

MEETING MINUTES

ANNUAL GENERAL MEETING OF SHAREHOLDERS 2026
CREATE CAPITAL VIETNAM JOINT STOCK COMPANY

Organization name: Create Capital Joint Stock Company Vietnam.

Headquarters: BT3.1 Tay Mo Urban Functional Area, 272 Huu Hung Street, Tay Mo Ward, Hanoi City.

Business registration certificate : No. 0105087537 issued by the Business Registration Office - Hanoi Department of Planning and Investment on December 29, 2010, amended for the 14th time on March 3, 2026, by the Business Registration and Enterprise Finance Office - Hanoi Department of Finance.

Today, April 25, 2026 , at 9:00 AM in Room 205 - 2nd Floor, National Convention Center, Tu Liem Ward, Hanoi City , the Annual General Meeting of Shareholders 2026 of Create Capital Joint Stock Company will be held! Vietnam It was conducted with the following contents:

PART 1. OPENING OF THE SHAREHOLDER GENERAL MEETING

1. Participants in the Congress

1.1. Shareholders and shareholder representatives

The total number of shareholders entitled to attend the 2026 Annual General Meeting is 2,243, representing a total of 106,699,924 shares, equivalent to 100% of the Company's total voting shares.

The total number of shareholders and shareholder representatives present at the opening of the 2026 Annual General Meeting was **30 individuals own** and represent **75.975.907 shares**, equivalent to **71,21%** Total number of voting shares of the Company.

In accordance with the provisions of the Enterprise Law and the Company Charter, the Annual General Meeting of Shareholders of Create Capital Vietnam Joint Stock Company in 2026 was held. All the necessary conditions have been met to proceed.

1.2. Composition of the Congress

1.2.1. Presidium

The General Meeting approved the list of the Presidium consisting of 3 members with 100 % of the voting shares present at the General Meeting in favor, including:

- Mr. Mai Anh Tam - Chairman of the Board of Directors – Presiding
- Mr. Pham Van Truong - Member of the Board of Directors - Member of the Presidium
- Ms. Duong Thi Huyen - Member of the Board of Directors and General Director - Member of the Presidium

1.2.2. Congress Secretariat

The General Meeting approved the Secretariat with 100% of the voting shares present at the meeting voting in favor, consisting of 2 members :

- Ms. Nguyen Thi Anh - Head of the Secretariat.
- Ms. Nguyen Khanh Huyen - Member of the Secretariat.

1.2.3. Vote Counting Committee

The General Meeting approved the Vote Counting Committee with 100% of the voting shares present at the meeting, consisting of 2 people :

- Mr. Dang Quoc Dang - Head of the Vote Counting Committee.
- Ms. Phan Thi Thu Ha - Member of the Vote Counting Committee.

2. Congress Program and Congress Regulations

The General Meeting approved the agenda and the rules of procedure applicable at the meeting with 100% of the voting shares present.

PART 2. CONTENTS PRESENTED AT THE CONFERENCE

1. Mr. Pham Van Truong – Vice Chairman of the Board of Directors, presented the Board of Directors' Report No. 01/2026/CRC/BC-HĐQT-ĐHĐCĐ on the results of operations in 2025, and the plan and direction of operations in 2026.

2. Ms. Duong Thi Huyen – Member of the Board of Directors and General Director, presented Report No. 01/2026/CRC/BC-TGD-ĐHĐCĐ to the Board of Directors on the results of production and business activities in 2025 and the plan and direction of activities in 2026.

3. Ms. Pham Thi Hue – Head of the Supervisory Board, presented the Supervisory Board's Report No. 01/2026/CRC/BC-BKS-ĐHĐCĐ.

4. Mr. Pham Van Truong – Vice Chairman of the Board of Directors, presented the following proposals:

- ✓ Submission No. 01/2026/CRC/TTr-ĐHĐCĐ regarding the approval of the audited financial statements for 2025.
- ✓ Report No. 02/2026/CRC/TTr-ĐHĐCĐ on the approval of the business production plan for 2026.
- ✓ Submission No. 03/2026/CRC/TTr-ĐHĐCĐ regarding the approval of the plan for selecting the auditing firm for 2026.
- ✓ Report No. 04/2026/CRC/TTr-ĐHĐCĐ on the approval of the plan for distributing after-tax profits in 2025 and remuneration for the Board of Directors and Supervisory Board.
- ✓ Submission No. 05/2026/CRC/TTr-ĐHĐCĐ regarding the approval of the report on the results of the share issuance to pay dividends for 2024 and the private placement of shares to increase charter capital.
- ✓ Submission No. 06/2026/CRC/TTr-ĐHĐCĐ regarding the approval of adding objectives to the Project "CRC Solar Panel Manufacturing Plant" at Da Nang Hi-Tech Park

5. Ms. Duong Thi Huyen – Member of the Board of Directors and General Director, presented the following proposals:

- ✓ Report No. 07/2026/CRC/TTr-DHĐCĐ on the investment project “Investment, construction and business of infrastructure in Giao Hoa Industrial Park” in Giao Hoa commune, Vinh Long province.
- ✓ Report No. 08/ 2026/CRC/TTr-DHĐCĐ on the approval of the Board of Directors' regulations: Internal Governance Regulations, Board of Directors' Operation Regulations, and Information Disclosure Regulations.
- ✓ Submission No. 09/2026/CRC/TTr-DHĐCĐ regarding the approval of research and investment surveys for projects, establishment of companies, acquisition of shares and capital contributions in other companies, and establishment of company branches.
- ✓ Report No. 10/2026/CRC/TTr-DHĐCĐ on the approval of the dismissal and election of additional members of the Board of Directors and the Supervisory Board.
- ✓ Report No. 11/2026/CRC/TTr-DHĐCĐ on approving the authorization for the Board of Directors to perform certain tasks of the General Meeting of Shareholders between the 2026-2027 sessions.

6. Ms. Pham Thi Hue - Head of the Supervisory Board, presented Proposal No. 12/2026/CRC/TTr-DHĐCĐ regarding the approval of the Supervisory Board's operating regulations.

PART 3. DISCUSSION AT THE CONFERENCE

Mr. Mai Anh Tam – Chairman of the Board of Directors and Chairman of the General Meeting – shared the Company’s business segments as follows:

- **Ceramic tile manufacturing:** He reported that the CRC Premier Granite Porcelain tile manufacturing plant located in Minh Quan Industrial Park, Lao Cai Province, is currently in the final stage of construction. Machinery and equipment have been imported and delivered to the plant. It is expected that the plant will commence operations in Q1 2026 and launch high-quality products with maximum dimensions of 1.2m x 1.6m.
- **Solar power generation:** Investment in solar power has so far proven to be highly effective, generating stable revenue for the Group.
- **Solar panel and lithium battery manufacturing:** The Company takes pride in being a 100% Vietnamese-owned enterprise operating in this sector. Despite the impact of U.S. tax policies, the Group has been making significant efforts to maintain, improve, and develop solar panels and lithium batteries to ensure high-quality products for consumers.
- **Industrial park real estate:** The Company is proposing to implement the project titled “Investment, Construction, and Commercial Operation of Infrastructure for Giao Hoa Industrial Park” in Giao Hoa Commune, Vinh Long Province. This is expected to mark a major milestone as the Company expands into the industrial park real estate sector.
- **Strategic direction for 2026–2027:** The Company plans to invest in AI, data centers, and potentially logistics.
- The Company is also investing in a high-tech pig farming project in Quang Ngai Province (formerly Kon Tum Province), operated by Ba Farm Dak To Co., Ltd. Mr.

Nguyen Tuan Linh, Chairman of Ba Farm Dak To Co., Ltd., presented to the General Meeting on the vision, market share, scale, cost structure, disease control, supply chain, and investment efficiency of the pig farming project, noting that it currently delivers strong profit margins within the livestock industry.

Subsequently, shareholders raised the following questions:

1. Question: Having reviewed the Board of Directors' Reports and CEO Reports over the years (from 2021 to present), I note that while revenue targets have been set high, actual results have consistently achieved less than 60% of the plan. Is this indicative of a systematic planning issue, and who bears responsibility for failing to meet these targets?

Mr. Mai Anh Tam responded:

In the manufacturing sector, the Company's 2025 performance was impacted by export-related challenges for solar panels to the U.S., resulting in revenue falling short of targets. However, despite not meeting revenue targets, profit levels have still been maintained.

In 2026, the Company expects the CRC Premier Granite Porcelain tile plant to generate domestic revenue accounting for approximately 80–90%, thereby stabilizing overall revenue.

The Board of Directors has conducted review meetings to assess and address related issues in managing the Company, with the guiding principle that business sustainability and development are top priorities, ensuring no adverse impact or risk to the Company's capital.

2. Question: When will lithium battery products be launched? How is the Company positioning itself to capture the trend away from gasoline-powered vehicles? How does the Company compete with major groups such as Vingroup and Xuan Cau?

Mr. Mai Anh Tam responded:

Currently, lithium battery products are categorized as follows:

- **Small lithium batteries (for mobile phones and cameras):** The Company has successfully manufactured these products and exported them to Canada.
- **Lithium batteries for electric vehicles:** The Company is in the process of installing production lines and conducting trial runs to ensure product quality before market launch.
- **Other segments (electric vehicles – Vingroup; grid energy storage – Xuan Cau):** These require substantial investment and depend heavily on government policies and EVN regulations. The Company does not intend to participate in these segments but will focus on smaller-scale products such as lithium batteries for phones, cameras, and electric vehicles.

The shareholders then had no further questions, and the discussion concluded. The meeting moved on to the voting phase.

PART 4. THE CONGRESS CONDUCTS THE VOTING PROCESS

Mr. Dang Quoc Dang – Head of the Vote Counting Committee, presented the voting rules.

The General Meeting proceeded with voting under the direction of the Vote Counting Committee using the voting method with ballot papers distributed to shareholders by the Organizing Committee.

- Voting time: at 10h45minutes with the number of shareholders and shareholder representatives in attendance being 30 People, representing 75.975.907 voting shares, accounting for 100% of the total voting rights of all shareholders/shareholder representatives attending and voting at the meeting .

- Voting method: Secret ballot using ballot papers at the General Assembly.

- The total number of voting ballots issued was **75,975,907 ballots**.

- The total number of voting ballots collected was **75,974,907 ballots**, representing **99.999%** of the total ballots issued, of which:

+ Valid ballots: **75,974,907 ballots**.

+ Invalid ballots: **0 ballots**.

- The total number of ballots not participating in voting was **1,000 ballots**, representing **0,001%** of the total ballots issued.

The results of the voting on the issues raised at the Congress are as follows:

1. Approval of the Board of Directors' report No. 01/2026/CRC/BC-HĐQT-ĐHĐCĐ on the results of operations in 2025, and the plan and direction of operations in 2026.

+) Total number of valid votes: 75.974.907 votes, representing 100% of the total voting ballots of all shareholders/proxies present and voting at the Meeting.

+) Total number of invalid votes: 0 votes, representing 0% of the total voting ballots of all shareholders/proxies present and voting at the Meeting.

+) Total number of votes in favor: 75.974.907 votes, representing 100% of the total voting ballots of all shareholders/proxies present and voting at the Meeting.

+) Total number of votes against 0 votes, representing 0% of the total voting ballots of all shareholders/proxies present and voting at the Meeting.

+) Total number of votes with no opinion: 0 votes, representing 0% of the total voting ballots of all shareholders/proxies present and voting at the Meeting.

2. Approval of the report to the Board of Directors No. 01/2026/CRC/BC-TGD-ĐHĐCĐ on the results of production and business activities in 2025 and the plan and direction of activities in 2026.

+) Total number of valid votes: 75.974.907 votes, representing 100% of the total voting ballots of all shareholders/proxies present and voting at the Meeting.

+) Total number of invalid votes: 0 votes, representing 0% of the total voting ballots of all shareholders/proxies present and voting at the Meeting.

+) Total number of votes in favor: 75.938.907 votes, representing 99,95% of the total voting ballots of all shareholders/proxies present and voting at the Meeting.

+) Total number of votes against 36.000 votes, representing 0,05% of the total voting ballots of all shareholders/proxies present and voting at the Meeting.

+) Total number of votes with no opinion: 0 votes, representing 0% of the total voting ballots of all shareholders/proxies present and voting at the Meeting.

3. Approval of the content of the Supervisory Board's report No. 01/2026/CRC/BC-

BKS-DHĐCĐ

- +) Total number of valid votes: 75.974.907 votes, representing 100% of the total voting ballots of all shareholders/proxies present and voting at the Meeting.
- +) Total number of invalid votes: 0 votes, accounting for 0% of the total voting ballots of all shareholders/proxies present and voting at the Meeting.
- +) Total number of votes in favor: 75.974.907 votes, representing 100% of the total voting ballots of all shareholders/proxies present and voting at the Meeting.
- +) Total number of votes against 0 votes, accounting for 0% of the total voting ballots of all shareholders/proxies present and voting at the Meeting.
- +) Total number of votes with no opinion: 0 votes, accounting for 0% of the total voting ballots of all shareholders/proxies present and voting at the Meeting.

4. Approval of the audited financial statements for 2025 (Submission No. 01/2026/CRC/TTr-DHĐCĐ)

- +) Total number of valid votes: 75.974.907 votes, representing 100% of the total voting ballots of all shareholders/proxies present and voting at the Meeting.
- +) Total number of invalid votes: 0 votes, accounting for 0% of the total voting ballots of all shareholders/proxies present and voting at the Meeting.
- +) Total number of votes in favor: 75.974.907 votes , representing 100% of the total voting ballots of all shareholders/proxies present and voting at the Meeting.
- +) Total number of votes against 0 votes, accounting for 0% of the total voting ballots of all shareholders/proxies present and voting at the Meeting.
- +) Total number of votes with no opinion: 0 votes, accounting for 0% of the total voting ballots of all shareholders/proxies present and voting at the Meeting.

5. Approval of the Proposal for the 2026 Business Production Plan (Submission No. 02/2026/CRC/TT-DHĐCĐ)

- +) Total number of valid votes: 75.974.907 votes, representing 100% of the total voting ballots of all shareholders/proxies present and voting at the Meeting.
- +) Total number of invalid votes: 0 votes, representing 0% of the total voting ballots of all shareholders/proxies present and voting at the Meeting.
- +) Total number of votes in favor: 75.938.907 votes , representing 99,95% of the total voting ballots of all shareholders/proxies present and voting at the Meeting.
- +) Total number of votes against 36.000 votes, representing 0,05% of the total voting ballots of all shareholders/proxies present and voting at the Meeting.
- +) Total number of votes with no opinion: 0 votes, representing 0% of the total voting ballots of all shareholders/proxies present and voting at the Meeting.

6. Approval of the Auditor Selection Plan for 2026 (Submission No. 03/2026/CRC/TTr-DHĐCĐ)

- +) Total number of valid votes: 75.974.907 votes, representing 100% of the total voting ballots of all shareholders/proxies present and voting at the Meeting.
- +) Total number of invalid votes: 0 votes, accounting for 0% of the total voting ballots of all shareholders/proxies present and voting at the Meeting.
- +) Total number of votes in favor: 75.974.907 votes, representing 100% of the total voting

ballots of all shareholders/proxies present and voting at the Meeting.

+) Total number of votes against 0 votes, accounting for 0% of the total voting ballots of all shareholders/proxies present and voting at the Meeting.

+) Total number of votes with no opinion: 0 votes, accounting for 0% of the total voting ballots of all shareholders/proxies present and voting at the Meeting.

7. Approval of the Plan for the Distribution of After-Tax Profits in 2025 and Remuneration for the Board of Directors and Supervisory Board (Submission No. 04/2026/CRC/TTr-DHĐCĐ)

+) Total number of valid votes: 75.974.907 votes, representing 100% of the total voting ballots of all shareholders/proxies present and voting at the Meeting.

+) Total number of invalid votes: 0 votes, representing 0% of the total voting ballots of all shareholders/proxies present and voting at the Meeting.

+) Total number of votes in favor: 75.938.907 votes, representing 99,95% of the total voting ballots of all shareholders/proxies present and voting at the Meeting.

+) Total number of votes against 36.000 votes, representing 0,05% of the total voting ballots of all shareholders/proxies present and voting at the Meeting.

+) Total number of votes with no opinion: 0 votes, representing 0% of the total voting ballots of all shareholders/proxies present and voting at the Meeting.

8. Approve the report on the results of the share issuance to pay dividends for 2024 and the private placement of shares to increase charter capital (Submission No. 05/2026/CRC/TTr-DHĐCĐ)

+) Total number of valid votes: 75.974.907 votes, representing 100% of the total voting ballots of all shareholders/proxies present and voting at the Meeting.

+) Total number of invalid votes: 0 votes, accounting for 0% of the total voting ballots of all shareholders/proxies present and voting at the Meeting.

+) Total number of votes in favor: 75.974.907 votes, representing 100% of the total voting ballots of all shareholders/proxies present and voting at the Meeting.

+) Total number of votes against 0 votes, accounting for 0% of the total voting ballots of all shareholders/proxies present and voting at the Meeting.

+) Total number of votes with no opinion: 0 votes, accounting for 0% of the total voting ballots of all shareholders/proxies present and voting at the Meeting.

9. Approval of the additional objective of the "CRC Solar Panel Manufacturing Plant" Project at Da Nang High-Tech Park (Submission No. 06/2026/CRC/TTr-DHĐCĐ)

+) Total number of valid votes: 75.974.907 votes, representing 100% of the total voting ballots of all shareholders/proxies present and voting at the Meeting.

+) Total number of invalid votes: 0 votes, accounting for 0% of the total voting ballots of all shareholders/proxies present and voting at the Meeting.

+) Total number of votes in favor: 75.974.907 votes, representing 100% of the total voting ballots of all shareholders/proxies present and voting at the Meeting.

+) Total number of votes against 0 votes, accounting for 0% of the total voting ballots of all shareholders/proxies present and voting at the Meeting.

+) Total number of votes with no opinion: 0 votes, accounting for 0% of the total voting ballots of all shareholders/proxies present and voting at the Meeting.

10. Through investment in the Project “Investment, Construction and Business of Infrastructure in Giao Hoa Industrial Park” in Giao Hoa commune, Vinh Long province (Submission No. 07/2026/CRC/TTr-DHĐCĐ)

+) Total number of valid votes: 75.974.907 votes, representing 100% of the total voting ballots of all shareholders/proxies present and voting at the Meeting.

+) Total number of invalid votes: 0 votes, accounting for 0% of the total voting ballots of all shareholders/proxies present and voting at the Meeting.

+) Total number of votes in favor: 75.974.907 votes, representing 100% of the total voting ballots of all shareholders/proxies present and voting at the Meeting.

+) Total number of votes against 0 votes, accounting for 0% of the total voting ballots of all shareholders/proxies present and voting at the Meeting.

+) Total number of votes with no opinion: 0 votes, accounting for 0% of the total voting ballots of all shareholders/proxies present and voting at the Meeting.

11. Approval of Board of Directors regulations: Internal governance regulations, Board of Directors operating regulations, Information disclosure regulations (Submission No. 08/2026/CRC/TTr-DHĐCĐ)

+) Total number of valid votes: 75.974.907 votes, representing 100% of the total voting ballots of all shareholders/proxies present and voting at the Meeting.

+) Total number of invalid votes: 0 votes, accounting for 0% of the total voting ballots of all shareholders/proxies present and voting at the Meeting.

+) Total number of votes in favor: 75.974.907 votes, representing 100% of the total voting ballots of all shareholders/proxies present and voting at the Meeting.

+) Total number of votes against 0 votes, accounting for 0% of the total voting ballots of all shareholders/proxies present and voting at the Meeting.

+) Total number of votes with no opinion: 0 votes, accounting for 0% of the total voting ballots of all shareholders/proxies present and voting at the Meeting.

12. Through research and investment surveys of projects, company establishment, acquisition of shares or capital contributions in other companies, and establishment of company branches (Submission No. 09/2026/CRC/TTr-DHĐCĐ)

+) Total number of valid votes: 75.974.907 votes, representing 100% of the total voting ballots of all shareholders/proxies present and voting at the Meeting.

+) Total number of invalid votes: 0 votes, accounting for 0% of the total voting ballots of all shareholders/proxies present and voting at the Meeting.

+) Total number of votes in favor: 75.974.907 votes, representing 100% of the total voting ballots of all shareholders/proxies present and voting at the Meeting.

+) Total number of votes against 0 votes, accounting for 0% of the total voting ballots of all shareholders/proxies present and voting at the Meeting.

+) Total number of votes with no opinion: 0 votes, accounting for 0% of the total voting ballots of all shareholders/proxies present and voting at the Meeting.

13. Through the dismissal and replacement of members of the Board of Directors and

members of the Supervisory Board (Submission No. 10/2026/CRC/TTr-DHĐCĐ)

- +) Total number of valid votes: 75.974.907 votes, representing 100% of the total voting ballots of all shareholders/proxies present and voting at the Meeting.
- +) Total number of invalid votes: 0 votes, accounting for 0% of the total voting ballots of all shareholders/proxies present and voting at the Meeting.
- +) Total number of votes in favor: 75.974.907 votes, representing 100% of the total voting ballots of all shareholders/proxies present and voting at the Meeting.
- +) Total number of votes against 0 votes, accounting for 0% of the total voting ballots of all shareholders/proxies present and voting at the Meeting.
- +) Total number of votes with no opinion: 0 votes, accounting for 0% of the total voting ballots of all shareholders/proxies present and voting at the Meeting.

14. Through authorizing the Board of Directors to perform certain tasks of the General Meeting of Shareholders between the 2026-2027 sessions (Submission No. 11/2026/CRC/TTr-DHĐCĐ)

- +) Total number of valid votes: 75.974.907 votes, representing 100% of the total voting ballots of all shareholders/proxies present and voting at the Meeting.
- +) Total number of invalid votes: 0 votes, accounting for 0% of the total voting ballots of all shareholders/proxies present and voting at the Meeting.
- +) Total number of votes in favor: 75.974.907 votes, representing 100% of the total voting ballots of all shareholders/proxies present and voting at the Meeting.
- +) Total number of votes against 0 votes, accounting for 0% of the total voting ballots of all shareholders/proxies present and voting at the Meeting.
- +) Total number of votes with no opinion: 0 votes, accounting for 0% of the total voting ballots of all shareholders/proxies present and voting at the Meeting.

15. Approval of the Regulations on the Operation of the Supervisory Board (Submission No. 12/2026/CRC/TTr-DHĐCĐ)

- +) Total number of valid votes: 75.974.907 votes, representing 100% of the total voting ballots of all shareholders/proxies present and voting at the Meeting.
- +) Total number of invalid votes: 0 votes, accounting for 0% of the total voting ballots of all shareholders/proxies present and voting at the Meeting.
- +) Total number of votes in favor: 75.974.907 votes, representing 100% of the total voting ballots of all shareholders/proxies present and voting at the Meeting.
- +) Total number of votes against 0 votes, accounting for 0% of the total voting ballots of all shareholders/proxies present and voting at the Meeting.
- +) Total number of votes with no opinion: 0 votes, accounting for 0% of the total voting ballots of all shareholders/proxies present and voting at the Meeting.

16. Results of the election to replace members of the Board of Directors for the 2024-2029 term:

- +) Total number of valid votes: 75.974.907 votes, representing 100% of the total voting ballots of all shareholders/proxies present and voting at the Meeting.
- +) Total number of invalid votes: 0 votes, representing 0% of the total voting ballots of all shareholders/proxies present and voting at the Meeting.

Result:

TT	List of candidates Board of Directors	Number of votes cast	Proportion (compared to the total number of votes cast by shareholders present and voting)
1	Mai Anh Duc	75.974.907	100%
Total		75.974.907	100%

17. Results of the election to replace members of the Supervisory Board for the 2024-2029 term:

+) Total number of valid votes: **151.951.814** votes, representing 200% of the total voting ballots of all shareholders/proxies present and voting at the Meeting.

+) Total number of invalid votes: 0 votes, representing 0% of the total voting ballots of all shareholders/proxies present and voting at the Meeting.

Result:

TT	List of candidates Board of Directors	Number of votes cast	Proportion (compared to the total number of votes cast by shareholders present and voting)
1	Vu Thi Thuy	75.974.907	100%
2	Truong Thi Minh Hong	75.974.907	100%
Total		151.951.814	200%

The General Meeting unanimously approved the full text of the vote counting minutes.

PART 5. ISSUES APPROVED BY THE CONGRESS

Based on the above voting results, and in accordance with the Regulations governing the organization, the following matters have been approved by the General Meeting of Shareholders:

1. Through the content of the Board of Directors' report No. 01/2026/CRC/BC-HĐQT - ĐHĐCĐ on the results of operations in 2025, and the plan and direction of operations in 2026.
2. Through the content of the Board of Directors' report No. 01/2026/CRC/BC-TGD-ĐHĐCĐ on the results of production and business activities in 2025 and the plan and direction of activities in 2026.
3. Based on the content of the Supervisory Board's report No. 01/2026/CRC/BC-BKS-ĐHĐCĐ.
4. Through the audited financial report for 2025 (Submission No. 01/2026/CRC/TTr-

- ĐHĐCĐ).
5. Through the Proposal for the approval of the 2026 business production plan (Proposal No. 02/2026/CRC/TT-ĐHĐCĐ).
 6. Approved the Plan for Selecting an Audit Firm in 2026 (Submission No. 03/2026/CRC/TT-ĐHĐCĐ).
 7. Approved the Plan for the distribution of after-tax profits in 2025 and remuneration for the Board of Directors and Supervisory Board in 2026 (Submission No. 04/2026/CRC/TT-ĐHĐCĐ).
 8. Through the report on the results of the share issuance to pay dividends in 2024 and the private placement of shares to increase charter capital (Submission No. 05/2026/CRC/TT-ĐHĐCĐ).
 9. Through the addition of the project objective "CRC Solar Panel Manufacturing Plant" at Da Nang High-Tech Park (Submission No. 06/2026/CRC/TT-ĐHĐCĐ).
 10. Through the investment in the Project "Investment, construction and operation of infrastructure in Giao Hoa Industrial Park in Giao Hoa commune, Vinh Long province" (Submission No. 07/2026/CRC/TT-ĐHĐCĐ).
 11. Through the Board of Directors' regulations: Internal Governance Regulations, Board of Directors' Operating Regulations, and Information Disclosure Regulations (Submission No. 08/2026/CRC/TT-ĐHĐCĐ).
 12. Through research and investment surveys of other projects, company establishment, acquisition of shares and capital contributions in other companies, and establishment of company branches (Submission No. 09/2026/CRC/TT-ĐHĐCĐ).
 13. Proposal for the dismissal and replacement of members of the Board of Directors and members of the Supervisory Board (Submission No. 10/2026/CRC/TT-ĐHĐCĐ).
 14. Through the authorization of the Board of Directors to perform certain tasks within the authority of the General Meeting of Shareholders between the 2026-2027 sessions (Submission No. 11/2026/CRC/TT-ĐHĐCĐ).
 15. Through the Regulations on the Operation of the Supervisory Board (Submission No. 12/2026/CRC/TT-ĐHĐCĐ).
 16. The result of the election to replace a member of the Board of Directors for the 2024-2029 term is **Mr. Mai Anh Duc**.
 17. The results of the election to replace members of the Supervisory Board for the 2024-2029 term are as follows:
 - **Ms. Vu Thi Thuy**.
 - **Ms. Truong Thi Minh Hong**

PART 6. PROCEDURES FOR CONCLUDING THE CONFERENCE

Ms. Nguyen Thi Anh - Secretary of the Congress - read the draft Minutes and draft Resolution of the Congress.

The General Meeting unanimously approved the full text of the Minutes and the Resolution of the 2026 Annual General Meeting of Shareholders.

The Chairman of the Congress, **Mr. Mai Anh Tam**, declared the Congress closed.

This record was made at 11h20am on 25 April 25, 2026 at the Annual General Meeting of Shareholders 2026 of the Joint Stock Company Create Capital Vietnam.

SECRETARY



Nguyen Thi Anh

CHAIRMAN OF THE
CONFERENCE



Mai Anh Tam

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RESOLUTION
ANNUAL GENERAL MEETING OF SHAREHOLDERS 2026
CREATE CAPITAL VIETNAM JOINT STOCK COMPANY

- Based on the Enterprise Law No. 59/2020/QH14, which was passed by the National Assembly on April 17, 2020;
- of Create Capital Vietnam Joint Stock Company;
- Based on the Minutes of the Annual General Meeting of Shareholders 2026 No. 2504/2026/CRC/BBH - ĐHĐCĐ dated April 25, 2026,

RESOLUTION :

Article 1. The Annual General Meeting of Shareholders of Create Capital Vietnam Joint Stock Company in 2026 approved the following:

1. Through the content of the Board of Directors' report No. 01/2026/CRC/BC-HĐQT-ĐHĐCĐ on the results of operations in 2025, and the plan and direction of operations in 2026.
2. Through the content of the Board of Directors' report No. 01/2026/CRC/BC-TGD-ĐHĐCĐ on the results of production and business activities in 2025 and the plan and direction of activities in 2026.
3. Based on the content of the Supervisory Board's report No. 01/2026/CRC/BC-BKS-ĐHĐCĐ.
4. Through the audited financial report for 2025 (Submission No. 01/2026/CRC/TTr-ĐHĐCĐ).
5. Through the Proposal for the approval of the 2026 business production plan (Submission No. 02/2026/CRC/TT-ĐHĐCĐ).
6. Approved the Plan for Selecting an Audit Firm in 2026 (Submission No. 03/2026/CRC/TTr-ĐHĐCĐ).
7. The following is approved regarding the plan for distributing after-tax profits in 2025 and remuneration for the Board of Directors and Supervisory Board (Submission No. 04/2026/CRC/TTr-ĐHĐCĐ):

7.1. The proposed profit distribution plan for after-tax profit in 2025 is as follows:

No.	Content	Amount (VND)
1	Net profit after tax for the parent company in 2025.	47,431,558,281

2	Fund allocation	0
3	Board of Directors and Supervisory Board Remuneration	156,000,000
4	Undistributed after-tax profit at the end of the previous period	5,773,075,290
5	Cumulative undistributed after-tax profit	53,048,633,571
6	Dividend payment	0
7	Retained earnings	53,048,633,571

7.2. Details of remuneration for the Board of Directors and Supervisory Board in 2026 are as follows:

- The total remuneration paid to the Board of Directors in 2026 is VND 240 million/year, meaning each member of the Board of Directors will receive VND 4 million/person/month.

- The total remuneration paid to the Supervisory Board in 2026 is 72 million VND/year, meaning each member of the Supervisory Board will receive 2 million VND/person/month.

8. Through the report on the results of the share issuance to pay dividends in 2024 and the private placement of shares to increase charter capital (Submission No. 05/2026/CRC/TTr-ĐHĐCĐ).
9. Through the addition of the project objective "CRC Solar Panel Manufacturing Plant" at Da Nang High-Tech Park (Submission No. 06/2026/CRC/TTr-ĐHĐCĐ).
10. Through the investment in the Project "Investment, construction and operation of infrastructure in Giao Hoa Industrial Park in Giao Hoa commune, Vinh Long province" (Submission No. 07/2026/CRC/TTr-ĐHĐCĐ).
11. Through the Board of Directors' regulations: Internal Governance Regulations, Board of Directors' Operating Regulations, and Information Disclosure Regulations (Submission No. 08/2026/CRC/TTr-ĐHĐCĐ).
12. Through research and investment surveys of projects, company establishment, acquisition of shares and capital contributions in other companies, and establishment of company branches (Submission No. 09/2026/CRC/TTr-ĐHĐCĐ).
13. Proposal for the dismissal and replacement of members of the Board of Directors and members of the Supervisory Board (Proposal No. 10/2026/CRC/TTr-ĐHĐCĐ).
14. Through the authorization of the Board of Directors to perform certain tasks within the authority of the General Meeting of Shareholders between the 2026-2027 sessions (Proposal No. 11/2026/CRC/TTr-ĐHĐCĐ).
15. Through the Regulations on the Operation of the Supervisory Board (Submission No. 12/2026/CRC/TTr-ĐHĐCĐ).
16. The result of the election to replace a member of the Board of Directors for the 2024-

2029 term is: **Mr. Mai Anh Duc.**

17. The results of the election to replace members of the Supervisory Board for the 2024-2029 term are as follows:

- **Ms. Vu Thi Thuy**
- **Ms. Truong Thi Minh Hong**

Article 2. Responsibility for Implementation

The Board of Directors, the General Management Board, relevant departments and individuals of the Company are responsible for implementing this Resolution.

Article 3. Effective date

This resolution takes effect from the date of signing./.

Recipient :

- Shareholders;
- Members of the Board of Directors, the General Director, and the Supervisory Board;
- Saved: TCHC.

**TM. GENERAL MEETING OF
SHAREHOLDERS
CHAIRMAN OF THE BOARD OF
DIRECTORS**



Mai Anh Tam



CREATE CAPITAL VIETNAM JOINT STOCK COMPANY



CREATE CAPITAL VIET NAM

DOCUMENTS FOR

2026 ANNUAL GENERAL SHAREHOLDERS MEETING

Hà Nội, April 2026



CREATE CAPITAL VIETNAM JOINT STOCK COMPANY
Head Office: BT3.1 Tay Mo Urban Functional Area, 272 Huu
Hung, Tay Mo Ward, Hanoi City
BRN: 0105087537
Phone: 024.6292.5566 Website: <https://createcapital.vn/>

MEETING AGENDA
2026 ANNUAL GENERAL SHAREHOLDERS MEETING
(April 25th, 2026)

Venue: Room 205 – 2nd Floor, National Convention Center, Tu Liem Ward, Hanoi City, Vietnam

Time: 8h30, Saturday, April 25th, 2026.

Time	Content
8h30 – 9h00	Welcoming Delegates
	Registration of attending shareholders
9h00-9h20	Report on shareholder eligibility check
	Statement of reasons and introduction of delegates
	Opening of the General Meeting
	Election of the Presidium, the Secretariat, and the Vote-Counting Committee.
	Introduction of the Meeting Agenda; Working Regulations.
9h20 – 10h00	1. Report of the Board of Directors (BOD) on the 2025 business results, and the 2026 business plan and orientation (Report No. 01/2026/CRC/BC-HĐQT-DHĐCĐ)
	2. Report of the Board of Management on the 2025 business results, and the 2026 business plan and orientation (Report No. 01/2026/CRC/BC-BTGD-DHĐCĐ)
	3. Report of the Supervisory Board (Report No. 01/2026/CRC/BC-BKS-DHĐCĐ)
	4. Proposal on the approval of the 2025 Audited Financial Statements (Proposal No. 01/2026/CRC/TTr-DHĐCĐ)
	5. Proposal on the approval of the 2026 business plan (Proposal No. 02/2026/CRC/TTr-DHĐCĐ)
	6. Proposal on the approval of the selection of an independent audit firm for 2026 (Proposal No. 03/2026/CRC/TTr-DHĐCĐ)
	7. Proposal on the approval of the 2025 after-tax profit distribution plan and remuneration for the BOD and the Supervisory Board (Proposal No. 04/2026/CRC/TTr-DHĐCĐ)
	8. Proposal on the approval of the report on the results of the share issuance for the 2024 dividend payment and the private placement to increase charter capital (Proposal No. 05/2026/CRC/TTr-DHĐCĐ)



	9. Proposal on the approval of adding objectives to the Project "CRC Solar Panel Manufacturing Plant" at Da Nang Hi-Tech Park (Proposal No. 06/2026/CRC/TTr-DHĐCĐ)
	10. Proposal on the approval of investment in the Project "Investment, Construction, and Infrastructure Business of Giao Hoa Industrial Park" in Giao Hoa Commune, Vinh Long Province (Proposal No. 07/2026/CRC/TTr-DHĐCĐ)
	11. Proposal on the approval of the BOD's regulations: Internal Corporate Governance Regulations, Operational Regulations of the Board of Directors, Information Disclosure Regulations (Proposal No. 08/2026/CRC/TTr-DHĐCĐ)
	12. Proposal on the approval of research and investment surveys for Projects, establishment of Companies, purchase of shares/capital contributions in other Companies, and establishment of Company Branches (Proposal No. 09/2026/CRC/TTr-DHĐCĐ)
	13. Proposal on the approval of the dismissal and election of replacements for members of the Board of Directors and the Board of Supervisors (Proposal No. 10/2026/CRC/TTr-DHĐCĐ)
	14. Proposal on authorizing the Board of Directors to execute certain tasks within the authority of the General Meeting of Shareholders between the two meeting terms of 2026-2027 (Proposal No. 11/2026/CRC/TTr-DHĐCĐ)
	15. Proposal on the approval of the Operational Regulations of the Supervisory Board (Proposal No. 12/2026/CRC/TTr-DHĐCĐ)
10h00 – 10h30	Discussions
	Voting
10h30 – 10h45	Break
10h45 – 11h00	Announcement of voting results
11h00 – 11h10	Approval of the draft Meeting Minutes and the Resolution of the General Meeting of Shareholders
11h10 – 11h20	Closing



Hanoi, April 25th, 2026

**WORKING AND VOTING REGULATIONS
AT THE 2026 ANNUAL GENERAL MEETING OF SHAREHOLDERS
CREATE CAPITAL VIETNAM JOINT STOCK COMPANY**

- Pursuant to the Law on Enterprises 2020 and documents amending and guiding the implementation thereof;
- Pursuant to the Law on Securities 2019 and documents amending and guiding the implementation thereof;
- Pursuant to the Charter of Create Capital Vietnam Joint Stock Company,

CHAPTER I. GENERAL PROVISIONS

Article 1: Scope and Subjects of Application

1. This Regulation applies to the organization of the Annual General Meeting of Shareholders (hereinafter referred to as the "**General Meeting**" or the "**GMS Meeting**") of Create Capital Vietnam Joint Stock Company (hereinafter referred to as the "Company");
2. This Regulation specifically stipulates the rights and obligations of shareholders, authorized proxies attending the meeting, and participating parties in the General Meeting, as well as the conditions and procedures for conducting the General Meeting;
3. Shareholders, authorized proxies, and participating parties are responsible for complying with the provisions of this Regulation.

Article 2: Purpose

This Regulation aims to ensure that the General Meeting is conducted in the correct order, procedures, and in accordance with the provisions of the law; to ensure that the General Meeting proceeds in an orderly, safe, and timely manner according to the meeting agenda; and to ensure that shareholders exercise their lawful rights and interests democratically, equally, and in solidarity, reflecting the desires of the majority of attendees for the benefit of the shareholders and meeting the sustainable development needs of the Company.

Article 3: Meeting Agenda

1. The agenda of the General Meeting of Shareholders is published on the Company's Website in strict compliance with legal regulations.
2. A shareholder or a group of shareholders holding 5% or more of the total voting ordinary shares has the right to propose issues to be included in the General Meeting's agenda. The proposal must be made in writing and sent to the Company at least 3 working days prior to the opening date of the General Meeting. The proposal must

clearly state: The shareholder's name, the quantity of each type of share held by the shareholder/group of shareholders, the shareholder code, and the issue proposed to be included in the meeting agenda. The Board of Directors shall accept and include this proposal in the draft agenda and meeting content, except in cases where the proposal is submitted past the deadline, contains insufficient or incorrect content, or the proposed issue does not fall under the decision-making authority of the General Meeting of Shareholders.

CHAPTER II. RIGHTS AND OBLIGATIONS OF MEETING ATTENDEES

Article 4. Obligations when attending the General Meeting

1. Wear neat and appropriate attire;
2. Present full personal identification documents, the meeting invitation, and the power of attorney (if attending by proxy) at the shareholder eligibility check desk;
3. Maintain security and order, and do not cause disruption or disorder during the General Meeting of Shareholders;
4. Sit in the correct seat or area designated by the Meeting Organizing Committee and strictly comply with the Organizing Committee's seating arrangements;
5. Strictly comply with the Chairperson's direction; only speak when permitted by the Chairperson;
6. Any audio or video recording of the General Meeting must be publicly announced and approved by the Chairperson of the Meeting.

Article 5. Rights of Shareholders

1. Shareholders of the Company have the right to attend the General Meeting in person or authorize another person to attend via a Power of Attorney;
2. Express opinions, contribute ideas, and vote on issues within the meeting agenda that fall under the authority of the General Meeting, in accordance with the law and the Company's Charter;
3. Shareholders or their representatives who arrive late to the General Meeting are allowed to register and subsequently have the right to vote immediately after registration. The Chairperson is not obligated to pause the General Meeting for shareholders to register, and the validity of any voting rounds already conducted shall not be affected;
4. Shareholders shall be publicly notified by the Organizing Committee about the Agenda of the General Meeting of Shareholders in strict compliance with the law and the Company's Charter;
5. Receive documents related to the content of the General Meeting and voting ballots after registering to attend the General Meeting with the Shareholder Eligibility Checking Committee.

Article 6. Rights and obligations of the Chairperson of the Meeting

1. The Chairperson of the Meeting is the Chairman of the Board of Directors or an authorized member of the Board of Directors, acting as the person presiding over the General Meeting of Shareholders;

2. The Chairperson has the right to control the General Meeting to execute the working agenda in a valid and orderly manner;
3. When events arise outside the agenda of the General Meeting, the Chairperson shall consult with other members of the Organizing Committee (before the Meeting begins) or the Presidium (during the Meeting) to find a resolution. However, in case of differing opinions, the opinion supported by the Chairperson shall be decisive;
4. Have the right to take necessary measures to control the meeting in a reasonable and orderly manner, strictly following the approved agenda, and reflecting the wishes of the majority of attendees;
5. Have the right to postpone a General Meeting that has a sufficient number of required delegates to another time and at a location decided by the Chairperson, without seeking the General Meeting's opinion, if it is perceived that:
 - The meeting venue does not have enough convenient seats for all attendees;
 - An attendee obstructs or disrupts order, threatening the fair and lawful conduct of the meeting;
 - The communication equipment at the meeting venue does not ensure that attending shareholders can participate in discussions and voting.

Article 7. Rights and obligations of the Shareholder Eligibility Check Committee:

1. The Shareholder Eligibility Check Committee is established by the Organizing Committee of the General Meeting, and has the following functions and duties:
 - a) Check the eligibility of attending shareholders or authorized representatives: Require shareholders or representatives to present personal identification documents, meeting invitations, and proxy letters (for authorized representatives);
 - b) Distribute to attending shareholders and authorized representatives: Voting Ballot, voting ballots, and other relevant documents;
 - c) Announce the results of the shareholder eligibility check to the General Meeting at the following times:
 - + Before the opening of the General Meeting;
 - + Before each voting session of the General Meeting if there is a change in the number of shareholders registered to attend the General Meeting of Shareholders (i.e., late-arriving shareholders registering to attend).
2. The Shareholder Eligibility Check Committee has the right to establish an assisting team to fulfill the Committee's duties.

Article 8. Vote-Counting Committee

1. The Vote-Counting Committee is introduced by the Chairperson and approved by the General Meeting through voting. The Vote-Counting Committee is responsible for:
 - a) Disseminating voting rules and principles;
 - b) Reviewing and reporting to the General Meeting to make decisions on cases of violation of voting rules or complaints regarding voting results;
 - c) Organizing the counting of voting ballots;

- d) Checking and supervising the voting process of shareholders and shareholder representatives;
 - e) Determining the voting results of shareholders on issues passed at the General Meeting; Announcing the voting results;
 - f) Handing over the vote-counting results to the Secretariat of the General Meeting.
2. The Vote-Counting Committee has the right to establish an assisting team to fulfill the Committee's duties.
 3. The Vote-Counting Committee is responsible for the accuracy and honesty of the announced vote-counting results.
-
4. Principles of voting and vote counting:
 - a) The Vote-Counting Committee conducts an inspection of the ballot box witnessed by the shareholders;
 - b) Voting begins when the distribution of ballots is completed and ends when the last shareholder casts their vote into the ballot box;
 - c) The counting of votes must be conducted immediately after the voting ends;
 - d) The vote-counting results must be made in writing and announced by the Head of the Vote-Counting Committee before the General Meeting

Article 9. Secretariat of the General Meeting

1. Assisting the Chairperson and the General Meeting is the Secretariat of the General Meeting. The Secretariat is introduced by the Chairperson.
2. The Secretariat's duties include:
 - a) Fully and honestly recording the contents of the General Meeting;
 - b) Assisting the Chairperson in announcing documents, conclusions, or notices sent to shareholders upon request;
 - c) Being responsible to the Chairperson of the General Meeting and the General Meeting of Shareholders for their duties; fully and honestly recording the entire proceedings of the General Meeting and the issues approved by the shareholders, including the issues reserved at the General Meeting; receiving feedback forms from shareholders; drafting the minutes of the General Meeting of Shareholders and the Resolutions on the issues passed at the General Meeting.

CHAPTER III. ORGANIZATION OF THE GENERAL MEETING

Article 10. Conditions for conducting the General Meeting

The General Meeting shall be conducted when the number of attending shareholders/authorized representatives represents more than 50% of the total voting shares according to the list of shareholders drawn up at the closing date of the list of shareholders attending the General Meeting. In the event that 60 minutes have passed since the opening time of the General Meeting stated in the meeting agenda sent to the shareholders, and the number of registered shareholders attending the General Meeting does not represent more than 50% of the total voting shares according to the list of shareholders drawn up at the closing date, the meeting shall be considered ineligible to be conducted.

Article 11. Conducting the General Meeting

1. The General Meeting shall proceed to elect the Vote-Counting Committee, approve the General Meeting's agenda, approve the working regulations of the 2026 Annual General Meeting of Shareholders, and elect the Chairperson of the meeting (if any) based on the principle of majority voting.
2. The General Meeting will take place in accordance with the exact sequence and contents of the approved agenda;
3. The General Meeting shall discuss and vote on the issues;

Article 12. Voting on issues

1. The opinions of Shareholders or shareholder representatives at the General Meeting, except for the election of members of the Board of Directors and the Supervisory Board, will be openly discussed and voted on by making a single mark in one of the boxes: Approve/ Disapprove/ No opinion on the voting ballot for each issue;
2. Decisions of the General Meeting related to the classes of shares and total number of shares of each class; changes in the industry, trade, or business fields; changes in the company's organizational and management structure; enterprise reorganization or dissolution; decisions on investment projects or sale of assets with a value equal to or greater than 35% of the total assets recorded in the most recent financial statements of the company shall be passed when approved by a number of shareholders representing at least 65% of the total voting shares of all shareholders attending and voting at the meeting.
3. Other issues shall be passed when approved by a number of shareholders representing more than 50% of the total voting shares of all shareholders attending and voting at the meeting.

Article 13. Election of members of the Board of Directors and the Supervisory Board

1. The election of members of the Board of Directors/Supervisory Board is conducted using the cumulative voting method. Under this method, each Shareholder has a total number of votes equivalent to the total number of voting shares they own multiplied by the total number of members to be elected to the Board of Directors/Supervisory Board.
Example: Shareholder Nguyen Van A has 10,000 voting shares. The total number of BOD votes for Shareholder Nguyen Van A is $10,000 \times 5 = 50,000$ votes. The total number of Supervisory Board votes for Shareholder Nguyen Van A is $10,000 \times 3 = 30,000$ votes.
2. The Shareholder/Shareholder's Representative may cumulate all of their votes for a specific candidate, distribute their votes among selected candidates with specific numbers of votes, or distribute them equally among selected candidates. The Shareholder/Shareholder's Representative may also distribute a portion of their total votes to one or more candidates, and choose not to cast the remaining votes for any other candidate.
3. The Vote-Counting Committee will base the results on the number of votes in descending order, starting from the candidate with the highest number of votes until the required number of members for the Board of Directors/Supervisory Board is met.

This process must ensure the minimum number of independent Board members as prescribed by law and the Charter. Independent candidates will be selected first (calculated by the number of votes in descending order specifically for independent candidates). Once the minimum required number of independent members is reached (at least 1 person), the selection of the remaining members of the Board of Directors will be based on the number of votes in descending order (including the remaining non-independent and independent Board candidates).

4. In the event that two (02) or more candidates receive the same number of votes for the final member position on the Board of Directors/Supervisory Board, the General Meeting of Shareholders shall conduct a revote for these candidates.

Article 14. Speaking and discussions at the General Meeting

1. Principles:

- a) Opinions may only be provided during the designated discussion session at the General Meeting.
- b) Attendees must raise a hand to request permission from the Chairperson and may only speak after the Chairperson granted permission. Only one shareholder is allowed to speak at a time.
- c) If multiple shareholders wish to speak simultaneously, the Chairperson will invite each shareholder to present their opinions in turn.
- d) The Chairperson has the right to interrupt a presentation of opinions if deemed necessary.
- e) Opinions will be collected and addressed sequentially.

2. Conditions for speeches and discussions:

- a. Remarks must be brief and focused on the key issues to be discussed, aligning with the approved agenda of the General Meeting.
- b. Do not repeat issues that have already been addressed.
- c. The content must not violate the law, involve personal matters, or exceed the authority of the enterprise.

Article 15. Minutes and Resolutions of the General Meeting

The proceedings at the General Meeting must be recorded in the Minutes of the General Meeting by the Secretariat. The Minutes and Resolutions of the General Meeting are read and approved by voting via raising voting cards prior to the closing of the meeting.

CHAPTER IV. IMPLEMENTATION PROVISIONS

Article 16. Effect of the Regulation

1. This Regulation consists of 4 Chapters and 16 Articles, and takes effect immediately upon approval by the General Meeting through voting.
2. This Regulation may be amended from time to time based on the proposal of the Company's Board of Directors and must be approved by the General Meeting of Shareholders through voting.



Mai Anh Tam



**REPORT OF THE BOARD OF DIRECTORS
ON 2025 BUSINESS PERFORMANCE AND
2026 ORIENTATION AND OPERATIONAL PLAN**

To: The 2026 Annual General Meeting of Shareholders

The Board of Directors (BOD) of Create Capital Viet Nam Joint Stock Company respectfully submits to the General Meeting of Shareholders (GMS) the report on the implementation of the 2025 Annual General Meeting Resolutions, the 2025 operational results, and the 2026 operational plan as follows:

I. Implementation of the 2025 Annual General Meeting Resolutions

1. 2025 Business Performance Results

Table 1: 2025 Business Plan Execution – Consolidated

Unit: billion dong

Indicator / Targets	Unit	Plan 2025	Performance 2025	% Performance 2025/ Plan 2025
1. Net revenue	Billion dong	1.000	577,8	57,78%
2. Profit before tax	Billion dong	89	67,8	76,18%
3. Profit after tax	Billion dong	87	62,4	71,72%

Table 2: 2025 Business Plan Execution – Mother company

Unit: billion dong

Indicator / Targets	Unit	Plan 2025	Performance 2025	% Performance 2025/ Plan 2025
1. Net revenue	Billion dong	600	350,7	58,45%
2. Profit before tax	Billion dong	46	48,6	105,7%
3. Profit after tax	Billion dong	45	47,4	105,3%

In 2025, the global situation continued to evolve in a complex and unpredictable manner with numerous risk factors and uncertainties. Escalating military conflicts, increasingly intense strategic competition between major powers, strengthened trade protectionism in many countries, rising public debt and budget deficits, the downturn of several major economies, and localized global supply chain disruptions all impacted international peace, stability, and economic growth.

During the year, the Company completed the 2024 stock dividend payment to increase its charter capital to VND 683,999,924,000. *(Post-2025 event: On January 26, 2026, the Company completed a private placement of shares to further increase its charter capital to VND 1,066,999,240,000).*

Although revenue growth only reached 57.78% (consolidated) and 58.45% (Parent Company) of the plan approved by the General Meeting of Shareholders, the Board of Directors directed strict cost control measures and adjusted business strategies to ensure that profit levels still met the designated targets.

2. Implementation of Other Tasks:

- Selection of Auditing Firm: Under the authorization of the General Meeting of Shareholders, the Board of Directors selected UHY Auditing and Consulting Co., Ltd. to review the Financial Statements for the accounting period ending June 30, 2025, and to audit the Financial Statements for the fiscal year ending December 31, 2025, as per Audit Contract No. 360/2025/UHY-HĐKT dated July 10, 2025. This information was disclosed on the Company's website and the Ho Chi Minh City Stock Exchange (HOSE).

- Implementation of Projects:

+ "CRC Premier Granite Porcelain Tile Factory" Project (converted from the "Create Capital Vietnam Solar Panel Factory" Project) in Yen Bai Province (now Lao Cai Province): The Management Board of Industrial Zones of Yen Bai Province (now Lao Cai Province) has approved the adjustment of the investment policy. In 2025, the Company completed the following procedures: feasibility study report, environmental impact assessment, land procedures, fire prevention and fighting (FPF), and connections to transportation and drainage infrastructure. Currently, the Project is undergoing construction and machinery installation for trial operation, with the first tile products expected no later than Q4/2026.

+ "CRC Solar Panel Factory" Project at Da Nang High-Tech Park: The Management Board of Da Nang High-Tech Park and Industrial Zones has approved an adjustment to the investment policy regarding the project timeline. Accordingly, the schedule for machinery installation, trial operation, and official production is set for Q4/2027. To expand production and business activities at this Project, the Company intends to add further project objectives. The details of these additions will be presented to the General Meeting for approval via a separate Proposal.

+ "Giao Hoa Industrial Park Infrastructure Construction and Operations" Project in Giao Long Commune, Chau Thanh District, Ben Tre Province (now Giao Long Commune, Vinh Long Province): The Company is working with relevant departments and agencies to obtain investment policy approval as approved by the 2025 Annual General Meeting of Shareholders. This year, the Board respectfully requests the 2026 Annual General Meeting of Shareholders to re-approve the implementation of this Project. Detailed information will be submitted via a separate Proposal.

+ "Tan Lap 1 Waste Treatment Plant" Project in Tan Lap Commune, Tan Phuoc District, Tien Giang Province (now Tan Phuoc 3 Commune, Dong Thap Province): The Company is currently working with relevant departments and agencies to secure investment policy approval.

- **Change of Business Lines:** The Company has proceeded with the amendment of its business registration regarding business lines, as approved by the 2025 Annual General Meeting of Shareholders and through the first 2025 written ballot. In conjunction with this, the Company completed the procedures to notify the State Securities Commission (SSC) of the change in the maximum foreign ownership limit (FOL) due to the business line adjustments. The SSC granted approval via Document No. 6350/UBCK-PTTT dated October 14, 2025, setting the Company's foreign ownership limit at 50%.

- **Regarding the share issuance for dividend payment for 2024:** The 2025 Annual General Meeting of Shareholders approved the plan for issuing shares to pay the 2024 dividend under Submission No. 06/2025/CRC-TTr-DHĐCĐ. On June 16, 2025, the Company completed the share issuance for the 2024 dividend payment. The Company has fulfilled all procedures with the Vietnam Securities Depository and Clearing Corporation (VSDC) and the Ho Chi Minh Stock Exchange (HOSE) for additional registration, listing, and trading date registration in accordance with regulations. Details are presented in a separate submission.

- **Private Placement of Shares to Increase Charter Capital:** The 2025 Annual General Meeting of Shareholders approved the plan for a private placement of shares to increase charter capital under Proposal No. 09/2025/CRC-TTr-ĐHĐCĐ. On January 26, 2026, professional investors completed the payment of VND 383 billion for the offered shares, raising the charter capital to VND 1,066,999,240,000. The Company has completed all necessary procedures with the Vietnam Securities Depository and Clearing Corporation (VSDC) and the Ho Chi Minh City Stock Exchange (HOSE) for additional depository, listing, and trading date registration in accordance with regulations. Details are presented in a separate Proposal.

II. Operations of the Board of Directors

1. Composition of the Board of Directors (BOD)

The Company's Board of Directors for the 2024–2029 term consists of 05 members, as approved by the 2024 Annual General Meeting of Shareholders, specifically:

No.	Full name	Title	Remarks
1	Mai Anh Tam	Chairman of BOD	
2	Duong Thi Huyen	Member of BOD	
3	Hoang Trung Kien	Member of BOD	
4	Phan Van Truong	Member of BOD	
5	Le Thanh Nhan	Member of BOD	Independent member

2. BOD Activities in 2025 in accordance with the Law on Enterprises and the Company's Charter

In 2025, the Board of Directors prudently and seriously executed corporate governance, brand development, investor relations, and human resources strategies, etc., strictly within the scope of authority and duties stipulated in the Company's Charter and prevailing legal regulations.

The BOD assigned specific tasks to its members and enhanced the advisory role of Management Officers. BOD members made significant efforts to fulfill their

responsibilities, acting in the best interests of shareholders while maintaining harmony between the interests of the Company and its Shareholders.

- ***BOD Meetings***

In 2025, the BOD held 28 meetings with full attendance from all members. These meetings were meticulously prepared in terms of content, ensuring compliance with prescribed procedures and principles. The BOD issued 34 Resolutions, the contents of which have been disclosed in the Company's 2025 Corporate Governance Report.

- ***Supervision of the Board of Management (BOM)***

In 2025, the BOD performed regular and timely supervision and direction of the BOM's activities in accordance with its functions and authority, and in compliance with the Law on Enterprises and the Company's Charter:

- The BOD regularly monitored the BOM's activities through direct BOD meetings, weekly/monthly briefing sessions of the BOM, and periodic operational reports.
- The BOD organized direct working sessions on issues deemed necessary, with clear assignments for the BOM to implement and execute tasks.
- Ensured all BOM activities complied with the law, the directives of the General Meeting of Shareholders, and issued BOD Resolutions.

3. Remuneration, Operating Expenses, and Other Benefits of the BOD

In 2025, the Company paid a total of VND 120,000,000 (in words: one hundred and twenty million Vietnamese dong) as remuneration to the Board of Directors, equivalent to VND 2,000,000 per member per month.

This payment is consistent with the 2025 Annual General Meeting Resolution No. 2604/2025/CRC/NQ-DHĐCĐ dated April 26, 2025.

4. Related Party Transactions

The sequence and procedures for approving transactions between the Company and related parties were carried out in strict accordance with the Law on Enterprises, the Law on Securities, and the Company's Internal Regulations on Corporate Governance. All related party transactions have been disclosed in the 2025 Corporate Governance Report.

5. Activities and Evaluation by Independent BOD Members

a) Activities of the Independent BOD Member

The BOD includes 01 independent member, Mr. Le Thanh Nhan. With professional expertise and years of experience in the Company's core business sectors, the independent member has made vital contributions to the BOD's decision-making process. In 2025, the independent member fully participated in all decisions and matters within the BOD's authority to ensure transparency, control conflicts of interest, and protect the interests of the Company and its shareholders.

b) Evaluation by the Independent BOD Member on BOD Operations

In 2025, the BOD adopted flexible policies to respond to shifts in business strategy caused by negative macroeconomic impacts. Timely strategic directions from the BOD for the Company and its subsidiaries ensured that the Company stayed on track with the business goals and orientations approved by the 2025 AGM, despite the general economic downturn.

The BOD promptly approved and issued decisions within its authority to adjust the Company's governance and business operations. Furthermore, the BOD provided timely

guidance and closely supervised the BOM in implementing the set objectives, strategies, and business plans.

BOD Operational Plan for 2026:

(i) 2026 Business and Production Plan:

Targets	Unit	Kế hoạch công ty mẹ	Kế hoạch hợp nhất
Revenue	Billion dong	960	1.800
Profit before tax	Billion dong	89	145
Profit after tax	Billion dong	87	142

(ii) Other plans:

– Promote investment in the Granite Porcelain tile manufacturing sector with the "CRC Premier Granite Porcelain Tile Factory" Project at Minh Quan Industrial Park, Yen Bai Province (converted from the Solar Panel Factory).

– Continue investing in the implementation of the Solar Panel Factory Project at Da Nang High-Tech Park, aiming to incorporate AI Data Center (AI DC) objectives into the Project.

– Continue working and coordinating with relevant departments and agencies to secure investment policy approval for the "Giao Hoa Industrial Park Infrastructure Construction and Operations" Project in Giao Long Commune, Vinh Long Province.

– Focus on maintaining revenue from the agricultural products, construction materials, and solar power generation sectors. Simultaneously, maintain agility in investment activities to promptly respond to market development trends and ensure efficient capital utilization.

– Continue building, consolidating, and developing the Company's brand.

– Strengthen risk management, ensure financial safety, and enhance the control of the Company's operating expenses.

– The Board of Directors' operations shall consistently adhere to legal regulations, operating on the principles of majority rule, honesty, and prudence to ensure the effective implementation of General Meeting of Shareholders' Resolutions and provide full reports as required at the nearest General Meeting.

The above is the Board of Directors' Report on 2025 operations and the 2026 operational plan and orientation. We respectfully submit this report to the General Meeting of Shareholders for their review, consideration, and approval.

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

ON BEHALF OF BOD
CHAIRMAN

Mai Anh Tam

**REPORT OF THE BOARD OF MANAGEMENT
ON 2025 BUSINESS PERFORMANCE AND
2026 OPERATIONAL PLAN AND ORIENTATION**

To: The 2026 Annual General Meeting of Shareholders

The Board of Management of Create Capital Viet Nam Joint Stock Company respectfully submits to the General Meeting of Shareholders the report on the Company's business activities in 2025 and the operational orientation for 2026.

I. Business and Production Performance of the Company

1.1. Summary of Key Performance Indicators in 2025 (According to the 2025 Consolidated Audited Financial Statements)

Unit: million dong

Indicators	Year 2024	Year 2025	Increase/Decrease
Total asset value	1.214.924	1.391.203	14,51%
Net revenue	464.663	577.805	24,35%
Profit before tax	66.977	67.762	1,17%
Profit after tax	66.090	62.418	-5,56%

1.2. 2025 Performance of the Company's Key Business Segments:

❖ Consolidated Revenue Structure:

Unit: million dong

Net revenue	2024		2025	
	Value	%/Net revenue	Value	%/ Net revenue
1. Revenue from Sales of Goods	334.154	71,9%	502.756	87,01%
a. Agricultural Products	175.761	37,8%	222.896	38,58%
b. Construction Materials	113.940	24,5%	124.547	21,56%
c. Solar Panels	44.452	9,5%	153.863	26,62%
d. Machinery and Equipment	0	0	1.450	0,25%
2. Revenue from Real Estate Business	22.200	4,8%	0	0%
3. Revenue from Service Provision	108.308	23,3%	75.049	12,99%
Total	464.663	100%	577.805	100%

❖ Consolidated Profit Structure:

Unit: million dong

Gross Profit	2024		2025	
	Value	%/GP	Value	% GP

1. GP from Sales of Goods	19.154	26,4%	56.650	56,71%
a. Agricultural Products	6.564	9%	9.715	9,73%
b. Construction Materials	5.217	7,19%	4.888	4,89%
c. Solar Panels	7.373	10,16%	41.890	41,93%
d. Machinery and Equipment			157	0,16%
2. GP from Real Estate Business	200	0,28%	0	0%
3. GP from Service Provision	53.229	73,3%	43.239	43,29%
Total	72.583	100%	99.889	100%

1.3. Consolidated Financial Position

- Total consolidated assets of the Company as of December 31, 2025, were recorded at VND 1,391 billion, representing an increase of 14.51% compared to December 31, 2024.
- Total consolidated liabilities as of December 31, 2025, stood at VND 511.9 billion, up 29.78% year-on-year, specifically:
 - + Short-term liabilities: VND 368.9 billion.
 - + Long-term liabilities: VND 142.9 billion.
 (Primarily due to outstanding loans from the Solar Power projects and Solar Panel Factory projects of the subsidiaries).
- Debt management and timely repayment are being executed effectively. The Company incurred no overdue debts during the year.
- The preparation, auditing, and disclosure of quarterly and annual financial statements have been carried out in compliance with legal regulations for listed companies.

1.4. Status of share issuance for dividend payment for 2024

The 2025 Annual General Meeting of Shareholders approved the plan to issue shares for the 2024 dividend payment. Accordingly, the number of shares issued was 8,399,924 shares (76 fractional shares were cancelled), increasing the Company's charter capital to VND 683,999,240,000.

1.5. Private Placement Status

Pursuant to the Resolution of the 2025 Annual General Meeting of Shareholders regarding the Private Placement plan to increase charter capital, the Company has successfully completed the offering, raising its charter capital to VND 1,066,999,240,000.

1.6. Other Activities

- Personnel organization and the settlement of employee benefit policies have been implemented promptly to meet operational requirements. Employees are guaranteed stable jobs with competitive income levels compared to others in the industry. Labor unions and social organizations are supported to operate effectively, enhancing the spiritual well-being and solidarity of the staff. Internal training programs have been conducted to improve the professional expertise and job skills of employees.
- These activities have been strengthened and tightened to enhance business efficiency, as well as to evaluate and mitigate any risks arising during operations.
- Communication activities have been reinforced; the Company consistently ensures proactive and timely information disclosure in accordance with the law, strictly adhering to transparency regulations in corporate governance.

II. Business Performance Plan for 2026

1. Strategic Directives for 2026 Business Operations

- Strengthen capital management to enhance fund utilization efficiency. Based on the 2026 business results approved by the General Meeting of Shareholders (GMS), targets (revenue, profit, etc.) will be allocated to each subsidiary and department.
- Maintain and operate current projects to ensure optimal profitability, specifically:
 - + Ceramic tile segment: to mobilize maximum resources to ensure that the CRC Premier Granite Porcelain tile manufacturing plant at Minh Quan Industrial Park, Lao Cai Province is brought into operation at the earliest possible time; to operate the plant efficiently and ensure that the first batch of tiles meets all technical standards and satisfies both domestic and international market requirements.
 - + Rooftop Solar Projects: Ensure the stable operation of rooftop solar systems and increase capacity to achieve projected electricity revenue.
 - + Solar Panel Production & Processing: Scale up production and processing, enhance product quality, and develop sales and after-sales service systems. Improve installation systems and technical guidance.
 - + Agricultural Products: Drive revenue growth, guarantee product quality, and strengthen brand promotion to distributors and consumers.
 - + Real Estate Investment: Accelerate the legal procedures and licensing for the Giao Hoa Industrial Park infrastructure investment and business project in Giao Hoa Commune, Vinh Long Province.
- Brand Building: Establish "CRC" as a strong and reputable brand in both domestic and global markets.
- Focus on professional training to upgrade the expertise of staff and workers. Encourage employees to participate in specialized courses to meet evolving job requirements.

2. Operational Implementation Plan for 2026

- Maintain and expand the customer network to achieve target revenue.
- Implement reasonable controls over all types of operating expenses.
- Enhance the management and oversight of projects and subsidiaries.
- Ensure transparent and effective corporate governance to protect the interests of Shareholders and relevant stakeholders.

The above is the Board of Directors' report on 2025 operations and the strategic plan for 2026.

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

ON BEHALF OF BOM
GENERAL DIRECTOR
CÔNG TY CỔ PHẦN
CREATE CAPITAL
VIỆT NAM
THÀNH PHỐ HÀ NỘI



Dương Thị Huyền

REPORT OF THE SUPERVISORY BOARD

To: The 2026 Annual General Meeting of Shareholders

- Pursuant to the functions and duties of the Supervisory Board as stipulated in the Charter of Create Capital Viet Nam Joint Stock Company;
- Pursuant to Resolution No. 2604/2025/CRC/NQ-DHĐCĐ of the 2025 Annual General Meeting of Shareholders dated April 26, 2025;
- Pursuant to the 2025 business performance results of Create Capital Viet Nam Joint Stock Company;
- Pursuant to the Audited 2025 Financial Statements of Create Capital Viet Nam Joint Stock Company;
- Pursuant to the Operating Regulations of the Supervisory Board,

The Supervisory Board hereby submits to the 2026 Annual General Meeting of Shareholders the report on our 2025 performance and the 2026 action plan as follows:

I. Performance Results of the Supervisory Board in 2025

1. Composition of the Supervisory Board for the 2024-2029 Term

The 2024 Annual General Meeting of Shareholders approved the election of the Supervisory Board members for the 2024-2029 term, including:

No.	Full name	Title
1	Pham Thi Hue	Head of the SB
2	Ha Thi Hien	Member of the SB
3	Ngo Thi Thu Giang	Member of the SB

2. Performance of the Supervisory Board in 2025

Over the past year, the Supervisory Board proactively fulfilled its duties on behalf of shareholders to inspect and oversee all business, governance, and management activities of the Company, based on legal regulations and the Company's Charter. Specific activities included:

- Overseeing the implementation of Resolutions from the General Meeting of Shareholders and the Board of Directors (BOD) issued in 2025.
- Evaluating and examining financial statements across different periods to assess the truthfulness and fairness of financial data, ensuring compliance with current Vietnamese Accounting Standards (VAS) and financial regimes.
- Monitoring the Company's information disclosure in accordance with legal requirements.
- Reviewing and appraising the Company's transactions with related parties.

In 2025, the Supervisory Board held 04 regular meetings. In addition to formal sessions, members frequently exchanged information to complete tasks within their delegated authority. Furthermore, the Board assigned members to attend all meetings of



the BOD and the Board of Management (BOM) to fulfill duties within their scope of responsibility and power.

II. Remuneration, Operating Expenses, and Other Benefits

The remuneration expenses of the Board of Supervisors in 2025 amounted to VND 36,000,000, in accordance with the Resolution of the 2025 Annual General Meeting of Shareholders, equivalent to VND 1,000,000 per member per month.

Detailed remuneration for each member is disclosed in the 2025 Audited Financial Statements of the Parent Company.

III. Supervision Results of the BOD and the Board of Management

1. Supervision of the Board of Directors (BOD)

In 2025, the BOD organized periodic and extraordinary meetings in full compliance with the Law on Enterprises and the Company's Charter. All meetings convened by the BOD were fully attended by BOD members and Supervisory Board members;

- Meeting agendas primarily focused on implementing GMS Resolutions and executing the Company's development strategies. Meeting documents were thoroughly prepared, and the timing and venues complied with both the law and internal regulations.
- The BOD operated within its functions and duties, in accordance with the Law on Enterprises and the Company's Charter.
- The BOD provided breakthrough and dynamic directives with accurate market forecasts, implementing cautious and reasonable measures to meet governance requirements and the Company's development strategy.

2. Supervision of the Board of Management

- In 2025, the BOM implemented various solutions and action plans, mobilizing all resources to optimize business processes, expand market share, enhance the efficiency of human resources and assets, and save costs—leading to strong and sustainable growth.
- The BOM promptly executed Resolutions issued by the BOD.
- The BOM operated within its functions, duties, and regulations, in alignment with the Law on Enterprises and the Company's Charter.
- The management team maintained regular weekly and monthly briefing sessions, as well as extraordinary meetings when necessary. These meetings focused on resolving bottlenecks in management, with solutions being decided immediately.
- The internal control system operated consistently and continuously from the Parent Company to subsidiaries to mitigate potential risks.

3. Report on Coordination between the Supervisory Board, the BOD, and the BOM

During the performance of its duties, the Supervisory Board was provided with favorable conditions by the BOD, the BOM, and other management departments. In 2025, the Supervisory Board did not receive any requests from shareholders for extraordinary inspections of the Company's investment or business activities.

IV. Supervision of the Company's Financial Performance

- The Company's financial activities in 2025 were conducted with transparency and in full compliance with legal regulations and the Company's Charter.
- The management of cash flow, capital, and assets ensured the highest safety standards, minimizing potential risks to the enterprise.

- The Financial Statements reflect the Company's financial position in a transparent, accurate, and fair manner.
- All Financial Statements were issued and disclosed periodically in strict accordance with information disclosure regulations for listed companies.

V. Conclusion and Recommendations

1. Conclusion

- The Board of Directors (BOD) and the Board of Management (BOM) have effectively operated the Company in alignment with the law, the Company's Charter, and the Resolutions of the General Meeting of Shareholders (GMS).
- The Supervisory Board unanimously agrees with the contents and figures presented in the reports of the BOD and the BOM to the GMS..

2. Recommendations

As the Company's scale continues to expand and the pace of technological advancement accelerates, the Supervisory Board proposes the following recommendations to the BOD and the BOM to enhance competitiveness and operational efficiency:

- Prioritize personnel training and professional development. Implement recruitment and compensation policies that attract and retain top talent to keep pace with the Company's growth;
- Exercise caution in the due diligence process for future investment projects to ensure capital efficiency and safety;
- Continuously improve operational workflows to adapt to the Company's evolving business activities;
- Further enhance the quality of products and services while strengthening forecasting capabilities to mitigate business risks.

The above is the report on the performance of the Supervisory Board for 2025.

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

ON BEHALF OF THE SB
HEAD OF THE SB
CÔNG TY
CỔ PHẦN
CREATE CAPITAL
VIỆT NAM
THÀNH PHỐ HÀ NỘI
Phạm Thi Hue

PROPOSAL

Re: Approval of the Audited 2025 Financial Statements

To: The 2026 Annual General Meeting of Shareholders

- *Pursuant to the Law on Enterprises 2020 and its guiding amendments and implementation documents;*
- *Pursuant to the Charter on Organization and Operations of Create Capital Viet Nam Joint Stock Company;*
- *Pursuant to the 2025 Audited Separate and Consolidated Financial Statements of Create Capital Viet Nam Joint Stock Company,*

The Board of Directors of Create Capital Viet Nam Joint Stock Company hereby submits to the General Meeting of Shareholders for approval the 2025 Separate Financial Statements and 2025 Consolidated Financial Statements, which have been audited by UHY Auditing and Consulting Company Limited.

The full text of the 2025 Separate and Consolidated Financial Statements has been published on the Company's website at: www.createcapital.vn, under the "CRC Investor Relations" section.

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

**ON BEHALF OF BOD
CHAIRMAN**



Mai Anh Tam

PROPOSAL

Re: Approval of the 2026 Business Performance Plan

To: The 2026 Annual General Meeting of Shareholders

- Pursuant to the Law on Enterprises 2020 and its guiding documents for implementation and amendments;
- Pursuant to the Charter on Organization and Operation of Create Capital Viet Nam Joint Stock Company;
- Based on the actual situation,

The Board of Directors of the Company respectfully submits to the General Meeting of Shareholders the Company's 2026 Business and Production Plan, with the following details:

Approval of the key targets for the 2026 Financial Statements:

Indicator	Unit	Plan of mother company	Plan of consolidation
Revenue	Billion dong	960	1.800
Profit before tax	Billion dong	89	145
Profit after tax	Billion dong	87	142

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

**ON BEHALF OF BOD
CHAIRMAN**



Mai Anh Tam

PROPOSAL

V/v: Approval of the selection of an independent audit firm for 2026

To: The 2026 Annual General Meeting of Shareholders

- Pursuant to the Law on Enterprises 2020 and its guiding documents for implementation and amendments;
- Pursuant to the Law on Securities 2019 and its guiding documents for implementation and amendments;
- Pursuant to the Charter on Organization and Operation of Create Capital Viet Nam Joint Stock Company;

The Board of Directors of Create Capital Viet Nam Joint Stock Company respectfully submits to the General Meeting for approval of the selection of an independent auditing firm for the Company's 2026 Financial Statements as follows:

Criteria for selecting the auditing firm:

- To be a reputable independent auditing firm authorized to audit listed companies in accordance with the Law on Securities;
- To possess an auditing team with integrity, a commitment to professional ethics, high qualifications, and extensive experience to ensure the audit quality of the financial statements;
- To offer reasonable auditing fees that are consistent with the content, scope, and schedule required by the Company.

The General Meeting of Shareholders authorizes the Board of Directors to decide on the selection of an auditing firm that meets the aforementioned criteria and tasks the General Director of the Company with signing the auditing service agreement with the selected firm to perform the reviews and audits of the Company's 2026 Financial Statements.

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



Mai Anh Tam

No.: 04/2026/CRC/TTr-DHDCĐ

Hanoi, April 25th, 2026

PROPOSAL

Re: Approval of the 2025 after-tax profit distribution plan and the 2026 remuneration for the Board of Directors and the Supervisory Board

To: The 2026 Annual General Meeting of Shareholders

- Pursuant to the Law on Enterprises 2020 and its guiding documents for implementation and amendments;
- Pursuant to the Charter on Organization and Operation of the Company;
- Based on the 2025 Audited Separate and Consolidated Financial Statements of Create Capital Viet Nam Joint Stock Company,

The Board of Directors (BOD) of the Company respectfully submits to the General Meeting of Shareholders of the Company for approval of the 2025 After-tax Profit Distribution Plan and the 2026 Remuneration for the BOD and the SB, as follows:

1. Approval of the 2025 After-tax Profit Distribution Plan:

No.	Content	Amount (VND)
1	2025 After-tax profit of the Parent Company	47.431.558.281
2	Appropriation to funds	0
3	Remuneration for the BOD and the SB	156.000.000
4	Undistributed after-tax profit from the previous period	5.773.075.290
5	Accumulated undistributed after-tax profit	53.048.633.571
6	Dividend payment (5% in cash)	0
7	Retained earnings	53.048.633.571

2. Approval of remuneration for the Board of Directors and the Board of Supervisors:

2.1. Remuneration paid to the Board of Directors and the Board of Supervisors in 2025:

- Remuneration paid to the Board of Directors in 2025: VND 120 million/year.
- Remuneration paid to the Board of Supervisors in 2025: VND 36 million/year.

2.2. Remuneration plan for the Board of Directors and the Board of Supervisors in 2026:

- Remuneration for the Board of Directors in 2026: VND 240 million/year.
- Remuneration for the Board of Supervisors in 2026: VND 72 million/year.

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



Mai Anh Tam

No.: 05/2026/CRC/TTr-DHĐCD

Hanoi, April 25th, 2026

PROPOSAL

Re: Report on the results of stock issuance for 2024 dividend payment and private placement for Charter Capital increase

To: The 2026 Annual General Meeting of Shareholders

- Pursuant to the Law on Enterprises 2020 and its guiding documents for implementation and amendments;
- Pursuant to the Law on Securities 2019 and its guiding documents for implementation and amendments;
- Pursuant to Decree No. 155/2020/ND-CP dated December 31, 2020, of the Government detailing the implementation of several articles of the Law on Securities;
- Pursuant to Decree No. 245/2025/ND-CP dated September 11, 2025, of the Government amending and supplementing several articles of Decree No. 155/2020/ND-CP;
- Pursuant to the Resolution of the 2025 Annual General Meeting of Shareholders No. 2604/2025/CRC/NQ-DHĐCD dated April 26, 2025;
- Pursuant to the Charter on Organization and Operation of Create Capital Viet Nam Joint Stock Company,

The 2025 Annual General Meeting of Shareholders (AGM) of Create Capital Viet Nam Joint Stock Company approved the plan for stock issuance for 2024 dividend payment as per Proposal No. 06/2025/CRC/TTr-DHĐCD dated April 26, 2025 (expected issuance of 8,400,000 shares) and the private placement plan to increase charter capital as per Proposal No. 09/2025/CRC/TTr-DHĐCD dated April 26, 2025 (expected issuance of 38,300,000 shares to professional securities investors).

The Board of Directors (BOD) hereby reports on the implementation of the stock issuance and placement approved by the AGM as follows:

1. Stock Issuance for 2024 Dividend Payment:

The BOD has completed the procedures for stock issuance for the 2024 dividend at a rate of 14% (equivalent to an exercise ratio of 100:14). Capital source: From undistributed after-tax profits based on the 2024 Audited Financial Statements.

On June 16, 2025, the Company finalized the issuance. On June 23, 2025, the Company received Document No. 2755/UBCK-QLCB from the State Securities Commission (SSC) regarding the report on the results of CRC's stock issuance for dividend payment. Accordingly, 8,399,924 shares were issued (76 fractional shares were canceled), bringing the total outstanding shares after issuance to 68,399,924 shares.

To date, the Company has completed all procedures for business registration, amendment of the Charter, additional depository registration, and additional listing for the newly issued shares in accordance with applicable regulations.



2. Private Placement for Charter Capital Increase

2.1. Results of the Placement

The BOD performed the registration procedures for the placement of 38,300,000 shares to professional investors and received Document No. 917/UBCK-QLCB dated January 27, 2026, from the SSC regarding the report on the results of CRC's private placement.

The aforementioned placement was completed with a 100% success rate, increasing the total outstanding shares to 106,699,924 shares. To date, the Company has completed all procedures for business registration, amendment of the Charter, additional depository registration, and additional listing for the newly issued shares in accordance with applicable regulations.

2.2. Utilization of Proceeds from the Placement

According to the 2025 AGM Resolution No. 2604/2025/CRC/NQ-DHDCD and the BOD Resolution No. 1908.1/2025/NQ-HDQT dated August 19, 2025, the expected proceeds of VND 383 billion (based on the expected offering price) shall be utilized for: (i) Purchasing shares in a subsidiary – CRC Solar Cell Joint Stock Company; (ii) Investing in the CRC Premier Granite Porcelain Tile Factory Project; and (iii) Repaying bank loan principals.

The Board of Directors hereby reports to the General Meeting of Shareholders on the utilization of the proceeds amounting to VND 383,000,000,000 as follows:

No.	Item	Estimated amount to be used (VND)	Utilized amount (VND)	Notes
1	Acquisition of shares in the subsidiary – CRC Solar Cell Joint Stock Company	43.000.000.000	43.000.000.000	Fully utilized
2	Investment in the CRC Premier Granite Porcelain Tile Factory Project	250.000.000.000	250.000.000.000	Fully utilized
3	Repayment of bank loan principals (*)	90.000.000.000	90.000.000.000	Fully utilized
	Total:	383.000.000.000	383.000.000.000	

(*) At the time of receiving proceeds from the placement, as the loan agreements had not yet reached their maturity dates, the Board of Directors issued Resolution No. 2801/2026/NQ-HDQT dated January 28, 2026. This resolution authorized the Chairman of the Board of Directors, in coordination with the General Director, to decide on the repayment schedule and the corresponding amounts for each loan agreement. The decision included placing the funds into term deposits before the debt maturity dates to ensure capital safety and maximize utilization efficiency. To date, the Company has settled all deposit accounts to repay loan agreements and has fully utilized the proceeds from the offering in accordance with regulations and the plan approved by the General Meeting of Shareholders and the Board of Directors.

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

**ON BEHALF OF BOD
CHAIRMAN**



Mai Anh Tam



PROPOSAL

Re.: Supplementing the objectives of the project: "CRC Solar Cell Manufacturing Plant" at Da Nang High-Tech Park

To: The 2026 Annual General Meeting of Shareholders

- Pursuant to the Law on Enterprises 2020 and its guiding documents for implementation and amendments;
- Pursuant to the Charter on Organization and Operation of Create Capital Viet Nam Joint Stock Company;
- Based on the actual situation,

The Board of Directors (BOD) respectfully submits to the General Meeting of Shareholders (GMS) the supplementation of project objectives for the "CRC Solar Cell Manufacturing Plant" at Da Nang High-Tech Park, as follows:

1. Supplementing Project Objectives: To supplement the project's objectives related to Artificial Intelligence (AI) technologies, or other technologies and products in accordance with Decision No. 38/2020/QĐ-TTg dated December 30, 2020, of the Prime Minister, issuing the List of High Technologies Prioritized for Development and the List of High-Tech Products Encouraged for Development; Decision No. 2117/QĐ-TTg dated December 16, 2020, of the Prime Minister, issuing the List of Technologies Prioritized for Research, Development, and Application for active participation in the Fourth Industrial Revolution; in alignment with the master plan for Lot A11 at Da Nang High-Tech Park as per Notice No. 2039/TB-BQL dated September 07, 2023, issued by the Management Board of Da Nang High-Tech Park and Industrial Zones.

2. Assignment and Authorization to the Board of Directors:

- To decide on specific business lines, technologies, and capacities consistent with the zoning of Lot A11 at Da Nang High-Tech Park to supplement project objectives in line with the Company's development orientation.
- To decide on detailed matters related to the project, such as: land, environment, fire prevention and fighting (FPF), construction design, capital, timeline, implementation progress, etc.
- To adjust other approved investment policies of the project to suit the actual situation and the Company's development orientation at the time of adjustment.
- To sign dossiers and documents serving project activities: amendment dossiers, land-related documents, environmental, construction, and fire prevention dossiers, etc.
- To arrange capital for effective investment, ensuring the principle of capital preservation and growth; to decide on financial loans from individuals or organizations for the project investment and to sign necessary documents and perform procedures for loan acquisition.



- To carry out relevant procedures with Departments and Authorities regarding the project's objectives.
- To decide on other matters related to the project investment in accordance with the Company's development orientation and legal regulations.

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

**ON BEHALF OF BOD
CHAIRMAN**



Mai Anh Tam



PROPOSAL

Re.: Approval of the investment in the "Giao Hoa Industrial Park Infrastructure Construction and Operations Project" at Giao Hoa Industrial Park, Giao Long Commune, Vinh Long Province

To: The 2026 Annual General Meeting of Shareholders

- Pursuant to the Law on Enterprises 2020 and its guiding documents for implementation and amendments;
- Pursuant to the Charter on Organization and Operation of Create Capital Viet Nam Joint Stock Company;
- Based on the actual situation,

The Board of Directors (BOD) respectfully submits to the General Meeting of Shareholders (GMS) for approval of the investment in the **Giao Hoa Industrial Park Infrastructure Construction and Operations Project** in Giao Long Commune, Vinh Long Province, with the following details:

- **Total Investment Capital:** VND 3,070,000,000,000 (*In words: Three thousand and seventy billion Vietnamese Dong*), in which:

+ Investor's Equity: VND 465,000,000,000, accounting for 15.15% of the total investment.

+ Mobilized Capital: VND 2,605,000,000,000, accounting for 84.85% of the total investment.

- **Products and Services:** Investment in the construction and operation of Giao Hoa Industrial Park infrastructure, focusing on industrial development oriented toward Vinh Long Province's industrialization and modernization program to 2030, with a vision to 2045. Giao Hoa IP is designed as a centralized, multi-sector industrial park featuring clean, low-pollution, and high-tech industries. Key sectors include: Electrical, electronics, and high-tech industries; Agricultural and aquatic processing; Textiles, export garments, and footwear; Consumer goods manufacturing; Automation-oriented mechanical engineering; and other non-polluting industries.

- **Project Location:** Giao Hoa Industrial Park, Giao Long Commune, Vinh Long Province.

- **Project Term:** 50 years from the date of approval of the investment policy concurrently with the investor approval.

- **Implementation Schedule:**

+ **Capital Contribution Schedule:** From March 2026 to December 2030.

+ **Construction and Operation Schedule:**



++ Investment preparation and completion of legal procedures: From March 2026 to December 2027.

++ Commencement of construction and project commissioning/operation: Construction starts from January 2028, with the project entering operation by December 2030.

++ Stable operation and attraction of secondary investment projects: Expected to achieve an occupancy rate of over 80% from 2031 to 2038.

The project policy was approved by the 2025 Annual General Meeting of Shareholders.

Assignment and Authorization to the Board of Directors:

- To decide on matters regarding the application for project investment policy approval; to work and coordinate with relevant departments, agencies, and parties to obtain the investment policy approval.

- To decide on detailed matters related to the project, such as land, environment, fire prevention and fighting (FPF), construction design, capital, timeline, and implementation progress to execute the project.

- To adjust the approved policy contents to suit the actual situation and the Company's development orientation at the time of adjustment.

- To sign dossiers and documents for project activities, including proposal dossiers, amendment dossiers, land-related, environmental, construction, and fire prevention dossiers, etc

- To arrange capital for effective investment, ensuring the principle of capital preservation and growth; to decide on financial loans from individuals or organizations for the project and to sign necessary documents and perform procedures for loan acquisition.

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

ON BEHALF OF BOD
CHAIRMAN


Mai Anh Tam

No.: 08/2026/CRC/TTr-DHĐCD

Hanoi, April 25th, 2026

PROPOSAL

Re.: Approval of the Board of Directors' Regulations: Internal Corporate Governance Regulations, Regulations on the Operation of the Board of Directors, and Regulations on Information Disclosure

To: The 2026 Annual General Meeting of Shareholders

- Pursuant to the Law on Enterprises and its guiding documents for implementation and amendments;
- Pursuant to the Law on Securities 2019 and its guiding documents for implementation and amendments;
- Pursuant to Decree No. 155/2020/ND-CP dated December 31, 2020, of the Government detailing the implementation of several articles of the Law on Securities, as amended and supplemented by Decree No. 245/2025/ND-CP dated September 11, 2025;
- Pursuant to Circular No. 116/2020/TT-BTC dated December 31, 2020, of the Minister of Finance providing guidelines on corporate governance applicable to public companies under Decree No. 155/2020/ND-CP;
- Pursuant to the Charter on Organization and Operation of Create Capital Viet Nam Joint Stock Company,

Based on the Company's governance status, the Board of Directors respectfully submits to the General Meeting of Shareholders:

1. To approve the Board of Directors' regulations, including: the Internal Corporate Governance Regulations, the Regulations on the Operation of the Board of Directors, and the Regulations on Information Disclosure (Drafts attached).
2. To authorize the Board of Directors to sign and promulgate the regulations approved by the 2026 Annual General Meeting of Shareholders and to perform information disclosure in accordance with regulations.

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



Mai Anh Tam



CREATE CAPITAL VIETNAM
JOINT STOCK COMPANY

SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom - Happiness

Hanoi, April , 2026

INTERNAL CORPORATE GOVERNANCE REGULATIONS OF CREATE CAPITAL VIET NAM JOINT STOCK COMPANY

Pursuant to the Law on Securities 2019 and its guiding documents for implementation and amendments;

Pursuant to the Law on Enterprises 2020 and its guiding documents for implementation and amendments;

Pursuant to Decree No. 155/2020/ND-CP dated December 31, 2020, of the Government detailing the implementation of several articles of the Law on Securities;

Pursuant to Decree No. 245/2025/ND-CP dated September 11, 2025, of the Government amending and supplementing several articles of Decree No. 155/2020/ND-CP;

Pursuant to Circular No. 116/2020/TT-BTC dated December 31, 2020, of the Minister of Finance providing guidelines on corporate governance applicable to public companies under Decree No. 155/2020/ND-CP;

Pursuant to the Charter of Create Capital Viet Nam Joint Stock Company;

Pursuant to the Resolution of the General Meeting of Shareholders No. 2504/2026/CRC/NQ-DHDCD dated April 25, 2026;

Pursuant to the Resolution of the Board of Directors No./2026/NQ-HDQT dated [Month] [Day], 2026;

The Board of Directors hereby promulgates the Internal Corporate Governance Regulations of Create Capital Viet Nam Joint Stock Company,

The Internal Corporate Governance Regulations of Create Capital Viet Nam Joint Stock Company include the following contents:

CHAPTER I. GENERAL PROVISIONS

Article 1. Scope of Governance and Applicable Entities

1. Scope of Governance: These Internal Corporate Governance Regulations stipulate the roles, rights, and obligations of the General Meeting of Shareholders, the Board of Directors, and the General Director; the sequences and procedures for convening the General Meeting of Shareholders; the nomination, candidacy, election, dismissal, and removal of members of the Board of Directors, the Supervisory Board, the General Director, and other activities in accordance with the Company's Charter and other prevailing legal regulations.

2. Applicable Entities: These Regulations apply to members of the Board of Directors, the Supervisory Board, the General Director, and related persons.

Article 2. Definitions

1. Unless otherwise defined, terms used in these Regulations shall have the same meanings as defined in the Company's Charter, the Law on Enterprises, the Law on Securities, and relevant legal documents.

2. References in these Regulations to one or more articles or legal documents shall include any amendments, supplements, or replacement documents thereof. In the event that specialized laws contain provisions on corporate governance that differ from these Regulations, the provisions of such specialized laws shall prevail.

CHAPTER II. THE GENERAL MEETING OF SHAREHOLDERS

Article 3. Roles, Rights, and Obligations of the General Meeting of Shareholders

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

2. The rights and obligations of the GMS are stipulated in Article 15 of the Company's Charter.

Article 4. Authority to Convene the General Meeting of Shareholders

1. The Board of Directors (BOD) shall convene the GMS in accordance with Article 18 of the Company's Charter.

2. The group of shareholders as stipulated in Clause 2, Article 12 of the Company's Charter may request the BOD to convene a meeting in accordance with Article 140 of the Law on Enterprises.

Article 5. Establishing the List and Notifying the Record Date for the GMS

1. The list of shareholders entitled to attend the GMS shall be established based on the List of Securities Owners provided by the Vietnam Securities Depository and Clearing Corporation (VSDC). The Company must disclose information regarding the establishment of the list at least twenty (20) days prior to the final registration date (Record Date). The list must be established no earlier than ten (10) days before the date the meeting invitation is sent.

2. The notice of the Record Date for the GMS must be posted on the Company's website, clearly stating the Record Date, the reason and purpose of the meeting, as well as the expected time, location, and agenda.

Article 6. Meeting Invitations, Agenda, and Content of the GMS

1. Meeting invitations shall be sent to all shareholders via a secured method and simultaneously disclosed on the websites of the Company, the State Securities Commission, and the Stock Exchange. Invitations must be sent at least twenty-one (21) days before the opening date of the meeting (calculated from the date the notice is validly sent, postage paid, or dropped into a mailbox).

2. The meeting agenda and documents related to the matters to be voted on shall be posted on the Company's website. The invitation must clearly specify the URL/link to the full set of meeting documents, including:

a) The meeting agenda and documents to be used during the meeting;

b) The list and detailed information of candidates in the event of an election for BOD members;

c) Voting ballots;

- d) Proxy forms (if any);
 - e) Draft resolutions for each item on the agenda.
3. The Company shall not restrict shareholders from attending the GMS and shall facilitate shareholders in authorizing representatives to attend the meeting.

Article 7. Methods of Registration for Attendance at the General Meeting of Shareholders

1. Shareholders may register to attend the General Meeting of Shareholders (GMS) in the manners specified in the notice, including one of the following: direct registration, via telephone, fax, mail, or email to the Company prior to the deadline stated in the Letter of Invitation (or notice) of the GMS.

2. Shareholders entitled to attend the GMS under the provisions of law may authorize individuals or organizations as representatives to attend. The authorization of a representative to attend the meeting must be made in accordance with civil law or using the Proxy Form provided by the Company (attached to the notice or invitation) and must satisfy the following requirements:

- a) If the grantor is an individual shareholder, the proxy must be signed by that shareholder and the authorized individual or the legal representative of the authorized organization.
- b) If the grantor is an institutional shareholder, the proxy must be signed by the authorized representative, the legal representative of the shareholder, and the authorized person (in the case of authorizing an individual) or the legal representative of the organization (in the case of authorizing an organization).
- c) In the event a lawyer signs the appointment of a representative on behalf of the grantor, such appointment shall only be deemed valid if presented together with the power of attorney issued to the lawyer (if not previously registered with the Company).

3. Proxies attending the GMS must present their Identity Card (Citizen ID card) or Passport for verification and submit the original authorization document before entering the meeting.

Article 8. Conditions for Conducting the General Meeting of Shareholders

Conditions for conducting the GMS shall comply with the provisions of Article 19 of the Company's Charter.

Article 9. Forms of Adopting Resolutions of the General Meeting of Shareholders

Resolutions of the GMS shall be adopted at the meeting or by collecting written opinions from shareholders.

Article 10. Procedures for Voting, Counting Votes, and Announcing Voting Results

1. Voting Procedures: Prior to the opening of the meeting, the Company must conduct shareholder registration procedures and continue until all eligible shareholders present have completed registration according to the following sequence: a) Upon registration, the Company shall issue each shareholder or authorized representative with a voting card, which specifies the registration number, full name of the shareholder, full name of the authorized representative, and the number of voting rights of that shareholder. The GMS shall discuss and vote on each item in the agenda. b) Shareholders or authorized representatives arriving after the opening of the meeting are entitled to register immediately and subsequently participate and vote at the meeting right after registration. The

Chairperson is not obligated to stop the meeting for latecomers to register, and the validity of items previously voted upon shall remain unchanged.

2. Procedures for vote counting and announcing results:

a) When voting at the meeting, "in favor" (affirmative) cards are collected first, followed by "against" (negative) cards; finally, the total votes are counted to reach a decision. The total number of votes in favor, against, abstentions, or invalid votes for each issue shall be announced by the Chairperson or a representative of the Vote Counting Committee before the closing of the meeting.

b) The General Meeting shall elect persons responsible for counting or supervising the vote counting upon the proposal of the Chairperson. The number of members of the Vote Counting Committee shall be decided by the GMS based on the Chairperson's proposal.

c) For matters requiring a secret ballot (e.g., elections): Vote counting shall be conducted in accordance with specific regulations decided by the GMS based on the Chairperson's proposal.

3. Resolutions of the GMS adopted by 100% of the total voting shares are legal and valid even if the sequence and procedures for adopting such resolutions were not strictly followed.

Article 11. Recording and preparing minutes of the general meeting of shareholders

1. The Secretary of the GMS is responsible for recording all proceedings of the Meeting, preparing the minutes, and submitting them to the GMS for approval at the meeting.

2. Minutes shall be prepared in Vietnamese and may additionally be prepared in a foreign language. The minutes must include the contents prescribed in Clause 1, Article 23 of the Company's Charter, as follows:

a) Name, head office address, and business code;

b) Time and venue of the GMS;

c) Agenda and content of the meeting;

d) Full names of the Chairperson and Secretary;

e) Summary of the meeting proceedings and opinions expressed at the GMS regarding each item in the agenda;

f) Number of shareholders and total voting rights of shareholders attending the meeting; appendix listing registered shareholders and representatives present with their corresponding shares and votes;

g) Total number of votes for each issue, specifying the voting method, total valid and invalid votes, votes in favor, against, and abstentions; and the corresponding percentage of the total votes of attending shareholders;

h) Issues approved and the corresponding ratio of affirmative votes;

i) Signatures of the Chairperson and Secretary.

In the event the Chairperson or Secretary refuses to sign the minutes, other members of the Board of Directors attending the meeting shall sign the minutes, clearly noting the refusal of the Chairperson and Secretary.

3. The Secretary must read the draft minutes at the meeting for shareholders to review the content before seeking approval from the GMS.

4. Minutes of the GMS must be completed and approved before the end of the meeting. The Chairperson and Secretary shall be jointly liable for the truthfulness and accuracy of the minutes.

5. Minutes of the GMS, along with the appendix of the shareholder registration list, voting cards, vote counting minutes, the full text of resolutions adopted, documents attached to the invitation, and documents distributed at the Meeting, must be archived at the Company's head office.

Article 12. Conditions for Adoption of Resolutions of the General Meeting of Shareholders

Decisions of the General Meeting of Shareholders (GMS) shall be adopted in accordance with the provisions of Article 21 of the Company's Charter.

Article 13. Disclosure of Resolutions of the General Meeting of Shareholders

The minutes of the GMS must be published on the Company's website and disclosed to the public in accordance with the laws on securities and the stock market within twenty-four (24) hours from the time of adoption.

Article 14. Validity of Resolutions of the General Meeting of Shareholders

1. A resolution of the GMS shall take effect from the date of its adoption or from the effective date specified within such resolution.

2. A resolution of the GMS adopted by 100% of the total voting shares is legal and valid even if the sequence and procedures for convening the meeting and adopting such resolution violated the Law on Enterprises and the Company's Charter.

3. In the event a shareholder or group of shareholders requests a Court or Arbitration to annul a resolution of the GMS as prescribed in Article 151 of the Law on Enterprises, such resolution shall remain effective until the decision to annul the resolution by the Court or Arbitration takes effect, except where interim injunctive measures are applied by a competent authority.

Article 15. Procedures for objecting to or requesting annulment of minutes and resolutions of the general meeting of shareholders

1. Within ninety (90) days from the date of receipt of the GMS minutes or the minutes of the results of collecting written opinions, members of the Board of Directors, the Supervisory Board, the General Director, or a shareholder/group of shareholders as prescribed in Clause 3, Article 12 of the Company's Charter, shall have the right to request a Court or Arbitration to review and annul a resolution or part of a resolution of the GMS in the following cases:

a) The sequence and procedures for convening the meeting or collecting written opinions and issuing the decision of the GMS were not carried out correctly in accordance with the Law on Enterprises and the Company's Charter, except for the case prescribed in Clause 6, Article 21 of the Company's Charter;

b) The content of the resolution violates the law or the Company's Charter.

2. If a decision of the GMS is annulled by a Court or Arbitration, the person who convened the annulled meeting may consider re-organizing the GMS within thirty (30) days in accordance with the sequence and procedures prescribed by the Law on Enterprises and the Company's Charter.

3. In the event of a request for annulment, the resolutions shall remain effective until the Court or Arbitration decides otherwise, except where interim injunctive measures are applied by a competent authority.

Article 16. Authority and procedures for collecting written opinions to adopt resolutions of the general meeting of shareholders

1. The Board of Directors (BOD) has the right to collect written opinions of shareholders to adopt resolutions of the GMS whenever deemed necessary for the interests of the Company.

2. The BOD shall prepare the opinion form, the draft resolution of the GMS, and explanatory documents for the draft resolution. The BOD must ensure that these documents are sent and disclosed to shareholders within a reasonable time for consideration and voting, and at least fifteen (15) days before the deadline for receiving opinion forms. The requirements and methods for sending opinion forms and attached documents shall comply with Clause 3, Article 18 of the Company's Charter.

3. The opinion form must include the following primary contents:

- a) Name, head office address, and business code;
- b) Purpose of collecting opinions;
- c) Full name, contact address, nationality, and legal identification number for individual shareholders; name, business code/legal identification number, and head office address for institutional shareholders (or the identification details of their authorized representatives); the number of shares of each class and the number of voting rights;
- d) Issues requiring opinions for approval;
- e) Voting options, including "in favor," "against," and "abstention" for each issue;
- f) Deadline for returning the completed opinion form to the Company;
- g) Full name and signature of the Chairperson of the Board of Directors

4. Completed opinion forms must be signed by the individual shareholder, or the legal representative of an institutional shareholder, or the authorized individual/legal representative of an authorized organization.

5. Opinion forms may be returned to the Company via:

- a) Mail: Forms must be placed in a sealed envelope, and no one is permitted to open them before the vote counting;
- b) Fax or Email: Forms sent via fax or email must be kept confidential until the time of counting. Forms received after the specified deadline, or those sent by mail that have been opened, or those sent by fax/email that were disclosed prior to counting, shall be deemed invalid. Forms not returned are considered non-voting shares.

6. The BOD shall count the votes and prepare the vote-counting minutes under the supervision of the Supervisory Board. The minutes must include:

- a) Name, head office address, and business code;
- b) Purpose and issues for which opinions were collected;
- c) Number of shareholders participating, distinguishing between valid and invalid votes and the method of submission, with an attached appendix of the list of participating shareholders;
- d) Total votes in favor, against, and abstentions for each issue;

- e) Issues that have been approved;
 - f) Full names and signatures of the Chairperson of the BOD, the legal representative of the Company, the vote counters, and the supervisors. These individuals are jointly liable for the truthfulness and accuracy of the minutes and for any damages arising from decisions adopted due to untruthful or inaccurate counting.
7. The vote-counting minutes must be posted on the Company's website within twenty-four (24) hours from the completion of the count.
8. All returned opinion forms, minutes, adopted resolutions, and related documents must be archived at the Company's head office.
9. Resolutions adopted by collecting written opinions shall have the same value as resolutions adopted at a physical General Meeting of Shareholders.

Article 17. Sequence and Procedures for General Meeting of Shareholders via Virtual Platform or a Combination of In-person and Virtual Formats.

In addition to the in-person format, Annual and Extraordinary General Meetings of Shareholders (GMS) may be held virtually or as a hybrid of in-person and virtual formats in the following events:

- (i) Force majeure events, including but not limited to: natural disasters, wars, epidemics, uprisings, riots, or terrorism;
- (ii) Other objective events which the Board of Directors (BOD) deems inconvenient or inappropriate for holding an in-person General Meeting of Shareholders;
- (iii) The Board of Directors deems that a hybrid meeting (combining in-person and online formats), where technical conditions permit, will provide greater benefits to shareholders. The organization of an online GMS shall include the following main contents:

1. Notice of Online General Meeting of Shareholders: The methods for sending the notice of an online GMS shall be the same as those for an in-person meeting. Specifically, the convenor shall send the meeting notice and relevant documents to the Company's shareholders or post them on the Company's website. However, in the case of an online meeting, the convenor is obligated to provide additional instructional materials for shareholders to register and attend virtually.

2. Registration for Online Attendance Shareholders shall register for the online GMS in accordance with the instructions provided by the Organizing Committee, which are sent directly or posted on the Company's website. Accordingly, shareholders will access the link provided by the Organizing Committee to declare and verify their shareholder status. A shareholder is permitted to attend the online meeting if and only if their status has been successfully declared and verified. The Organizing Committee shall ensure that each shareholder's access is unique and that each shareholder has only one account to access the virtual meeting room at any given time. The Organizing Committee is responsible for providing technical support contact information and a hotline to assist shareholders with access and participation.

3 Conditions for Conducting the Meeting. An online or hybrid GMS shall proceed when the number of shareholders attending in person and accessing the virtual meeting room meets the minimum quorum required under Clause 1, Article 19 of the Company's Charter.

4. Voting Procedures The Organizing Committee will prepare the technical equipment, platforms, or methods for shareholders to conduct **electronic voting (e-voting)** and/or other electronic means to record the votes of shareholders or authorized proxies regarding the meeting agenda. The specific method will depend on the electronic equipment used by the Company and will be announced to shareholders prior to each meeting. Shareholders may cast their votes via: (i) Voting in person at the meeting; (ii) Sending voting ballots to the convenor by post/email/fax; (iii) E-voting or other electronic means

Shareholders or authorized proxies voting via email, fax, or post must ensure that the Organizing Committee receives the ballots before the ballot boxes are sealed for counting.

5. Vote Counting Procedures The Company shall apply modern technologies to conduct the counting of shareholders' votes. The vote counting shall be calculated based on (i) the number of votes cast by shareholders and/or authorized proxies via online voting (e-voting), electronic voting, and/or other electronic methods; and (ii) the number of votes cast by shareholders and/or authorized proxies in person at the meeting (deposited into the ballot box); and (iii) the number of Voting Ballots sent by shareholders and/or authorized proxies via post, email, and fax. The Vote Counting Committee shall aggregate the total number of votes "in favor," "against," and "abstentions" from all three aforementioned methods for each item of the meeting agenda and divide them by the total number of voting shares of the Company to determine the ratio of "in favor," "against," and "abstentions" for each matter, thereby determining the voting results

6. Announcement of vote counting results: The vote counting results will be announced right at the General Meeting of Shareholders after the counting is completed and before the closing of the meeting.

7. Preparation and disclosure of the General Meeting of Shareholders' minutes: The preparation of the General Meeting of Shareholders' minutes is specifically regulated in Article 12 of these Regulations. The Resolution of the online General Meeting of Shareholders shall be disclosed in accordance with Article 14 of these Regulations.

CHAPTER III. BOARD OF DIRECTORS

Article 18. Roles, powers, and obligations of the Board of Directors; responsibilities of members of the Board of Directors

1. The Board of Directors is the management body of the Company. The Board of Directors is the body with full powers to exercise the rights and fulfill the obligations of the Company that do not fall under the authority of the General Meeting of Shareholders.

2. The powers and obligations of the Board of Directors are stipulated in Article 27 of the Company's Charter and include the following responsibilities and obligations:

a) Being responsible to shareholders for the Company's operations.

b) Treating all shareholders equally and respecting the interests of persons with interests related to the Company.

c) Ensuring that the Company's operations comply with the provisions of the law, the Charter, and the internal regulations of the Company.

- d) Formulating the Operating Regulations of the Board of Directors to submit to the General Meeting of Shareholders for approval and disclosing them on the Company's website.
 - e) Supervising and preventing conflicts of interest of members of the Board of Directors, members of the Board of Controllers, the General Director, and other managers, including the misuse of Company assets and abuse of related-party transactions.
 - f) Formulating the Internal Regulations on Corporate Governance and submitting them to the General Meeting of Shareholders for approval.
 - g) Appointing the Person in Charge of Corporate Governance.
 - h) Organizing education and training on corporate governance and necessary skills for members of the Board of Directors, the General Director, and other managers of the Company.
 - i) Reporting on the activities of the Board of Directors at the Annual General Meeting of Shareholders as regulated, ensuring the inclusion of the following contents: Remuneration, operating expenses, and other benefits of the Board of Directors and each member of the Board of Directors as stipulated in Clause 3, Article 163 of the Law on Enterprises and the Company's Charter.
3. Members of the Board of Directors have the right to be provided with information and documents regarding the financial situation and business operations of the Company and its units by the General Director and other managers of the Company.
4. Members of the Board of Directors have the responsibility to:
- a) Perform their duties honestly and prudently for the highest benefit of the shareholders and the Company;
 - b) Fully attend meetings of the Board of Directors and provide opinions on matters brought up for discussion;
 - c) Promptly and fully report to the Board of Directors the remuneration received from subsidiaries, associates, and other organizations;
 - d) Report to the Board of Directors at the nearest meeting on transactions between the Company, its subsidiaries, or companies in which the Company holds control of 50% or more of the charter capital with that member of the Board of Directors and their related persons; transactions between the Company and companies in which the member of the Board of Directors was a founding member or a business manager during the most recent 03 years prior to the transaction time;
 - e) Perform information disclosure when conducting transactions of the Company's shares in accordance with the law.
 - f) Independent members of the Board of Directors of the Company must prepare an evaluation report on the activities of the Board of Directors; and notify the Board of Directors if they no longer meet the criteria and conditions of an independent member of the Board of Directors.

Article 19. Composition, term, conditions, and criteria for members of the Board of Directors:

1. The number of members of the Board of Directors is 05 (five) persons. The specific number of members shall be decided by the General Meeting of Shareholders. The term of

members of the Board of Directors shall not exceed five (05) years and they 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.

2. Composition of the Board of Directors: Having at least 01 independent member of the Board of Directors. Having at least 01 non-executive member of the Board of Directors.

3. Conditions and criteria for members of the Board of Directors:

a) Having full civil act capacity, and not belonging to the group of subjects prohibited from enterprise management as stipulated in Clause 2, Article 17 of the Law on Enterprises;

b) Having experience in business administration, or in the field, industry, or profession of the Company's business;

c) Members of the Board of Directors are not necessarily shareholders of the Company.

4. Criteria and conditions for independent members of the Board of Directors:

a) Not being a person currently working for the Company, the parent company, or a subsidiary of the Company; and not being a person who worked for the Company, the parent company, or a subsidiary of the Company for at least the 03 preceding years;

b) Not being a person currently receiving a salary or remuneration from the Company, except for the allowances that members of the Board of Directors are entitled to under regulations;

c) Not being a person whose spouse, biological father, adoptive father, biological mother, adoptive mother, biological child, adoptive child, biological brother, biological sister, or biological younger sibling is a major shareholder of the Company; or is a manager of the Company or its subsidiaries;

d) Not being a person who directly or indirectly owns at least 01% of the total voting shares of the Company;

e) Not being a person who was a member of the Board of Directors of the Company for at least the 05 preceding years, except for cases of consecutive appointment for 02 terms.

Article 20. Order, method, and procedures for candidacy and nomination for members of the Board of Directors

1. Candidacy and nomination for the Board of Directors:

a) In cases where candidates for the Board of Directors have been identified, information related to the candidates shall be disclosed at least 10 days before the opening date of the General Meeting of Shareholders on the Company's website so that shareholders can research these candidates before voting. Candidates for the Board of Directors must provide a written commitment regarding the truthfulness and accuracy of the disclosed personal information and must commit to performing their duties honestly, prudently, and for the highest benefit of the Company if elected as a member of the Board of Directors.

b) Information related to candidates for the Board of Directors to be disclosed includes at least the following contents:

- Full name, date of birth;

- Educational background; Professional qualifications; Work history; Companies in which the candidate currently holds the position of a member of the Board of Directors and other management titles; An evaluation report on the candidate's contribution to the Company,

in cases where that candidate is currently a member of the Board of Directors of the Company;

- Interests related to the Company (if any);
- Full name of the shareholder or group of shareholders nominating that candidate (if any);
- Other information (if any).

2. Shareholders holding ordinary shares have the right to aggregate their voting rights to nominate candidates for the Board of Directors as follows:

- a) From 5% to less than 10%: entitled to nominate one (01) candidate;
- b) From 10% to less than 30%: entitled to nominate a maximum of two (02) candidates;
- c) From 30% to less than 40%: entitled to nominate a maximum of three (03) candidates;
- d) From 40% to less than 50%: entitled to nominate a maximum of four (04) candidates;
- e) From 50% to less than 60%: entitled to nominate a maximum of five (05) candidates;
- f) From 60% to less than 70%: entitled to nominate a maximum of six (06) candidates;
- g) From 70% to less than 80%: entitled to nominate a maximum of seven (07) candidates;
- h) From 80% or more: entitled to nominate a maximum of eight (08) candidates;

Ordinary shareholders who voluntarily aggregate into a group that satisfies the prescribed conditions to nominate persons to the Board of Directors must notify the attending shareholders of the group meeting no later than the opening of the General Meeting of Shareholders.

3. In the event that the number of candidates for the Board of Directors through nomination and candidacy is still insufficient, the incumbent Board of Directors may nominate additional candidates. The procedures for the incumbent Board of Directors to introduce candidates for the Board of Directors must be clearly disclosed and must be approved by the General Meeting of Shareholders before proceeding with the vote to elect members of the Board of Directors in accordance with the law.

4. The list and relevant information of the candidates nominated or standing for election to the Board of Directors must be sent to the Board of Directors before the General Meeting of Shareholders proceeds to vote for the election of members of the Board of Directors.

Article 21. Method of electing members of the Board of Directors

The voting to elect members of the Board of Directors must be conducted by the method of cumulative voting, whereby each shareholder has a total number of votes corresponding to the total number of shares owned multiplied by the number of members to be elected to the Board of Directors, and the shareholder has the right to accumulate all or part of their total votes for one or several candidates. Elected members of the Board of Directors are determined by the number of votes from high to low, starting from the candidate with the highest number of votes until the number of members specified in the Company's Charter is reached.

In the event that two (02) or more candidates achieve the same number of votes for the last member of the Board of Directors, a re-election shall be conducted among the candidates with equal votes or a selection shall be made according to the criteria of the election regulations or the Company's Charter.

Article 22. Cases of dismissal, removal, and addition of members of the Board of Directors

1. A member of the Board of Directors shall no longer have the status of a member of the Board of Directors in the event of being dismissed, removed, or replaced by the General Meeting of Shareholders in accordance with Article 160 of the Law on Enterprises.
2. The Board of Directors must convene a General Meeting of Shareholders to elect additional members of the Board of Directors in the event that the number of members of the Board of Directors is reduced by more than one-third (1/3) compared to the total number of members specified in the Company's Charter. In this case, the Board of Directors must convene the General Meeting of Shareholders within thirty (30) days from the date the number of members is reduced by more than one-third (1/3). In other cases, at the nearest meeting, the General Meeting of Shareholders shall elect new members to replace the members of the Board of Directors who have been dismissed or removed.

Article 23. Notification of dismissal, removal, and election of members of the Board of Directors

Notifications regarding the dismissal, removal, and election of members of the Board of Directors must be disclosed in accordance with the regulations of the law on securities and the securities market within 24 hours from the effective time of the decision.

Article 24. Remuneration and other benefits of members of the Board of Directors

Remuneration, salaries, and other benefits of members of the Board of Directors are stipulated in Article 28 of the Company's Charter.

Article 25. Operations of the Board of Directors

1. Executive apparatus and working conditions of the Board of Directors:

- a) The Board of Directors shall use the Company's apparatus and seal to perform its corporate governance functions.
 - b) The Chairman of the Board of Directors shall manage the activities of the Board of Directors. In the event that the Chairman is absent or unable to perform assigned duties, the Chairman may authorize the Vice Chairman or a member of the Board of Directors to exercise the rights and duties of the Chairman. If no person is authorized, the remaining members of the Board of Directors shall select one among them to temporarily hold the position of Chairman.
 - c) The Board of Directors may establish sub-committees to assist from time to time; the Board of Directors may use the Company's executive apparatus to serve the work of the Board of Directors and business production.
 - d) When deemed necessary, the Board of Directors shall appoint a Secretary or use staff from the Company's executive apparatus to act as the Secretary assisting the Board of Directors
 - e) Members of the Board of Directors have the right to directly request the General Director, Deputy General Directors, and other managers in the Company to provide information on the fields of work for which that member is assigned responsibility by the Board of Directors. Managers, when requested, must provide timely, complete, and accurate information and documents as required.
 - f) Operating expenses of the Board of Directors shall be signed for approval by the Chairman and recorded as Company expenses.
2. Assignment and delegation of duties among members of the Board of Directors:

a) The Board of Directors shall assign members to be in charge of the Board's fields of work. Members of the Board of Directors shall perform their duties based on being fully provided with information and must be loyal, diligent, and prudent for the benefit of the Company and shareholders.

b) Members of the Board of Directors shall exercise rights and obligations in accordance with the law and the Company's Charter; be in charge of fields and tasks as assigned by the Board of Directors and bear individual responsibility for the assigned work.

Article 26. Order and procedures for organizing Board of Directors meetings

1. The Board of Directors must meet at least once (01) every quarter or hold extraordinary meetings.

2. The Chairman of the Board of Directors must convene a meeting of the Board of Directors, and shall not delay without a valid reason, when one of the following subjects makes a written request stating the purpose of the meeting and the issues to be discussed:

a) The Board of Controllers or an independent member of the Board of Directors;

b) The General Director or at least five (05) other managers;

c) At least two (02) members of the Board of Directors;

d) Other cases (if any).

3. The Chairman of the Board of Directors must convene a Board meeting within seven (07) working days from the date of receiving the request mentioned in Clause 2 of this Article. If the meeting is not convened as requested, the Chairman shall be responsible for damages occurring to the Company; those requesting the meeting as stated in Clause 2 of this Article have the right to convene the Board meeting themselves.

4. In the event of a request from an independent auditor, the Chairman of the Board of Directors must convene a Board meeting to discuss the audit report and the Company's situation.

5. The order and procedures for organizing Board of Directors meetings are implemented as follows:

a) Notice of Board meeting: The notice of the Board meeting must be sent to the members of the Board of Directors and the Board of Controllers at least three (03) working days before the meeting date. A member may refuse the meeting notice in writing; such refusal may be changed or canceled in writing by that member. The notice must be in Vietnamese and must fully state the time, location, agenda, and content of discussion, accompanied by necessary documents regarding the issues to be discussed and voted on at the meeting, as well as the member's voting slip.

Meeting notices may be sent by post, fax, email, or other means, but must ensure delivery to the registered address of each Board member at the Company.

b) Conditions for organizing a Board meeting: Meetings of the Board of Directors shall proceed when at least 3/4 of the Board members are present in person or through a representative (authorized person) if approved by the majority of the Board members. If the required number of members is insufficient, a second meeting must be convened within seven (07) days from the first intended meeting date. The second meeting shall proceed if more than half (1/2) of the Board members attend.

c) Members are considered to have attended and voted in the following cases:

- Attending and voting in person at the meeting;
- Authorizing another person to attend and vote in accordance with Clause 6 of this Article; Attending and voting via online conference, electronic voting, or other electronic forms; Sending voting slips to the meeting via mail, fax, or email.

d) In the case of sending voting slips via mail, the voting slip must be in a sealed envelope and delivered to the Chairman at least 01 hour before the opening. Voting slips shall only be opened in the presence of all attendees.

e) Voting method in Board meetings: Each member present in an individual capacity shall have one vote, except where the Board organizes the meeting as an online conference; A Board member shall not vote on contracts, transactions, or proposals in which that member or their related person has an interest that conflicts or may conflict with the interests of the Company.

f) Method of passing Board resolutions: The Board of Directors passes decisions and resolutions based on the approval of the majority of the attending members. In the event of a tie, the side with the vote of the Chairman or the Meeting Chair shall be the deciding vote. Resolutions in the form of written opinions are passed based on the approval of the majority of the members with voting rights. Such resolutions have the same effect and value as resolutions passed at a meeting.

6. Authorization of others to attend by Board members: A Board member may appoint a representative (authorized person) in accordance with Civil Law if approved by the majority of the Board members.

7. Minutes and approval of Board meeting minutes

a) All Board meetings must be minuted. Meeting minutes shall be bound into volumes and kept at the Office of the Board of Directors.

b) Minutes must be approved before all attending members. Minutes must be prepared in Vietnamese and may additionally be prepared in a foreign language, and must be signed by the chair and the minute-taker. Minutes shall include main contents such as:

- Purpose and content;
- Time and location;
- Full names of each attendee or authorized person and the method of attendance; names of absent members and reasons;
- Issues discussed and voted on; Summary of opinions of each attendee; Voting results clearly stating "for," "against," and "abstentions";
- Issues passed; Full names and signatures of the chair and minute-taker or signatures of the attending Board members.

c) In the event the chair or minute-taker refuses to sign, but the minutes are signed by all other attending Board members and contain full content as prescribed, the minutes shall be valid.

d) The Chairman or the Secretary is responsible for sending the minutes and resolutions to Board members (including those present and absent); such minutes shall be authentic evidence of the work conducted unless an objection to the content is made within ten (10) days from the date of sending.

8. Passing and notifying Board resolutions:

- a) Board resolutions passed at meetings or via written opinions, fax, or email in accordance with the Law and the Charter shall take effect immediately upon signing for issuance.
- b) The Chairman or a person authorized by the Chairman shall sign for issuance on behalf of the Board.
- c) Resolutions and decisions are issued to the correct recipients after signing.
9. Board members must fully attend meetings and provide clear opinions. A member may authorize another person to attend or resolve tasks within their functions if approved by the majority of the Board. In this case, the Board member remains responsible for the content and results of the authorization. The authorized person is responsible for reporting the entire content and results to the authorizer.

Article 27. Establishment and operation of sub-committees under the Board of Directors

1. The Board of Directors may establish sub-committees in charge of development policy, personnel, remuneration, internal audit, etc. The number of members of a sub-committee shall be decided by the Board.
2. The operation of a sub-committee must comply with the Board's regulations. A sub-committee resolution is only valid when approved by a majority of members attending and voting at the sub-committee meeting.
3. The implementation of decisions of the Board, its sub-committees, or persons acting as sub-committee members must comply with current laws and the Company's Charter.
4. If sub-committees are not established, the Board may appoint specific individuals to be in charge of individual matters such as audit, remuneration, personnel, etc

CHAPTER V. SUPERVISORY BOARD

Article 28. Candidacy and nomination of members of the Supervisory Board

1. The candidacy and nomination of members of the Supervisory Board shall be implemented similarly to the regulations in Clause 1 and Clause 2, Article 25 of this Charter.
2. In the event that the number of candidates for the Supervisory Board through nomination and candidacy is insufficient, the incumbent Supervisory Board may nominate additional candidates or organize nominations in accordance with the Company's Charter, the Internal Regulations on Corporate Governance, and the Operating Regulations of the Supervisory Board. The introduction of additional candidates by the incumbent Supervisory Board must be clearly disclosed before the General Meeting of Shareholders votes to elect members of the Supervisory Board in accordance with the law.

Article 29. Members of the Supervisory Board

1. The number of members of the Company's Supervisory Board is 03 persons. The term of members of the Supervisory Board shall not exceed 05 years and they may be re-elected for an unlimited number of terms.
2. Members of the Supervisory Board must satisfy the criteria and conditions as stipulated in Article 169 of the Law on Enterprises and must not fall into the following cases:

- a) Working in the accounting or finance department of the Company;
- b) Being a member or employee of the independent auditing firm that performed audits of the Company's financial statements during the 03 preceding years.

3. A member of the Supervisory Board shall be dismissed in the following cases:

- a) No longer satisfying the criteria and conditions to serve as a member of the Supervisory Board as stipulated in Clause 2 of this Article;
- b) Submission of a resignation letter which is subsequently approved;
- c) Other cases as stipulated in this Charter.

4. A member of the Supervisory Board shall be removed in the following cases:

- a) Failure to fulfill assigned duties or tasks;
- b) Failure to exercise their rights and obligations for 06 consecutive months, except in cases of force majeure;
- c) Committing multiple or serious violations of the obligations of a member of the Supervisory Board as stipulated by the Law on Enterprises and the Company's Charter;
- d) Other cases pursuant to a resolution of the General Meeting of Shareholders.

Article 30. Head of the Supervisory Board

1. The Head of the Supervisory Board shall be elected by the Supervisory Board from among its members; the election, dismissal, or removal shall be conducted based on the majority principle. 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 majors: economics, finance, accounting, auditing, law, business administration, or a major related to the business operations of the enterprise.

2. Rights and obligations of the Head of the Supervisory Board:

- a) To convene meetings of the Supervisory Board;
- b) To request the Board of Directors, the General Director, and other managers to provide relevant information for reporting to the Supervisory Board;
- c) To prepare and sign the report of the Supervisory Board, after consulting with the Board of Directors, for submission to the General Meeting of Shareholders.

Article 31. Rights and obligations of the Supervisory Board

The Supervisory Board shall exercise the rights and obligations as stipulated in Article 170 of the Law on Enterprises and Article 39 of the Company's Charter.

Article 32. Meetings of the Supervisory Board

1. The Supervisory Board must meet at least 02 times per year, with a quorum of at least 2/3 of the members of the Supervisory Board. Minutes of the Supervisory Board's meetings shall be prepared in a detailed and clear manner. The minute-taker and the members of the

Supervisory Board attending the meeting must sign the minutes. All meeting minutes of the Supervisory Board must be archived to determine the individual responsibility of each member.

2. The Supervisory Board has the right to request members of the Board of Directors, the General Director, and representatives of the approved auditing organization to attend and address matters that require clarification.

Article 33. Salaries, remuneration, bonuses, and other benefits of members of the Supervisory Board

Salaries, remuneration, bonuses, and other benefits of members of the Supervisory Board shall be implemented according to the following regulations:

1. Members of the Supervisory Board shall be paid salaries, remuneration, bonuses, and other benefits as decided by the General Meeting of Shareholders. The General Meeting of Shareholders shall determine the total amount of salaries, remuneration, bonuses, other benefits, and the annual operating budget of the Supervisory Board.

2. Members of the Supervisory Board shall be reimbursed for reasonable expenses for meals, accommodation, travel, and the use of independent consulting services. The total amount of such remuneration and expenses shall not exceed the total annual operating budget of the Supervisory Board approved by the General Meeting of Shareholders, unless otherwise decided by the General Meeting of Shareholders.

3. Salaries and operating expenses of the Supervisory Board shall be recorded as business expenses of the Company in accordance with the law on corporate income tax and other relevant legal provisions, and must be presented as a separate item in the Company's annual financial statements.

CHAPTER VI. GENERAL DIRECTOR AND OTHER MANAGER

Article 34. Role, responsibilities, rights, and obligations of the General Director

1. The General Director is the person who manages the daily business operations of the Company; is subject to the supervision of the Board of Directors; and is responsible to the Board of Directors and before the law for the exercise of assigned rights and obligations.

2. The rights and obligations of the General Director are stipulated in Clause 3, Article 35 of the Company's Charter.

Article 35. Appointment, dismissal, signing, and termination of contracts with the General Director

1. The Board of Directors shall appoint one (01) member of the Board of Directors (excluding the Chairman of the Board of Directors) as the General Director or hire another person as the General Director and sign a contract stipulating remuneration, salary, benefits, and terms related to recruitment. The remuneration, salary, and other benefits of the General Director must be reported at the Annual General Meeting of Shareholders, presented as a separate item in the annual Financial Statements, and stated in the Company's Annual Report.

- 2 The term of office of the General Director shall not exceed five (05) years and they may be re-appointed. The appointment may expire based on the provisions of the labor contract.
3. The General Director must satisfy the following criteria and conditions:
 - a) Possessing professional qualifications and experience in the business administration of the company;
 - b) Not necessarily being a shareholder of the Company.
 - c Not being among those prohibited by law from holding the position of General Director as stipulated in Clause 2, Article 17 of the Law on Enterprises;
 - d) Not being a family relation of any manager of the Company, any Supervisor of the Company or the Company's parent company (if any); not being a capital representative at the Company or the parent company;
 - e) Understanding the law and possessing sufficient health to perform the work, having good moral character and prestige;
4. The General Director is entitled to salary and other benefits according to the decision of the General Meeting of Shareholders, regulations of the Board of Directors, and current legal provisions.
5. The Board of Directors may dismiss the General Director and appoint a new General Director as a replacement.
6. Cases for dismissal of the General Director:
 - a) Due to work requirements and business production conditions of the Company, the Board of Directors decides on transfer or rotation;
 - b) Health conditions are not ensured to continue working;
 - c) Failure to fulfill duties or violation of regulations or the law;
 - d) Submission of a resignation letter to the Board of Directors;
 - e) Other cases as stipulated by law.

Article 36. Deputy General Directors, Chief Accountant, and Heads of Professional Departments

1. Deputy General Directors and the Chief Accountant shall be appointed by the Board of Directors based on the proposal of the General Director; Heads of Professional Departments shall be appointed and contracted by the General Director based on the proposal of the Head of the Personnel and Administration Department.
2. Deputy General Directors, the Chief Accountant, and Heads of Professional Departments are entitled to salary and other benefits according to the Company's regulations and current legal provisions.
3. Powers and duties of the Deputy General Director and Chief Accountant:
 - a) Deputy General Director: To assist the General Director; to perform tasks assigned or authorized by the General Director in accordance with the labor contract signed with the Board of Directors and to be personally responsible to the General Director, the Board of Directors, shareholders, and before the law.
 - b) Chief Accountant: In accordance with the Law on Accounting, relevant legal provisions, and internal regulations of the Company.
 - c) Heads of Professional Departments: To be responsible to the Chairman of the Board of Directors and the General Director; to advise and formulate short, medium, and long-term

plans according to their professional authority to ensure the financial stability of the entire Company.

Article 37. Notification of appointment and dismissal of the General Director, Deputy General Directors, Head of Accounting/Chief Accountant, and Head of Finance

The Company must notify the appointment and dismissal of the General Director and Chief Accountant internally within the Company and disclose information in accordance with the law on securities and the securities market within 24 hours from the effective time of the decision.

CHAPTER VII. SECRETARY, PERSON IN CHARGE OF CORPORATE GOVERNANCE

Article 38. Company Secretary

When deemed necessary, the Board of Directors shall decide to appoint a Company Secretary.

The Company Secretary has the following rights and obligations:

- a) To support the organization of convening the General Meeting of Shareholders and Board of Directors meetings; to record meeting minutes;
- b) To support members of the Board of Directors in exercising their assigned rights and performing their obligations;
- c) To support the Board of Directors in applying and implementing corporate governance principles;
- d) To support the Company in building shareholder relations and protecting the legitimate rights and interests of shareholders; and in complying with information disclosure obligations and administrative procedures;
- e) Other rights and obligations as stipulated by law.

Article 39. Person in Charge of Corporate Governance

1. The Board of Directors shall designate at least one (01) person as the Person in Charge of Corporate Governance to support corporate governance activities effectively. The term of office shall be decided by the Board of Directors, with a maximum of five (05) years.
2. The Person in Charge of Corporate Governance must satisfy the following criteria:
 - a) Having legal knowledge;
 - b) Not concurrently working for the independent auditing firm that is auditing the Company's financial statements;
 - c) Other criteria as stipulated by law, this Charter, and decisions of the Board of Directors.
3. The Board of Directors may remove the Person in Charge of Corporate Governance when necessary, provided that it does not contravene current labor laws.
4. The Person in Charge of Corporate Governance has the following rights and obligations:
 - a) To advise the Board of Directors on organizing the General Meeting of Shareholders and related matters between the Company and shareholders;
 - b) To 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;
 - c) To advise on meeting procedures;
 - d) To attend meetings and record meeting minutes;
 - e) To advise on procedures for formulating Board resolutions in accordance with the law;

- f) To provide financial information, copies of Board meeting minutes, and other information to members of the Board of Directors and Supervisors;
- g) To monitor and report to the Board of Directors on the Company's information disclosure activities;
- h) To maintain information confidentiality in accordance with the law and the Company's Charter;
- i) To maintain information confidentiality in accordance with the law and the Company's Charter.

CHAPTER VIII. RELATIONSHIP BETWEEN THE BOARD OF DIRECTORS, THE SUPERVISORY BOARD, AND THE GENERAL DIRECTOR

Article 40. Working relationship between the Board of Directors and the General Director

1. The Board of Directors shall appoint the General Director to manage the daily production and construction operations of the Company; and shall dismiss the General Director if they fail to satisfy the conditions and criteria stipulated by law and the Company's Charter.
2. The Board of Directors shall direct and supervise the General Director in managing the daily business operations of the Company by creating the best possible conditions regarding policies, human resources, and facilities to assist the General Director in fulfilling assigned duties.
3. The Board of Directors shall implement rewards, discipline, and the handling of violations regarding the General Director in an objective manner based on grounds consistent with the Law, the Charter, and the internal regulations of the Company.
4. During the implementation of resolutions and decisions of the Board of Directors, if the General Director discovers issues that are not beneficial to the Company, the General Director shall propose that the Board of Directors consider adjusting such resolutions or decisions. In the event the Board of Directors does not adjust the resolution or decision, the General Director must still implement it but has the right to reserve their opinion and make a recommendation to the nearest General Meeting of Shareholders.
5. No later than 06 (six) working days before a Board of Directors meeting, the General Director must send a written report on the monthly, quarterly, and annual business operations and the future operational direction of the Company to the Board of Directors.
6. The General Director is responsible for reporting to the Board of Directors on all matters related to business management activities and the performance of assigned duties and powers on a periodic basis.
7. The General Director has the right to request a Board of Directors meeting in accordance with point (b), Clause 3, Article 30 of the Company's Charter.
8. The Chairman of the Board of Directors shall attend, or appoint a representative of the Board of Directors to attend, briefing meetings and meetings to prepare projects for submission to the Board of Directors chaired by the General Director.
9. At Board of Directors meetings, the Chairman or the person presiding over the meeting shall, based on the meeting content, decide to invite the General Director, Deputy General

Directors, or Heads/Deputy Heads of Departments/Divisions in charge of relevant work areas to attend, report on specific tasks, and provide opinions (if deemed necessary).

10. In addition to periodic reports, upon the request of members of the Board of Directors, the General Director, Deputy General Directors, and other Company managers shall provide direct reports or provide information and reports on directed solutions related to their assigned work areas.

11. The General Director must plan, formulate, and register specific plans and tasks for each period of the Company to report to the Board of Directors.

12. In the event of discovering risks, incidents, or matters that could significantly affect the prestige, results, efficiency, or safety of the Company's business operations, or other matters deemed necessary, the General Director must immediately report to the Board of Directors for timely guidance and resolution.

13. All proposals and written reports to the Board of Directors must be submitted through the Office of the Board of Directors.

Article 41. Working relationship between the Board of Directors and the Supervisory Board

1. The Board of Directors is responsible for cooperating closely with the Supervisory Board, creating conditions to provide all necessary documents and information to the Supervisory Board, and respecting the independence and objectivity of the Supervisory Board.

2. The Board of Directors shall create the best conditions for Supervisors to perform the functions, powers, and obligations of the Supervisory Board; and is responsible for directing and supervising the rectification and handling of violations according to the recommendations and proposals of the Supervisory Board.

3. Members of the Supervisory Board shall attend periodic and extraordinary meetings of the Board of Directors.

4. The Head of the Supervisory Board is responsible for promptly notifying the Board of Directors of issues arising at Supervisory Board meetings. All minutes of Supervisory Board meetings must be sent to the Board of Directors no later than 05 (five) working days after the conclusion of the Supervisory Board meeting.

5. The Supervisory Board must promptly notify the Board of Directors upon discovering any violation by a Company manager as stipulated by law and the Company's Charter.

6. The Board of Directors has the right to request the Supervisory Board to perform inspections and supervision upon request.

7. Based on the reports of the Supervisory Board, the Board of Directors is responsible for directing the Company to implement solutions to overcome existing issues, limitations, and violations to organize business operations safely and effectively in accordance with the law and the Company's Charter.

8. Based on the opinions of the Supervisory Board, the Board of Directors shall consider the truthfulness of the Financial Statements, financial information, and the effectiveness of internal control activities and management of disclosed information.

9. The Supervisory Board has the right to request a Board of Directors meeting as stipulated in point (a), Clause 3, Article 27 of the Company's Charter, or to convene an extraordinary

General Meeting of Shareholders as stipulated in point (e), Clause 3, Article 14 of the Company's Charter..

10. In addition to periodic reports, Supervisors may request the Board of Directors to provide specific information and documents regarding the management and executive activities of the Company's business.

11. The Board of Directors shall ensure that all documents, financial information, and other information provided to members of the Board of Directors are simultaneously provided to the Supervisory Board.

CHAPTER IX. ANNUAL EVALUATION OF MEMBERS OF THE BOARD OF DIRECTORS, THE SUPERVISORY BOARD, THE GENERAL DIRECTOR, AND OTHER MANAGERS

Article 42. Performance evaluation of members of the Board of Directors, members of the Supervisory Board, the General Director, and other managers

1. Evaluation hierarchy

a) The Board of Directors shall evaluate the level of task fulfillment of each member of the Board of Directors, the General Director, the Head of the Supervisory Board, and officials under its management according to the decentralization of personnel management.

b) The General Director shall evaluate officials under their management according to the decentralization of personnel management.

c) The Head of the Supervisory Board shall evaluate the level of task fulfillment of the members of the Supervisory Board.

2. Evaluation methods: The performance evaluation of members of the Board of Directors, the General Director, members of the Supervisory Board, and other managers of the Company may be conducted through one or several of the following methods:

a) Self-assessment and evaluation;

b) Organizing opinion polls or confidence votes;

c) Other appropriate methods selected by the Board of Directors from time to time.

3. Evaluation criteria

a) Results of assigned work performance, including the level of completion, volume, quality, and efficiency of individual work, as well as the development and operational results of the respective department.

b) Moral qualities, lifestyle, awareness, ideology, and compliance with the Company's Charter, policies, and State laws.

c) Spirit of learning to improve qualifications, honesty, receptiveness, solidarity in work, sense of organizational discipline, and responsibility toward assigned tasks and current positions.

d) Management capability, style, and attitude; anti-corruption, anti-waste, and anti-bureaucracy efforts.

e) Ability to coordinate with internal departments/units and external partners to resolve work.

f) Other evaluation criteria issued by the Board of Directors from time to time.

4. Classification of evaluation: Based on the evaluation results, the classification of members of the Board of Directors, the General Director, members of the Supervisory Board, and other managers of the Company is categorized as follows:

- Excellent completion of assigned tasks;
- Completion of assigned tasks;
- Failure to complete assigned tasks.

Article 43. Commendation and Rewards

1. Members of the Board of Directors, the General Director, Supervisors, and other managers of the Company who achieve merits in governance, administration, and other assigned tasks shall be considered for commendation and rewards in accordance with the Law on Emulation and Commendation, the Regulations on Emulation and Commendation, and other internal regulations of the Company issued by the Board of Directors.

2. The forms of commendation, specific criteria for each form, and the sequence and procedures for commendation shall be implemented in accordance with the Commendation Regulations and other internal regulations of the Company.

Article 44. Discipline

1. Members of the Board of Directors, the General Director, and other managers who violate legal provisions and Company regulations shall, depending on the severity, nature, and consequences of the violation, be subject to disciplinary action in accordance with the law and Company regulations. In the event of causing damage to the interests of the Company, shareholders, or others, compensation must be paid as regulated.

2. The Board of Directors shall decide on disciplinary actions against titles appointed by the Board of Directors.

3. Principles for handling disciplinary violations, forms of disciplinary action, and sequences and procedures for handling violations shall be implemented in accordance with the law and Company regulations.

CHAPTER XI. REPORTING AND INFORMATION DISCLOSURE

Article 45. Information disclosure obligations

1. The Company is obligated to fully, accurately, and promptly disclose periodic and extraordinary information regarding its business production, financial situation, and corporate governance status in accordance with the law and the Company's Charter. In addition, the Company must promptly, fully, and accurately disclose other information if such information is likely to affect share prices or influence the decisions of shareholders and investors.

2. Information disclosure shall be conducted through methods that ensure shareholders and investors can access it fairly. The language used in information disclosure must be clear, easy to understand, and avoid causing misunderstanding for shareholders and investors..

Article 46. Information disclosure of the Company

1. The Company must disclose information regarding its corporate governance status at Annual General Meetings of Shareholders and in the Company's annual reports in accordance with the law on securities and the securities market and the Company's Information Disclosure Regulations.

2. Designate at least one officer responsible for information disclosure. The officer in charge of information disclosure must satisfy the following requirements:
 - a) Possessing knowledge of finance and accounting, and certain information technology skills;
 - b) Publicly disclosing their name and office phone number so that shareholders can easily contact them; having sufficient time to perform their duties, especially in contacting shareholders, recording shareholders' opinions, and periodically disclosing responses to shareholders' opinions and corporate governance issues as regulated;
 - c) Being responsible for disclosing the Company's information in accordance with the law and the Company's Charter.
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CHAPTER XII. PREVENTION OF CONFLICTS OF INTEREST AND TRANSACTIONS WITH RELATED PARTIES

Article 47. Responsibility for honesty and avoidance of conflicts of interest of members of the Board of Directors, the General Director, Supervisors, and other managers

1. Members of the Board of Directors, the General Director, Supervisors, other managers, and their related persons are not permitted to use business opportunities of the Company for personal purposes; they shall not use information obtained by virtue of their positions for personal gain or to serve the interests of other organizations or individuals.
2. Members of the Board of Directors, the General Director, Supervisors, and other managers are obligated to notify the Board of Directors of all interests that may conflict with the interests of the Company which they may enjoy through economic legal entities, transactions, or other individuals.
3. Members of the Board of Directors shall not vote on transactions in which such member or their related person participates, including cases where the rights and interests of the Board member in such transaction have not yet been determined. The aforementioned transactions must be presented in the Notes to the Financial Statements of the same period and disclosed in the Annual Report.
4. Members of the Board of Directors, the General Director, Supervisors, other managers, or their related persons shall not use the Company's non-disclosed information to reveal to others or to conduct related transactions themselves.

Article 48. Transactions with related persons

1. The General Meeting of Shareholders or the Board of Directors shall approve contracts and transactions between the company and the following related persons:
 - a) Shareholders or authorized representatives of shareholders that are organizations owning more than 10% of the total ordinary shares of the company and their related persons;
 - b) Members of the Board of Directors, the Director or General Director, and their related persons;
 - c) Enterprises in which members of the Board of Directors, Supervisors, the Director or General Director, and other managers of the company must declare in accordance with Clause 2, Article 164 of the Law on Enterprises.
2. The Board of Directors shall approve contracts and transactions as stipulated in Clause 1 of this Article that have a value of less than 35% of the total asset value of the enterprise

recorded in the most recent financial statement. In this case, the company representative signing the contract or transaction must notify the members of the Board of Directors and Supervisors of the related parties regarding such contract or transaction and enclose the draft contract or the main contents of the transaction. The Board of Directors shall decide on the approval of the contract or transaction within 15 days from the date of receipt of the notice; members of the Board of Directors with related interests in the parties to the contract or transaction shall not have the right to vote.

3. The General Meeting of Shareholders shall approve the following contracts and transactions:

a) Contracts and transactions other than those stipulated in Clause 2 of this Article;
b) Contracts and transactions of borrowing, lending, or selling assets with a value greater than 10% of the total asset value of the enterprise recorded in the most recent financial statement between the company and shareholders owning 51% or more of the total voting shares or their related persons.

4. In the case of approving contracts or transactions as stipulated in Clause 3 of this Article, the company representative signing the contract or transaction must notify the Board of Directors and Supervisors of the related parties regarding such contract or transaction and enclose the draft contract or notify the main contents of the transaction. The Board of Directors shall submit the draft contract/transaction or explain the main contents of the contract/transaction at the General Meeting of Shareholders or collect shareholders' opinions in writing. In this case, shareholders with related interests in the parties to the contract or transaction shall not have the right to vote; the contract or transaction shall be approved in accordance with Clause 1 and Clause 4, Article 148 of the Law on Enterprises.

5. A contract or transaction shall be invalidated by a Court decision and handled in accordance with the law if it is signed in violation of this Article; the person signing the contract/transaction, related shareholders, members of the Board of Directors, or the Director/General Director must be jointly liable for damages arising and must return to the company any profits gained from the performance of such contract or transaction.

6. The Company must publicly disclose related contracts and transactions in accordance with relevant laws. When conducting transactions with related persons, the Company shall sign written contracts based on the principles of equality and voluntariness. The content of the contract must be clear and specific, and information must be disclosed to shareholders upon request.

7. The Company shall apply necessary measures to prevent related persons from interfering in the Company's operations and causing harm to the Company's interests through controlling the Company's goods purchase and sale channels or manipulating prices..

Article 49. Ensuring the legitimate rights and interests of persons with interests related to the Company

1. The Company respects the legitimate interests of parties with interests related to the Company, including banks, creditors, employees, consumers, suppliers, the community, and others with interests related to the Company.

2. The Company actively cooperates with persons with interests related to the company by:
a) Providing all necessary information to banks and creditors to help them evaluate the Company's operational and financial situation and make decisions;

b) Encouraging them to provide opinions on the business operational situation, financial situation, and important decisions related to their interests through direct contact with the Board of Directors, the Supervisory Board, and the General Director. The Company

complies with regulations on labor and the environment and operates responsibly toward the community and society.

CHAPTER XIII. REPORTING, SUPERVISION, AND HANDLING OF VIOLATIONS

Article 50. Reporting

The Company is obligated to report and disclose information on the implementation of corporate governance in accordance with the regulations of the State Securities Commission, the Stock Exchange, and competent authorities in accordance with the Law.

Article 51. Supervision

Related units, individuals, organizations, and Company shareholders are subject to the supervision of corporate governance by the State Securities Commission, the Stock Exchange, and other competent authorities in accordance with the law.

Article 52. Handling of violations for related units, individuals, organizations, and shareholders

Any violation or failure to implement the provisions of these regulations by the Company shall be handled in accordance with the Company's regulations and the Law on Enterprises.

CHAPTER XIV. PROVISIONS FOR IMPLEMENTATION

Article 53. Effectiveness

1. Any amendment or supplement to these Regulations shall be considered and decided by the Board of Directors and submitted to the General Meeting of Shareholders for approval.
2. The Board of Management, Departments/Divisions, officers, and employees within the Company, as well as related organizations and individuals, are responsible for implementing these Regulations.
3. In the event that legal provisions related to the internal governance of the Company are not mentioned in these Regulations, or in the event of new legal provisions that differ from the terms in these Regulations, such legal provisions shall automatically apply and govern the internal governance of the Company.
4. The Internal Regulations on Governance of Create Capital Vietnam Joint Stock Company consist of 14 chapters and 53 articles, and shall take effect from April 25, 2026.

**ON BEHALF OF BOD
CHAIRMAN**

(Sign, Full name and Seal)

Mai Anh Tam