chairperson of the meeting has the right to take necessary and reasonable measures to conduct the General Meeting of Shareholders in an orderly manner, in accordance with the approved agenda, and to reflect the wishes of the majority of the attendees.

a. Arrange seating at the venue of the General Meeting of Shareholders;

b. Ensure the safety of everyone present at the meeting venues;

c. Facilitate shareholders' participation (or continued participation) in the meeting. The convener of the General Meeting of Shareholders has full authority to change the aforementioned measures and apply all necessary measures. The measures applied may include issuing entrance passes or using other selection methods.

5. The General Meeting of Shareholders discusses and votes on each issue in the agenda. Voting is conducted by approving, disapproving, and abstaining. The results of the voting are announced by the chairman immediately before the meeting is adjourned.

6. Shareholders or authorized representatives attending the meeting after it has commenced may still register and have the right to vote immediately after registration; in this case, the validity of the contents that have been voted on previously remains unchanged.

7. The convener or chairman of the General Meeting of Shareholders has the following rights:

a. Request all attendees to undergo checks or other reasonable and lawful security measures;

b. Request the competent authority to maintain order at the meeting; expel those who do not comply with the chairman's authority, intentionally disrupt order, obstruct the normal progress of the meeting, or do not comply with security requirements and checks from the General Meeting of Shareholders.

8. The chairman has the right to postpone the General Meeting of Shareholders that has enough registered participants for a maximum of 03 working days from the date the meeting is scheduled to commence and may only postpone the meeting or change the meeting location in the following cases:

a. The meeting venue does not have enough seating to accommodate all attendees comfortably;

b. The information facilities at the meeting venue do not ensure that shareholders can participate, discuss, and vote;

c. There are attendees who disrupt the meeting, posing a risk to the fair and legal conduct of the meeting.

9. In the event that the chairperson postpones or temporarily suspends the General Meeting of Shareholders contrary to the provisions of Clause 8 of this Article, the General Meeting of Shareholders shall elect another person among the attendees to replace the chairperson to conduct the meeting until its conclusion; all resolutions passed at that meeting shall be effective.

Article 22. Conditions for the Resolutions of the General Meeting of Shareholders to be Passed

1. Resolutions on the following contents shall be passed if approved by shareholders representing 65% or more of the total voting shares of all attending shareholders at the meeting, except in cases specified in Clauses 3, 4, and 6 of Article 148 of the Enterprise Law:

a. The type of shares and the total number of shares of each type;

b. Changes in the industry, profession, and business areas;

c. Changes in the organizational structure of the Company;

d. Investment projects or the sale of assets valued at 35% or more of the total asset value as recorded in the Company's most recent financial report, unless the Company's charter specifies a different ratio or value;

đ. Reorganization or dissolution of the Company;

e. Decisions on the type of shares and the total number of shares of each type that are authorized for sale.

2. Resolutions are passed when the shareholders owning more than 50% of the total voting shares of all attending and voting shareholders at the meeting agree, except in cases specified in clauses 1, 3, 4, and 6 of Article 148 of the Enterprise Law

3. Resolutions of the General Meeting of Shareholders passed by 100% of the total voting shares are legal and effective even if the procedures for convening the meeting and passing that resolution violate the provisions of the Enterprise Law and the company's charter.

Article 23. Authority and procedures for obtaining written opinions from shareholders to pass resolutions of the General Meeting of Shareholders.

The authority and procedures for obtaining written opinions from shareholders to pass resolutions of the General Meeting of Shareholders are implemented according to the following provisions:

1. The Board of Directors has the right to obtain written opinions from shareholders to pass resolutions of the General Meeting of Shareholders when deemed necessary for the benefit of the company, except in cases specified in clause 2 of Article 147 of the Enterprise Law

2. The Board of Directors must prepare the opinion solicitation ballot, the draft resolution of the General Meeting of Shareholders, explanatory documents for the draft resolution, and send them to all voting shareholders no later than ten (10) days before the deadline for returning the opinion solicitation ballot. The preparation of the list of shareholders receiving the opinion solicitation ballot is carried out according to the provisions of clauses 1 and 2 of Article 141 of the Enterprise Law. The requirements and methods for sending the opinion solicitation ballot and accompanying documents are implemented according to the provisions of Article 143 of the Enterprise Law.

3. The opinion poll must include the following main contents:

a. Name, address of the head office, business registration number;

b. Purpose of the opinion poll;

c. Full name, contact address, nationality, legal document number of individuals for individual shareholders; name, business registration number or legal document number of organizations, address of the head office for organizational shareholders, or full name, contact address, nationality, legal document number of individuals for representatives of organizational shareholders; quantity of shares of each type and number of votes of shareholders;

d. The issue that needs to be consulted for decision-making;

đ. Voting options including in favor, against, and no opinion for each issue being consulted;

e. Deadline for sending the answered opinion poll back to the Company;

g. Full name and signature of the Chairman of the Board of Directors.

4. Shareholders may send the answered opinion poll to the company by mail, fax, or email according to the following regulations:

a. In the case of sending by mail, the answered opinion poll must have the signature of the individual shareholder, the authorized representative, or the legal representative of the organizational shareholder. The opinion poll sent to the company must be enclosed in a sealed envelope, and no one is allowed to open it before the vote counting;

b. In the case of sending by fax or email, the opinion poll sent to the company must be kept confidential until the time of vote counting;

c. Ballots sent to the company after the deadline specified in the ballot or that have been opened in the case of mail and disclosed in the case of fax or email are invalid. Ballots not sent back will be considered as abstaining from voting.

5. The Board of Directors counts the votes and prepares the vote counting minutes in the presence of the Supervisory Board or shareholders not holding management positions in the Company. The vote counting minutes must include the following main contents:

a. Name, address of the head office, business registration number;

b. Purpose and issues to be voted on to pass the resolution;

c. The number of shareholders with the total number of voting ballots that participated in the voting, distinguishing between valid and invalid voting ballots and the method of sending voting ballots, along with an appendix listing the participating shareholders;

d. The total number of votes in favor, against, and abstaining for each issue;

d. Issues that have been passed and the corresponding approval rate;

e. Full name and signature of the Chairman of the Board of Directors, the vote supervisor, and the vote counter.

Members of the Board of Directors, the vote counter, and the vote supervisor must jointly bear responsibility for the honesty and accuracy of the vote counting minutes; they are jointly responsible for any damages arising from decisions passed due to dishonest or inaccurate vote counting;

6. The minutes of the ballot and the resolution must be sent to the shareholders within 15 days from the date of the ballot conclusion. The sending of the ballot minutes and the resolution can be replaced by posting on the Company's electronic information page within 24 hours from the time of the ballot conclusion.

7. The responded opinion ballots, the ballot minutes, the approved resolutions, and related documents sent along with the opinion ballot must be kept at the Company's headquarters.

8. A resolution is passed in the form of a written opinion from shareholders if it is approved by shareholders holding [50%] of the total voting rights of all shareholders entitled to vote, and it has the same validity as a resolution passed at a General Shareholders' Meeting.

Article 24. Resolutions, Minutes of the General Shareholders' Meeting

1. The General Shareholders' Meeting must be recorded in minutes and may be audio recorded or stored in other electronic forms. The minutes must be prepared in Vietnamese, and may also be prepared in a foreign language, containing the following main contents:

a. Name, address of the headquarters, business registration number;

b. Time and location of the General Shareholders' Meeting;

c. Meeting agenda and content of the meeting;

d. Names of the chairperson and the secretary;

đ. Summary of the meeting's proceedings and the opinions expressed at the General Shareholders' Meeting on each issue in the agenda;

e. The number of shareholders and the total number of voting shares of the shareholders attending the meeting, the appendix of the registered shareholder list, the representatives of the attending shareholders with the corresponding number of shares and votes;

g. The total number of votes for each voting issue, specifying the voting method, total valid votes, invalid votes, votes in favor, votes against, and abstentions; the corresponding percentages of the total voting shares of the attending shareholders;

h. The issues that have been approved and the corresponding percentage of votes in favor;

i. The name and signature of the chairperson and the secretary. In the event that the chairperson or secretary refuses to sign the meeting minutes, the minutes shall be valid if signed by all other members of the Board of Directors attending the meeting and contain all the content as required in this clause. The meeting minutes must clearly state the refusal of the chairperson or secretary to sign the minutes.

2. The minutes of the General Meeting of Shareholders must be completed and approved before the meeting ends. The chairperson and secretary of the meeting or other signatories in the minutes must jointly bear responsibility for the authenticity and accuracy of the content of the minutes.

3. The minutes prepared in Vietnamese and in a foreign language have equal legal validity. In case of discrepancies in content between the minutes in Vietnamese and in a foreign language, the content in the Vietnamese minutes shall apply.

4. Resolutions, Minutes of the General Meeting of Shareholders, an appendix listing the shareholders registered to attend the meeting along with the signatures of the shareholders, documents authorizing attendance at the meeting, all documents attached to the Minutes (if any), and related documents accompanying the invitation to the meeting must be disclosed in accordance with legal regulations on information disclosure in the securities market and must be kept at the Company's headquarters.

Article 25. Request for annulment of the resolution of the General Meeting of Shareholders

Within ninety (90) days from the date of receiving the resolution or the minutes of the General Meeting of Shareholders or the minutes of the voting results of the General Meeting of Shareholders,

shareholders or groups of shareholders specified in Clause 2, Article 115 of the Enterprise Law have the right to request the Court or Arbitration to review and annul the resolution or part of the content of the resolution of the General Meeting of Shareholders in the following cases:

1. The procedures for convening the meeting and making decisions of the General Meeting of Shareholders seriously violate the provisions of the Enterprise Law and the company's charter, except for the cases specified in Clause 2, Article 152 of the Enterprise Law;

2. The content of the resolution violates the law or the company's charter.

VII. BOARD OF DIRECTORS

Article 26. Nomination and election of members of the Board of Directors

1. In cases where candidates for the Board of Directors have been identified, the Company must publicly disclose information related to the candidates at least 10 days before the opening date of the General Meeting of Shareholders on the Company's electronic information page so that shareholders can learn about these candidates before voting. Board candidates must provide a written commitment regarding the honesty and accuracy of the personal information disclosed and must commit to performing their duties honestly, diligently, and in the best interest of the Company if elected as members of the Board of Directors. The information related to the Board candidates that must be disclosed includes:

a. Full name, date, month, year of birth;

b. Professional qualifications;

c. Work experience;

d. Other management positions (including Board positions of other companies);

đ. Interests related to the Company and related parties of the Company;

e. Other information (if any) as stipulated in the company's charter;

g. The Company must be responsible for disclosing information about the companies where the candidate holds a position as a member of the Board of Directors, other management positions, and any interests related to the candidate's company (if any).

2. Shareholders or groups of shareholders owning 10% or more of the total ordinary shares have the right to nominate candidates for the Board of Directors in accordance with the provisions of the Enterprise Law and the company's charter.

3. In the event that the number of candidates for the Board of Directors through nomination and application is still insufficient according to the provisions of Clause 5, Article 115 of the Enterprise Law, the current Board of Directors shall introduce additional candidates or organize nominations in accordance with the company's charter, internal regulations on corporate governance, and the operational regulations of the Board of Directors. The introduction of additional candidates by the current Board of Directors must be clearly announced before the General Meeting of Shareholders votes to elect members of the Board of Directors as prescribed by law.

4. Members of the Board of Directors must meet the standards and conditions as stipulated in Clause 1 and Clause 2 of Article 155 of the Enterprise Law and the company's charter.

Article 27. Composition and term of members of the Board of Directors

1. The number of members of the Board of Directors shall be at least five (05) and no more than eleven (11), with the specific number determined by the General Meeting of Shareholders.

2. The term of members of the Board of Directors shall not exceed 05 years and may be re-elected for an unlimited number of terms. An individual may only be elected as an independent member of the Board of Directors of a company for no more than 02 consecutive terms.

In the event that all members of the Board of Directors complete their term, those members shall continue to be members of the Board of Directors until new members are elected to replace them and take over their duties.

3. The structure of the members of the Board of Directors is as follows:

The structure of the company's Board of Directors must ensure that at least 1/3 of the total members of the Board are non-executive members.

The total number of independent members on the Board must comply with the following regulations:

a. There must be at least 01 independent member if the company has 05 members on the Board;

b. There must be at least 02 independent members if the company has from 06 to 08 members on the Board;

c. There must be at least 03 independent members if the company has from 09 to 11 members on the Board.

4. A member of the Board of Directors loses their status as a member in cases where they are dismissed or replaced by the General Meeting of Shareholders as stipulated in Article 160 of the Enterprise Law.

5. The appointment of members to the Board of Directors must be publicly disclosed in accordance with legal regulations on information disclosure in the securities market.

6. Members of the Board of Directors do not necessarily have to be shareholders of the Company.

Article 28. Rights and obligations of the Board of Directors.

1. The Board of Directors is the management body of the company, having full authority on behalf of the company to decide and perform the rights and obligations of the company, except for the rights and obligations belonging to the authority of the General Meeting of Shareholders.

2. The Board of Directors has the following rights and obligations:

a. To decide on the strategy, medium-term development plan, and annual business plan of the Company;

b. To propose the type of shares and the total number of shares to be offered for each type;

c. Deciding to sell unallocated shares within the scope of the shares entitled to be offered for each type; deciding to raise additional capital in other forms;

d. Deciding the selling price of the Company's shares and bonds;

đ. Deciding to repurchase shares as stipulated in Clause 1 and Clause 2 of Article 133 of the Enterprise Law;

e. Deciding on investment plans and investment projects within the authority and limits as prescribed by law;

g. Deciding on solutions for market development, marketing, and technology;

h. Approving contracts for purchase, sale, borrowing, lending, and other contracts or transactions valued at [35%] or more of the total asset value recorded in the Company's most recent financial report, except in cases where the company's charter stipulates different ratios or values, and contracts or transactions that fall under the authority of the General Meeting of Shareholders as specified in Point d, Clause 2, Article 138, Clause 1 and Clause 3, Article 167 of the Enterprise Law;

i. Electing, dismissing, or removing the Chairman of the Board of Directors; appointing, dismissing, signing contracts, and terminating contracts with the Director and other key managers; deciding on salaries, remuneration, bonuses, and other benefits for those managers; appointing authorized representatives to participate in the Member Council or the General Meeting of Shareholders in other companies, deciding on the remuneration and other benefits of those individuals;

k. Supervising and directing the Director and other managers in the daily business operations of the Company;

l. Deciding the organizational structure, internal management regulations of the Company, deciding to establish subsidiaries, branches, representative offices, and the investment, purchase of shares in other enterprises;

m. Approving the program and content of documents for the General Meeting of Shareholders, convening the General Meeting of Shareholders or soliciting opinions for the General Meeting of Shareholders to pass resolutions;

n. Presenting the audited annual financial report to the General Meeting of Shareholders;

o. Proposing the dividend level to be paid; deciding the duration and procedures for paying dividends or handling losses incurred during business operations;

p. Proposing the reorganization or dissolution of the Company; requesting the bankruptcy of the Company;

q. Deciding to issue the Operating Regulations of the Board of Directors, the internal regulations on corporate governance after being approved by the General Meeting of Shareholders; deciding to issue the Operating Regulations of the Audit Committee under the Board of Directors, regulations on the company's information disclosure;

s. Other rights and obligations as prescribed by the Enterprise Law, the Securities Law, other legal regulations, and the company's charter.

3. The Board of Directors must report to the General Meeting of Shareholders on the results of the Board of Directors' activities as prescribed in Article 280 of Decree No. 155/2020/ND-CP dated December 31, 2020, of the Government detailing the implementation of certain provisions of the Securities Law.

Article 29. Remuneration, bonuses, and other benefits of members of the Board of Directors

1. The Company has the right to pay remuneration and bonuses to members of the Board of Directors based on the results and effectiveness of business operations.

2. Members of the Board of Directors (excluding representatives authorized as substitutes) shall receive remuneration and bonuses. The Board of Directors plans the remuneration level for each member based on the principle of unanimity. The total remuneration and bonuses of the Board of Directors shall be decided by the General Meeting of Shareholders at the annual meeting.

3. The remuneration of each member of the Board of Directors is calculated as a business expense of the Company in accordance with the laws on corporate income tax, reflected as a separate item in the Company's annual financial statements, and must be reported to the General Meeting of Shareholders at the annual meeting.

4. Members of the Board of Directors holding executive positions or those working in subcommittees of the Board of Directors or performing tasks beyond the usual scope of a Board member may receive additional remuneration in the form of a lump sum payment per instance, salary, commission, profit percentage, or in other forms as decided by the Board of Directors.

5. Members of the Board of Directors have the right to be reimbursed for all travel, accommodation, and other reasonable expenses they have incurred while fulfilling their duties as Board members, including expenses arising from attending meetings of the General Meeting of Shareholders, the Board of Directors, or subcommittees of the Board of Directors.

6. Members of the Board of Directors may be insured by the Company after receiving approval from the General Meeting of Shareholders. This insurance does not cover liabilities of board members related to violations of the law and the company's charter.

Article 30. Chairman of the Board of Directors

1. The Chairman of the Board of Directors is elected, dismissed, and removed by the Board of Directors from among its members. The Chairman of the Board of Directors may not concurrently hold the position of Director;

2. The Chairman of the Board of Directors has the following rights and responsibilities:

a. To establish the program and activity plan of the Board of Directors;

b. To prepare the program, content, and documents for meetings; to convene, preside over, and chair meetings of the Board of Directors;

c. To organize the adoption of resolutions and decisions of the Board of Directors;

d. To supervise the implementation of the resolutions and decisions of the Board of Directors;

đ. To chair the General Meeting of Shareholders;

e. To issue a list of the Company's confidential documents and rights of access.

g. Other rights and responsibilities as prescribed by the Enterprise Law and this Charter.

3. The Vice Chairman of the Board of Directors is elected, dismissed, and removed by the Board of Directors from among the remaining members of the Board.

4. In the event that the Chairman or Vice Chairman of the Board of Directors submits a resignation or is dismissed, the Board of Directors must elect a replacement within ten (10) days from the date of receiving the resignation or dismissal.

5. In the event that the Chairman of the Board of Directors is absent or unable to perform their duties, they must delegate their authority in writing to the Vice Chairman of the Board of Directors. If both the Chairman and the Vice Chairman are absent, they shall delegate another member to perform the rights and obligations of the Chairman of the Board of Directors according to the principles stipulated in these bylaws. If there is no designated delegate, or if the Chairman of the Board of Directors is deceased, missing, in detention, serving a prison sentence, undergoing administrative measures at a mandatory rehabilitation facility, a compulsory educational institution, has escaped from their residence, is restricted

or lost their civil capacity, has difficulties in cognition, self-control, is prohibited by the court from holding certain positions, professions, or specific work, the remaining members shall elect one among them to hold the position of Chairman of the Board of Directors based on the principle of majority agreement from the remaining members until a new decision is made by the Board of Directors.

Article 31. Meetings of the Board of Directors

1. The Chairman of the Board of Directors shall be elected at the first meeting of the Board of Directors within 07 working days following the conclusion of the election for that Board of Directors. This meeting shall be convened and chaired by the member with the highest number of votes or the highest voting ratio. In the case where there are more than one member with the highest number of votes or an equal voting ratio, the members shall vote based on the principle of majority to select one among them to convene the Board of Directors meeting.

2. The Board of Directors must meet at least once every quarter and may hold extraordinary meetings.

3. The Chairman of the Board of Directors shall convene a meeting of the Board of Directors in the following cases:

a. At the request of the Supervisory Board or independent members of the Board of Directors;

b. At the request of the Director or at least 05 other managers;

c. At the request of at least 02 members of the Board of Directors;

4. The request specified in Clause 3 of this Article must be made in writing, stating the purpose, the issues to be discussed, and the decisions within the competence of the Board of Directors.

5. The Chairman of the Board of Directors must convene a meeting of the Board of Directors within 07 working days from the date of receiving the request specified in Clause 3 of this Article. In the event of failure to convene a meeting of the Board of Directors as requested, the Chairman of the Board of Directors shall be responsible for any damages incurred to the Company; the requester has the right to replace the Chairman to convene the meeting of the Board of Directors.

6. The Chairman of the Board of Directors or the person convening the meeting of the Board of Directors must send a notice of the meeting no later than [05 days] working days before the date of the meeting. The notice must specify the exact time and location of the meeting, agenda, issues for discussion and decisions. The notice must be accompanied by documents to be used at the meeting and voting ballots for members.

The notice inviting the Board of Directors meeting may be sent by invitation letter, telephone, fax, electronic means, or other methods specified by the company's charter and must ensure delivery to the contact address of each Board member registered with the Company.

7. The Chairman of the Board of Directors or the person convening the meeting sends the notice and accompanying documents to the members of the Supervisory Board as they do to the members of the Board of Directors.

Members of the Supervisory Board have the right to attend Board meetings; they have the right to discuss but do not have voting rights.

8. The Board of Directors meeting is conducted when at least 3/4 of the total number of members are present. If the meeting convened under this provision does not have enough members as required, it may be convened a second time within [07 days] from the date of the first intended meeting. In this case, the meeting is conducted if more than half of the Board of Directors members are present.

9. A member of the Board of Directors is considered to attend and vote at the meeting in the following cases:

a. Attending and voting directly at the meeting;

b. Authorizing another person to attend and vote according to the provisions of Clause 11 of this Article;

c. Attending and voting via online conference or other electronic forms;

d. Sending a voting ballot to the meeting via mail, fax, or email;

đ. Sending a voting ballot by other means.

10. In the case of sending voting ballots to the meeting via mail, the ballots must be enclosed in a sealed envelope and must be delivered to the Chairman of the Board of Directors no later than 1 hour before the opening. The ballots may only be opened in the presence of all attendees.

11. Members must fully attend all meetings of the Board of Directors. Members may authorize others to attend and vote on their behalf if approved by a majority of the Board of Directors.

12. Resolutions and decisions of the Board of Directors are passed if approved by a majority of the members present; in the event of a tie, the final decision rests with the opinion of the Chairman of the Board of Directors.

Article 32. Subcommittees of the Board of Directors

1. The Board of Directors may establish subcommittees to be responsible for development policies, personnel, salaries and bonuses, internal audit, and risk management. The number of members of the subcommittee is determined by the Board of Directors, with a minimum of [3 members], including members of the Board of Directors and external members. Independent members of the Board of Directors/non-executive Board members must make up the majority of the subcommittee, and one of these members is appointed as the Head of the subcommittee by the decision of the Board of Directors. The activities of the subcommittee must comply with the regulations of the Board of Directors. The resolutions of the subcommittee are only effective when a majority of the members participate and vote in favor at the subcommittee meeting.

2. The implementation of decisions by the Board of Directors, or by subcommittees under the Board of Directors, must comply with current legal regulations and the provisions of the company's charter and internal governance regulations.

Article 33. Person in Charge of Company Governance

1. The Board of Directors of the Company must appoint at least one person in charge of company governance to assist in the governance work of the company. The person in charge of company governance may concurrently serve as the Company Secretary as stipulated in Clause 5, Article 156 of the Enterprise Law.

2. The person in charge of company governance must not simultaneously work for an approved auditing organization that is conducting audits of the Company's financial statements.

3. The person in charge of company governance has the following rights and obligations:

- Advise the Board of Directors on organizing the General Meeting of Shareholders in accordance with regulations and related matters between the Company and shareholders;
- Prepare meetings of the Board of Directors, the Supervisory Board, and the General Meeting of Shareholders as requested by the Board of Directors or the Supervisory Board;
- Advise on the procedures for meetings;
- Attend meetings;
- Advise on the procedures for drafting resolutions of the Board of Directors in accordance with legal regulations;
- Provide financial information, copies of minutes of Board of Directors meetings, and other information to members of the Board of Directors and members of the Supervisory Board;
- Monitor and report to the Board of Directors on the Company's information disclosure activities;
- Serve as the point of contact with interested parties;
- Information security in accordance with the provisions of the law and the company's charter;
- Other rights and obligations as stipulated by law and this charter.

VIII. DIRECTOR AND OTHER EXECUTIVES

Article 34. Organization of the management apparatus

The management system of the Company must ensure that the management apparatus is responsible to the Board of Directors and is subject to the supervision and direction of the Board of Directors in the daily business activities of the Company. The Company has a Director, Deputy Directors, Chief Accountant, and other management positions appointed by the Board of Directors. The appointment, dismissal, or removal of the above-mentioned positions must be approved by a resolution or decision of the Board of Directors.

Article 35. Executives of the Company

1. The executives of the Company include the Director, Deputy Directors, Chief Accountant, and other executives as stipulated in this charter.

2. At the proposal of the Director and with the approval of the Board of Directors, the Company may hire additional executives in numbers and standards appropriate to the structure and management regulations of the Company as prescribed by the Board of Directors. The executives must be responsible for assisting the Company in achieving its set objectives in operations and organization.

3. The Director is entitled to a salary and bonus. The salary and bonus of the Director are determined by the Board of Directors.

4. The salary of the executive is included in the business expenses of the Company according to the regulations of the corporate income tax law, and is presented as a separate item in the Company's annual financial statements and must be reported to the General Meeting of Shareholders at the annual meeting.

Article 36. Appointment, dismissal, duties, and powers of the Director

1. The Board of Directors appoints 01 member of the Board of Directors or hires another person to be the Director.

2. The Director is responsible for the daily business operations of the Company; is under the supervision of the Board of Directors; and is accountable to the Board of Directors and the law for the performance of the assigned rights and obligations.

3. The term of the Director is no more than 05 years and may be reappointed for an unlimited number of terms. The Director must meet the standards and conditions as prescribed by law and the company's charter.

4. The Director has the following rights and obligations:

a. Decide on issues related to the daily business operations of the Company that do not fall under the authority of the Board of Directors;

b. Organize the implementation of the resolutions and decisions of the Board of Directors;

c. Organize the implementation of the business plan and investment proposals of the Company;

d. Propose the organizational structure and internal management regulations of the Company;

đ. Appoint, dismiss, and remove management positions within the Company, except for positions under the authority of the Board of Directors;

e. Deciding on salaries and other benefits for employees in the Company, including managers appointed by the Director;

g. Recruiting employees;

h. Proposing plans for dividend distribution or handling business losses;

i. Other rights and obligations as prescribed by law, the company's charter, and resolutions and decisions of the Board of Directors.

5. The Board of Directors may dismiss the Director when a majority of voting members of the Board of Directors agree and appoint a new Director to replace them.

IX. SUPERVISORY BOARD

Article 37. Nominating members of the Supervisory Board

1. The nomination of members of the Supervisory Board shall be conducted similarly to the provisions in Clauses 1 and 2 of Article 26 of this charter.

2. In the event that the number of candidates for the Supervisory Board through nomination and self-nomination is insufficient, the current Supervisory Board may nominate additional candidates or organize nominations according to the internal regulations on corporate governance and the operational regulations of the Supervisory Board. The introduction of additional candidates by the current Supervisory Board must be clearly announced before the General Meeting of Shareholders votes to elect members of the Supervisory Board in accordance with the law.

Article 38. Composition of the Supervisory Board

1. The Supervisory Board of the Company consists of three (03) to five (05) inspectors. The term of an inspector shall not exceed five (05) years and may be re-elected for an unlimited number of terms.

2. Members of the Supervisory Board must meet the standards and conditions as stipulated in Article 169 of the Enterprise Law and must not fall under the following cases:

a. Working in the accounting or finance department of the Company; and

b. Being a member or employee of an independent auditing firm that conducts audits of the Company's financial statements in the three consecutive years prior.

3. Members of the Supervisory Board are dismissed in the following cases:

a. No longer meeting the standards and conditions to be a member of the Supervisory Board as stipulated in Clause 2 of this Article;

b. Submitting a resignation letter that is approved;

c. Other cases as provided in this Charter.

4. Members of the Supervisory Board are removed in the following cases:

a. Failing to complete the assigned tasks;

b. Not exercising their rights and obligations for six consecutive months, except in cases of force majeure;

c. Repeatedly violating or seriously breaching the obligations of a member of the Supervisory Board as stipulated by the Enterprise Law and the Company Charter;

d. Other cases as decided by the General Meeting of Shareholders.

Article 39. Head of the Supervisory Board

1. The Head of the Supervisory Board is elected by the members of the Supervisory Board; the election, dismissal, and removal are based on the principle of majority. The Supervisory Board must have more than half of its members residing in Vietnam. The Head of the Supervisory Board must hold a university degree or higher in one of the following fields: economics, finance, accounting, auditing, law, business administration, or a field related to the business activities of the enterprise;

2. Rights and obligations of the Head of the Supervisory Board:

a. Convene meetings of the Supervisory Board;

b. Request the Board of Directors, the Director, and other executives to provide information related to the Supervisory Board's reports;

c. Prepare and sign the report of the Supervisory Board after consulting with the Board of Directors to present to the General Meeting of Shareholders.

Article 40. Rights and obligations of the Supervisory Board

The Supervisory Board has rights and obligations as stipulated in Article 170 of the Enterprise Law and the following rights and obligations:

1. Propose and recommend the General Meeting of Shareholders to approve the list of auditing organizations that are proposed and recommend the General Meeting of Shareholders to approve the list of auditing organizations authorized to audit the Company's financial statements; decide on the organization of audits authorized to inspect the Company's operations, dismiss the authorized auditor when deemed necessary;

2. Be responsible to shareholders for its supervisory activities;

3. Monitor the financial situation of the Company, compliance with the law in the activities of members of the Board of Directors, the Director, and other managers;

4. Ensure coordination of activities with the Board of Directors, the Director, and shareholders;

5. In case of detecting violations of the law or violations of the company's charter by members of the Board of Directors, the Director, and other executives of the enterprise, the Supervisory Board must notify the Board of Directors in writing within 48 hours, requiring the violator to cease the violation and provide solutions to remedy the consequences;

6. Develop the operational regulations of the Supervisory Board and present them to the General Meeting of Shareholders for approval;

7. Report at the General Meeting of Shareholders as prescribed in Article 290 of Decree No. 155/2020/ND-CP dated December 31, 2020, of the Government detailing the implementation of several articles of the Securities Law;

8. Have the right to access the records and documents of the Company kept at the headquarters, branches, and other locations; have the right to visit the workplace of the managers and employees of the Company during working hours;

9. Have the right to request the Board of Directors, members of the Board of Directors, the Director, and other managers to provide complete, accurate, and timely information and documents regarding the management, administration, and business activities of the Company; and

10. Other rights and obligations as prescribed by law

Article 41. Meeting of the Supervisory Board

1. The supervisory board must meet at least 02 times a year, with at least 2/3 of the members attending the meeting. The minutes of the supervisory board meeting must be detailed and clear. The person recording the minutes and the attending members of the supervisory board must sign the meeting minutes. The minutes of the supervisory board meetings must be kept to determine the responsibility of each member of the supervisory board;

2. The supervisory board has the right to request members of the board of directors, the director, and representatives of the approved auditing organization to attend and answer questions that need clarification.

Article 42. Salary, remuneration, bonuses, and other benefits of supervisory board members

1. Supervisory board members are paid salaries, remuneration, bonuses, and other benefits as decided by the general meeting of shareholders. The general meeting of shareholders decides the total amount of salaries, remuneration, bonuses, other benefits, and the annual operating budget of the supervisory board.

2. Supervisory board members are reimbursed for reasonable costs of meals, accommodation, travel, and expenses for using independent consulting services. The total amount of remuneration and these expenses shall not exceed the total annual operating budget of the supervisory board approved by the general meeting of shareholders, unless the general meeting of shareholders decides otherwise.

3. The salaries and operational expenses of the Supervisory Board are included in the business expenses of the Company according to the regulations of the law on corporate income tax, other relevant legal provisions, and must be itemized separately in the Company's annual financial statements.

X. RESPONSIBILITIES OF THE BOARD MEMBERS, SUPERVISORY BOARD MEMBERS, DIRECTORS, AND OTHER EXECUTIVES

Members of the Board of Directors, members of the Supervisory Board, Directors, and other executives are responsible for performing their duties, including those as members of the subcommittees of the Board of Directors, honestly and prudently in the interest of the Company.

Article 43. Duty of honesty and avoidance of conflicts of interest

1. Members of the Board of Directors, Supervisors, Directors, and other executives must disclose relevant interests in accordance with Article 164 of the Enterprise Law and related legal documents.

2. Members of the Board of Directors, members of the Supervisory Board, Directors, other managers, and related persons of these members may only use the information obtained through their positions to serve the interests of the Company.

3. Members of the Board of Directors, members of the Supervisory Board, directors, and other managers are obliged to notify in writing the Board of Directors and the Supervisory Board about transactions between the Company, its subsidiaries, and other companies controlled by the public company with over 50% of the charter capital with the same party or with related persons of that party in accordance with the law. For the above transactions approved by the General Meeting of Shareholders or the Board of Directors, the Company must disclose information about these resolutions according to the regulations of the securities law on information disclosure.

4. Members of the Board of Directors are not allowed to vote on transactions that benefit themselves or their related parties as stipulated by the Enterprise Law.

5. Members of the Board of Directors, members of the Supervisory Board, directors, other executives, and their related parties are not allowed to use or disclose internal information to others to carry out related transactions.

6. Transactions between the Company and one or more members of the Board of Directors, members of the Supervisory Board, the Director, other executives, and individuals or organizations related to these subjects are not invalid in the following cases:

a. For contracts with a value less than or equal to twenty percent (20%) of the total asset value recorded in the most recent financial statements, the important contents of the contract or transaction as well as the relationships and interests of the members of the Board of Directors, Supervisors, Directors, and other executives have been reported to the Board of Directors. At the same time, the Board of Directors has allowed the execution of that contract or transaction in good faith by a majority vote of the Board members without conflicting interests;

b. For contracts with a value greater than twenty percent (20%) of the total asset value recorded in the most recent financial statements, the important contents of this contract or transaction as well as the relationships and interests of the members of the Board of Directors, Supervisors, Directors, and other executives have been disclosed to shareholders without conflicting interests who have the right to vote on the matter, and those shareholders have approved this contract or transaction;

Article 44. Responsibility for damages and compensation

1. Members of the Board of Directors, members of the Supervisory Board, Directors, and other executives who violate their obligations, responsibilities of honesty and caution, and fail to fulfill their duties shall be liable for damages caused by their violations.

2. The company shall indemnify those who have been, are, or may become involved in claims, lawsuits, or prosecutions (including civil, administrative cases, and not lawsuits initiated by the Company) if that person has been or is a member of the Board of Directors, a member of the Supervisory Board, a Director, another executive, an employee, or a representative authorized by the Company who has been or is performing duties on behalf of the Company, acting honestly, cautiously in the interest of the Company based on legal compliance, and there is no evidence confirming that the person has violated their responsibilities

3. Indemnification costs include incurred expenses (including attorney fees), judgment costs, fines, and amounts payable arising in fact or deemed reasonable in resolving these matters within the limits of the law. The Company may purchase insurance for those individuals to avoid the aforementioned indemnification liabilities.

XI. RIGHT TO ACCESS COMPANY BOOKS AND RECORDS

Article 45. Right to access books and records

1. Ordinary shareholders have the right to access books and records, specifically as follows:

a. Common shareholders have the right to review, search, and extract information about their name and contact address in the list of shareholders entitled to vote; request the correction of inaccurate information about themselves; review, search, extract, or copy the company's charter, minutes of the General Meeting of Shareholders, and resolutions of the General Meeting of Shareholders;

b. Shareholders or groups of shareholders owning at least five percent (5%) of the total number of common shares have the right to review, search, and extract the minutes and resolutions, decisions of the Board of Directors, mid-year and annual financial reports, reports from the Supervisory Board, contracts, transactions that must go through the Board of Directors, and other documents, except for documents related to trade secrets and business secrets of the Company. The copying or extraction must be conducted during working hours and at the Company's headquarters.

2. In the event that the authorized representative of a shareholder or group of shareholders requests to review the books and records, they must provide the power of attorney from the shareholder and group of shareholders they represent or a notarized copy of this power of attorney.

3. Members of the Board of Directors, members of the Supervisory Board, the Director, and other executives have the right to inspect the company's shareholder register, shareholder list, and other books and records of the Company for purposes related to their positions, provided that this information must be kept confidential.

4. The company must keep this Charter and any amendments to the Charter, the Business Registration Certificate, regulations, documents proving ownership of assets, resolutions of the General Meeting of Shareholders and the Board of Directors, minutes of meetings of the General Meeting of Shareholders and the Board of Directors, reports of the Board of Directors, reports of the Supervisory Board, annual financial statements, accounting books, and other documents as required by law at the headquarters or another location, provided that the shareholders and the Business Registration Authority are informed of the storage location of these documents.

5. The Company's Charter must be published on the Company's electronic information page.

XII. EMPLOYEES AND TRADE UNION

Article 46. Employees and Trade Union

1. The Director must prepare a plan for the Board of Directors to approve issues related to recruitment, employee termination, salaries, social insurance, benefits, rewards, and discipline for employees and business executives.

2. The Director must prepare a plan for the Board of Directors to approve issues related to the Company's relationship with trade union organizations according to standards, practices, and best management policies, the practices and policies stipulated in this Charter, the Company's regulations, and current legal regulations.

XIII. PROFIT DISTRIBUTION

Article 47. Profit Distribution

1. The General Meeting of Shareholders decides the dividend payout rate and the form of annual dividend payment from the Company's retained earnings.

2. The company does not pay interest on the dividend payments or any payments related to a type of stock.

3. The Board of Directors may propose to the General Meeting of Shareholders to approve the payment of all or part of the dividends in shares, and the Board of Directors is the body to implement this resolution.

4. In the event that dividends or other payments related to a type of stock are paid in cash, the Company must pay in Vietnamese Dong. Payments can be made directly or through banks based on the detailed banking information provided by the shareholders. If the Company has transferred funds according to the detailed banking information provided by the shareholder and that shareholder does not receive the money, the Company is not responsible for the funds transferred to that shareholder. The payment of dividends for listed/registered shares at the Stock Exchange can be carried out through securities companies or the Vietnam Securities Depository and Clearing Corporation.

5. Based on the Enterprise Law and the Securities Law, the Board of Directors passes a resolution to determine a specific date to finalize the list of shareholders. Based on that date, those who register as shareholders or hold other securities are entitled to receive dividends, interest, profit distributions, receive shares, receive notices or other documents.

6. Other issues related to profit distribution are carried out in accordance with the law.

XIV. BANK ACCOUNT, FINANCIAL YEAR AND ACCOUNTING REGIME

Article 48. Bank Account

1. The company opens accounts at Vietnamese banks or at branches of foreign banks permitted to operate in Vietnam.

2. With prior approval from the competent authority, if necessary, the company may open bank accounts abroad in accordance with legal regulations.

3. The company conducts all payments and accounting transactions through accounts in Vietnamese currency or foreign currency at the banks where the company opens accounts.

Article 49. Financial Year

The financial year of the company begins on the first day of January (01) each year and ends on the 31st day of December of the same year. The first financial year starts from the date of issuance of the Business Registration Certificate and ends on the 31st day of December immediately following the issuance of that Business Registration Certificate.

Article 50. Accounting Regime

1. The accounting regime used by the company is the Enterprise Accounting Regime or a specific accounting regime issued and approved by the competent authority.

2. The company maintains accounting records in Vietnamese and keeps accounting documents in accordance with the legal regulations on accounting and related laws. These documents must be accurate, up-to-date, systematic, and sufficient to demonstrate and explain the company's transactions.

3. The company uses the Vietnamese dong as its accounting currency. In cases where the company has economic transactions primarily in a foreign currency, it may choose that foreign currency as its accounting currency, bearing responsibility for that choice before the law and notifying the direct tax authority.

XV. FINANCIAL REPORTING, ANNUAL REPORTS, AND RESPONSIBILITY FOR DISCLOSURE OF INFORMATION

Article 51. Annual, semi-annual, and quarterly financial reports

1. The company must prepare annual financial statements, and the annual financial statements must be audited in accordance with legal regulations. The company discloses the audited annual financial statements as required by law regarding information disclosure on the securities market and submits them to the competent state authority.

2. The annual financial statements must include all reports, appendices, and explanations as stipulated by the law on corporate accounting. The annual financial statements must accurately and objectively reflect the company's operational situation.

3. The company must prepare and disclose reviewed semi-annual financial statements and quarterly financial statements in accordance with legal regulations regarding information disclosure on the securities market and submit them to the competent state authority.

Article 52. Annual report

The company must prepare and disclose the Annual Report in accordance with legal regulations on securities and the securities market.

XVI. COMPANY AUDIT

Article 53. Audit

1. The General Meeting of Shareholders appoints an independent auditing company or approves a list of independent auditing companies and authorizes the Board of Directors to select one of these entities to conduct the audit of the Company's financial statements for the next fiscal year based on the terms and conditions agreed upon with the Board of Directors.

2. The audit report is attached to the Company's annual financial statements.

3. The independent auditor conducting the audit of the Company's financial statements is allowed to attend the General Meeting of Shareholders and has the right to receive notices and other information related to the General Meeting of Shareholders and can express opinions at the meeting on matters related to the audit of the Company's financial statements.

XVII. COMPANY SEAL

Article 54. Company Seal

1. The seal includes a seal made at a seal engraving facility or a seal in the form of a digital signature as prescribed by law on electronic transactions.

2. The Board of Directors decides on the type of seal, quantity, form, and content of the seal of the Company, branches, and representative offices of the Company (if any).

3. The Board of Directors and the Director use and manage the seal according to current legal regulations.

XVIII. COMPANY DISSOLUTION

Article 55. Dissolution of the Company

1. The Company may be dissolved in the following cases:

a. Upon the expiration of the operational term stated in the company's charter without a decision to extend;

b. According to the resolution or decision of the General Meeting of Shareholders;

c. The Business Registration Certificate is revoked, except in cases where the Tax Administration Law provides otherwise;

d. Other cases as prescribed by law.

2. The dissolution of the Company before the expiration date (including any extended period) is decided by the General Meeting of Shareholders and implemented by the Board of Directors. This dissolution decision must be notified or approved by the competent authority (if required) as prescribed.

Article 56. Extension of Operations

1. The Board of Directors convenes a General Meeting of Shareholders at least seven (07) months before the end of the operation period for shareholders to vote on the proposal to extend the Company's operations as suggested by the Board of Directors

2. The operation period is extended when at least 65% of the total voting shares of all attending shareholders at the General Meeting of Shareholders agree.

Article 57. Liquidation

1. At least six (06) months before the end of the Company's operation period or after a decision to dissolve the Company, the Board of Directors must establish a Liquidation Committee consisting of three (03) members, of which two (02) members are appointed by the General Meeting of Shareholders and one (01) member is appointed by the Board of Directors from an independent auditing firm. The Liquidation Committee prepares its operational regulations. Members of the Liquidation Committee may be selected from the Company's staff or independent experts. All costs related to liquidation will be prioritized for payment by the Company before other debts of the Company.

2. The liquidation committee is responsible for reporting to the business registration authority about the date of establishment and the date of commencement of operations. From that point on, the liquidation committee represents the Company in all matters related to the liquidation of the Company before the Court and administrative agencies.

3. The proceeds from the liquidation will be paid in the following order:

a. Liquidation expenses;

b. Wages, severance pay, social insurance, and other benefits of employees according to the collective labor agreement and signed labor contracts;

c. Tax debts;

d. Other debts of the Company;

đ. The remaining balance after all debts from items (a) to (d) have been paid will be distributed to the shareholders. Preferred shares will be paid first.

XIX. INTERNAL DISPUTE RESOLUTION

Article 58. Internal dispute resolution

1. In the event of a dispute or complaint related to the Company's operations, the rights and obligations of shareholders according to the provisions of the Enterprise Law, the company's charter, other legal regulations, or agreements between:

a. Shareholders and the Company;

b. Shareholders and the Board of Directors, the Supervisory Board, the Director, or other executives;

The parties involved attempt to resolve the dispute through negotiation and mediation. Except in cases involving the Board of Directors or the Chairman of the Board of Directors, the Chairman of the Board of Directors presides over the resolution of the dispute and requests each party to present relevant information regarding the dispute within 15 working days from the date the dispute arises. In cases involving the Board of Directors or the Chairman of the Board of Directors, either party may request the appointment of an independent expert to mediate the dispute resolution process.

2. If a mediation decision is not reached within six (06) weeks from the start of the mediation process, or if the mediator's decision is not accepted by the parties, one party may submit the dispute to Arbitration or the Court.

3. The parties bear their own costs related to the negotiation and mediation procedures. Payment of court costs shall be made according to the court's ruling.

XX. AMENDMENTS AND SUPPLEMENTS TO THE CHARTER

Article 59. Company Charter

1. Amendments and supplements to this Charter must be considered and decided by the General Meeting of Shareholders.

2. In cases where the law has provisions related to the Company's operations that are not mentioned in this Charter or in cases where there are new legal provisions that differ from the clauses in this Charter, those provisions shall apply to regulate the Company's operations.

XXI. EFFECTIVE DATE

Article 60. Effective Date

1. This Charter consists of 21 sections and 60 articles approved by the General Meeting of Shareholders of the Company on 23, April 2026 and unanimously accepted the full text of this Charter.

2. The Charter is made in 03 copies, all of equal value and must be kept at the Company's headquarters.

3. This Charter is the only and official one of the Company.

4. Copies or excerpts of the Company's Charter are valid when signed by the Chairman of the Board of Directors or at least 1/2 of the total number of members of the Board of Directors.

Name, signature of the legal representative or the founding shareholders or the authorized representative of the founding shareholders of the Company./.

LEGAL REPRESENTATIVE OF THE COMPANY

DIRECTOR
Cao Van Thai

APPENDIX I

INDUSTRIES AND BUSINESS ACTIVITIES OF THE COMPANY

(Enacted together with the Charter of Organization and Operation of Phan Vu Ha Nam Concrete Joint Stock Company)

No.	***Industry Name***	***Industry Code***
1.	*Production of concrete and concrete products, cement, and gypsum*	*2395 (Main)*
2.	*Road freight transport*	*4933*
3.	*Passenger transport by road within urban and suburban areas (excluding bus transport)*	*4931*
4.	*Other road passenger transport*	*4932*
5.	*Real estate business, ownership rights, land use rights owned, used, or leased*	*6810*
6.	*Motor vehicle rental*	*7710*
7.	*Iron ore mining*	*0710*
8.	*Mining of other non-ferrous metal ores* *Details: Mining of other non-ferrous metal ores not classified elsewhere.*	*0722*
9.	*Mining of rare precious metals*	*0730*
10.	*Mining of stone, sand, gravel, clay*	*0810*
11.	*Inland waterway freight transport*	*5022*
12.	*Domestic waterway passenger transport*	*5021*
13.	*Warehousing and storage of goods*	*5210*
14.	*Direct support services for water transport*	*5222*
15.	*Cargo handling*	*5224*
16.	*Direct support services for road transport*	*5225*
17.	*Other support services related to transport*	*5229*
18.	*- Construction: foundations and underground works for high-rise buildings, industrial works, transportation works, irrigation works, technical infrastructure works for industrial zones and urban areas;* *- High-tech pile testing;* *- Geotechnical surveys, topographical surveys, and hydrogeological surveys for construction works.* *- Conducting geotechnical tests for design surveys, quality management, and monitoring in foundation construction and underground works (excluding design services);* *- Production and trading of various types of reinforced concrete components, steel, for foundation and underground works;* *- Production and trading of building materials;* *- Application and transfer of new foundation and underground construction technology to actual construction in Vietnam;*	*The industry and profession do not match the codes of the Vietnames e economic system*

	- Trading: Materials, supplies, technology equipment in the fields of construction and industry; *- Construction of works: Civil, industrial, transportation, irrigation;* *- Logistics services;* *- Real estate consulting and brokerage (excluding land price consulting activities);* *- Hotel and office business (excluding karaoke rooms, nightclubs, bars);* *- Design of civil and industrial structures;* *- Import and export of goods for trading companies.*	

APPENDIX II

DETAILS OF THE COMPANY'S CHARTER CAPITAL SINCE ESTABLISHMENT

(Issued together with the Charter of Organization and Operation of Phan Vu Ha Nam Concrete Joint Stock Company)

No.	Change Date	Charter Capital (VND)	Total Number of Shares	Share Type	Notes
1	05/05/2010	150.000.000.000	15.000.000	Common Shares	
2	20/02/2013	268.000.000.000	26.800.000	Common Shares	
3	08/08/2014	410.000.000.000	41.000.000	Common Shares	
4	16/12/2021	450.999.690.000	45.099.969	Common Shares	
5	10/12/2024	462.266.260.000	46.226.626	Common Shares	