



Ký số bởi: TẬP ĐOÀN ĐẦU TƯ VÀ PHÁT TRIỂN CÔNG NGHIỆP BECAMEX - CTCP
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Xác thực bởi: VNPT-CA SHA2

**TẬP ĐOÀN ĐẦU TƯ VÀ PHÁT TRIỂN
CÔNG NGHIỆP BECAMEX-CTCP
BECAMEX INVESTMENT AND
INDUSTRIAL DEVELOPMENT GROUP**

**CỘNG HÒA XÃ HỘI CHỦ NGHĨA VIỆT NAM
THE SOCIALIST REPUBLIC OF VIETNAM
Độc lập – Tự do – Hạnh phúc
Independence - Freedom - Happiness**

**TẬP ĐOÀN
ĐẦU TƯ VÀ
PHÁT TRIỂN
CÔNG
NGHIỆP
BECAMEX -
CTCP**

Digitally signed by TẬP ĐOÀN
ĐẦU TƯ VÀ PHÁT TRIỂN CÔNG
NGHIỆP BECAMEX - CTCP
DN: C=VN, S=HỒ CHÍ MINH, L=
BÌNH DƯƠNG, CN=TẬP ĐOÀN
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CÔNG BỐ THÔNG TIN BẤT THƯỜNG EXTRAORDINARY INFORMATION DISCLOSURE

Kính gửi: - Ủy ban Chứng khoán Nhà nước
- Sở giao dịch chứng khoán TP HCM
- *The State Securities Commission*
- *Hochiminh Stock Exchange*

Tập đoàn Đầu tư và Phát triển Công nghiệp Becamex - CTCP (Becamex Group)
Becamex Investment and Industrial Development Group.

Trụ sở chính/ *Head Office Address:* Tầng 10 mPlaza Sài Gòn, số 39 Lê Duẩn, P.
Sài Gòn, TP. Hồ Chí Minh/ *10th Floor, mPlaza Sai Gon, No. 39 Le Duan, Sai Gon*
Ward, Ho Chi Minh City.

Mã Chứng khoán/ *Stock Code:* BCM

Điện thoại/ *Tel:* 0274 3822 655

Nội dung thông tin công bố/ *Contents of disclosure:*

Tập đoàn Đầu tư và Phát triển Công nghiệp Becamex - CTCP xin công bố thông tin Biên bản, Nghị quyết và tài liệu ĐHĐCĐ thường niên năm 2026.

Becamex Investment and Industrial Development Group hereby discloses information regarding the Minutes, Resolutions and documents of the 2026 Annual General Meeting of Shareholders.

Thông tin này đã được công bố trên trang thông tin điện tử của Tập đoàn vào ngày 26/06/2026 tại đường dẫn: <http://www.becamex.com.vn> mục Cổ đông – Tin tức /Quan hệ cổ đông.

This information was published on the company's website on 26/6/2026 as in the link: <http://www.becamex.com.vn> for Shareholders – News/ Shareholder relations.

Chúng tôi xin cam kết các thông tin công bố trên đây là đúng sự thật và hoàn toàn chịu trách nhiệm trước pháp luật về nội dung các thông tin đã công bố.



We hereby certify that the information provided is true and correct and we bear the full responsibility to the law.

TP. Hồ Chí Minh, ngày 26 tháng 6 năm 2026

Ho Chi Minh City, June 26th, 2026)

Người được ủy quyền công bố thông tin

Phó Tổng giám đốc

Authorized Person To Disclose Information

Deputy General Director



Nguyễn Thế Duy





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Ngày ký: 26/06/2026 11:47:45+07:00
Xác thực bởi: VNPT-CA SHA2

**BECAMEX INVESTMENT AND
INDUSTRIAL DEVELOPMENT GROUP**



No.: 01/2026/NQ-ĐHĐCĐ

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



Ho Chi Minh City, June 25, 2026

RESOLUTION OF THE 2026 ANNUAL GENERAL MEETING OF SHAREHOLDERS BECAMEX INVESTMENT AND INDUSTRIAL DEVELOPMENT GROUP

- Pursuant to the Law on Securities No. 54/2019/QH14 passed by the National Assembly of the Socialist Republic of Vietnam on November 26, 2019, and the documents amending and supplementing the guidelines of the Law;*
- Pursuant to the Law on Enterprises No. 59/2020/QH14 passed by the National Assembly of the Socialist Republic of Vietnam on June 17, 2020;*
- Pursuant to Decree No. 155/2020/NĐ-CP dated December 31, 2020 of the Government detailing the implementation of a number of articles of the Law on Securities;*
- Pursuant to Decree No. 245/2025/NĐ-CP dated September 11, 2025 of the Government on amending and supplementing a number of articles of Decree No. 155/2020/NĐ-CP dated December 31, 2020 of the Government detailing the implementation of a number of articles of the Law on Securities;*
- Pursuant to the current Charter of Becamex Investment and Industrial Development Group;*
- Pursuant to the Internal Regulations on Corporate Governance of Becamex Investment and Industrial Development Group;*
- Pursuant to the Minutes of the 2026 Annual General Meeting of Shareholders No. 01/2026/BB-ĐHĐCĐ dated June 25, 2026.*

GENERAL MEETING OF SHAREHOLDERS BECAMEX INVESTMENT AND INDUSTRIAL DEVELOPMENT GROUP

RESOLVES:

Article 1. To approve Proposal No. 01/2026/TTr-HĐQT dated June 25, 2026 on the approval of the Board of Directors' report on operating results for 2025, business plan 2026 and Strategic Vision for 2026–2030 with an approval rate of 100% as detailed:

The investment plan for Becamex's strategic driving projects for the 2026-2030 period:



BM-TT-14-26060162

Unit: Billion VND

No.	Project	Total Investment	Becamex's Equity Participation	Other Mobilized Capital
1	Key transportation projects	20.576	3.025	0
2	Industrial park projects with investment policy approval	25.325	1.870	5.916
3	Centralized Digital Technology Park projects	16.518	1.793	8.500
4	Renewable energy projects	6.865	1.030	5.835
5	Social housing projects	13.066	1.960	11.106
6	New-generation industrial park projects under investment research	44.947	2.556	4.959
	TOTAL	127.297	12.234	36.316

Source: Becamex Group

The business plan for the 2026-2030 period for the parent company, Becamex:

Unit: Billion VND

Key Indicators	2026 Plan	2027 Plan	2028 Plan	2029 Plan	2030 Plan
Total Revenue	8.250	9.072	9.978	10.974	12.070
Total Expenses	5.960	6.553	7.207	7.926	8.717
Profit After Tax	2.290	2.519	2.771	3.048	3.353

Source: Becamex Group

The detailed Enterprise Development Strategy for the 2026–2030 period will be formulated by the Board of Directors and submitted to the competent authorities for review and approval in accordance with applicable legal requirements. Any specific contents, programs, projects, or initiatives under the Strategy shall be implemented only after obtaining all necessary approvals



and completing the relevant procedures as required by applicable laws and regulations from time to time.

Report of each independent member of the Board of Directors, the report of the Board of Supervisors, the 2025 audited financial statements including the combined and consolidated financial statements with an approval rate of 100%. (The reports are attached to the documents).

Article 2. To approve Proposal No. 02/2026/TTr-HĐQT dated June 25, 2026 on the report of the General Director regarding the 2025 business performance results and the 2026 business plan, with an approval rate of 100% with the following main contents:

1. 2025 business performance results.

a. Parent company business performance results:

No.	Indicator	2025 Plan (Billion VND)	2025 Actual (Billion VND)	Ratio (%) (Actual/Plan)
1	Total revenue	7.786	7.495	96%
2	Total expenses	5.751	5.127	89%
3	Profit before tax	2.035	2.368	116%
4	Profit after tax	1.845	2.083	113%

b. Consolidated business performance results:

No.	Indicator	2025 Plan (Billion VND)	2025 Actual (Billion VND)	Ratio (%) (Actual/Plan)
1	Total revenue	9.500	9.819	103%
2	Total expenses	6.800	6.076	89%
3	Profit before tax	2.700	3.743	139%
4	Profit after tax	2.470	3.525	143%

2. 2026 business plan.

a. Parent company business plan with key indicators:

No.	Indicator	2025 Actual (Billion VND)	2026 Plan (Billion VND)	Ratio (%) (Plan/Actual)
1	Total revenue	7.495	8.250	110%
2	Total expenses	5.127	5.600	109%
3	Profit before tax	2.368	2.650	112%



4	Profit after tax	2.083	2.290	110%
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b. Consolidated business plan with key indicators:

No.	Indicator	2025 Actual (Billion VND)	2026 Plan (Billion VND)	Ratio (%) (Plan/Actual)
1	Total revenue	9.819	10.230	104%
2	Total expenses	6.076	6.100	100%
3	Profit before tax	3.743	4.130	110%
4	Profit after tax	3.525	3.883	110%

Article 3. Approve the Proposal No. 03/2026/TTr-HĐQT dated 25/06/2026 on the 2025 profit distribution, the 2026 profit distribution plan, the approval rate is 100% with the detailed contents as follows:

1. 2025 Profit Distribution:

Unit: VND

No.	INDICATOR	PLAN	ACTUAL
1	Total profit after tax	1.845.000.000.000	2.082.746.904.016
2	<i>Appropriation for development investment fund (30% of PAT)</i>	<i>553.500.000.000</i>	<i>624.824.071.205</i>
3	<i>Appropriation for bonus and welfare fund</i>	<i>136.146.000.000</i>	<i>117.087.269.000</i>
4	<i>Appropriation for BOD, Board of Supervisor, and Executive Board bonuses</i>	<i>2.211.650.000</i>	<i>2.631.423.000</i>
5	Remaining profit after fund appropriation	1.153.142.350.000	1.338.204.140.811
6	Profit from previous year carried forward	56.541.879.332	117.264.050.471
7	Charter capital	11.488.500.000.000	10.350.000.000.000
8	Dividend/Charter capital ratio	10%	14%
9	Dividends	1.148.850.000.000	1.449.000.000.000
10	Remaining profit carried forward to next year	60.834.229.332	6.468.191.282



2. 2026 Profit Distribution Plan:

No.	INDICATOR	2025 ACTUAL	2026 PLAN
1	Total profit after tax	2.082.746.904.016	2.290.000.000.000
2	<i>Appropriation for development investment fund</i>	624.824.071.205 (30%LNST)	916.000.000.000 (40%LNST)
3	<i>Appropriation for bonus and welfare fund</i>	117.087.269.000	127.613.000.000
4	<i>Appropriation for BOD, Board of Supervisor, and Executive Board bonuses</i>	2.631.423.000	3.444.000.000
5	Remaining profit after fund appropriation	1.338.204.140.811	1.242.943.000.000
6	Profit from previous year carried forward	117.264.050.471	6.468.191.282
7	Charter capital	10.350.000.000.000	11.799.000.000.000
8	Dividend/Charter capital ratio	14%	10%
9	<i>Dividends</i>	1.449.000.000.000	1.179.900.000.000
10	Remaining profit carried forward to next year	6.468.191.282	69.511.191.282

Article 4. Approve the Proposal No. 04/2026/TTr-HĐQT dated 25/06/2026 on the 2025 dividend payment, the approval rate is 100% with the detailed contents as follows:

1. **Payout ratio:** 14%
2. **Payment time:** within the year 2026
3. **Payment method:** shares or cash
 - The General Meeting of Shareholders assigns/authorizes the Board of Directors to implement the plan of issuing shares for 2025 dividend payment according to the detailed plan stated in Section 4 this article.
 - In case the plan of issuing shares for 2025 dividend payment cannot be implemented, the General Meeting of Shareholders assigns/authorizes the Board of Directors to proceed with the procedures for 2025 dividend payment in cash.
4. **Plan of issuing shares for 2025 dividend payment**

Stock name	Shares of Becamex Investment and Industrial Development Group
Ticker symbol:	BCM
Stock type:	Common stock



Par value:	10.000 VND/ share
Number of outstanding shares:	1.035.000.000 shares
Number of treasury shares:	0 shares
Number of shares expected to be issued:	144.900.000 shares
Total expected issuance value at par value:	1.449.000.000.000 VND
Total expected number of shares after issuance:	1.179.900.000 shares
Total expected value of shares after issuance at par value	11.799.000.000.000 VND
Expected charter capital increase:	1.449.000.000.000 VND
Expected charter capital after issuance	11.799.000.000.000 VND
Issuance method	Issuance of shares to pay 2025 dividends
Issuance ratio (number of shares expected to be issued/number of outstanding shares):	14% of total outstanding shares at the time of issuance
Exercise ratio:	100:14. Shareholders owning 01 share will have 01 right to receive additional shares. For every 100 rights to receive additional shares, 14 new shares will be received
Issuance target	Existing shareholders named in the list as of the record date for the list of shareholders to exercise the right to receive dividends in shares, provided by the Vietnam Securities Depository and Clearing Corporation (VSDC). The GMS authorizes the BOD to decide the record date for shareholders to exercise the right to receive shares
Expected issuance time	Expected in 2026. The GMS authorizes/delegates the BOD to decide the appropriate time for implementation after the State Securities Commission provides written notification of receipt



	of the issuance report documents for shares to pay dividends
Issuance funding source	Undistributed profit after tax as of December 31, 2025, according to the audited 2025 Financial Statements
Transfer of rights	The right to receive dividends in shares is non-transferable
Transfer restrictions	Shares issued for dividend payment are not subject to transfer restrictions
Rounding plan and handling of fractional shares	Shares issued for dividend payment will be rounded down to the unit level. Fractional shares arising below 01 (one) unit will be cancelled and not issued. <i>Example: Shareholder A owns 185 shares on the record date. With an exercise ratio of 100:14, shareholder A is entitled to receive $(185/100)*14 = 25,9$ new shares. According to the above calculation principle, shareholder A will receive 25 new shares. The decimal part of 0,9 shares will be cancelled</i>
Purpose	Issuance of shares to pay dividends
The General Meeting of Shareholders authorizes the Board of Directors to decide on all matters related to the issuance, including but not limited to:	- Selecting a consulting firm; - Performing necessary procedures to implement the issuance plan, including supplementing, amending, and completing documents as required by State management agencies to ensure that the issuance of shares to pay dividends to existing shareholders of the Group is carried out and completed in accordance with regulations. Simultaneously, deciding on adjustments to the issuance plan and other related documents as required by the State Securities Commission and other functional agencies. - Deciding the appropriate time to implement the issuance of shares to pay dividends and the



	record date for shareholders to exercise the right to implement the 2025 stock dividend issuance plan. - Deciding on a plan to ensure the foreign investor ownership ratio complies with legal regulations (if any). - Amending regulations related to charter capital, shares, and stock in the Company's Charter in accordance with legal regulations and guidance from competent State agencies. - Performing procedures to register changes in Charter Capital and adjusting the Enterprise Registration Certificate based on the actual results of the issuance in accordance with legal regulations and guidance from competent State agencies. - Performing procedures, tasks, and deciding the appropriate time to register additional securities at the Vietnam Securities Depository and Clearing Corporation (VSDC) and register additional listing at the Ho Chi Minh City Stock Exchange (HSX). Accordingly, all newly issued shares will be registered for depository and additional listing in accordance with current legal regulations. - Other matters related to the share issuance to ensure the success of the stock dividend issuance. - Deciding on all matters, performing all procedures, and other necessary tasks to successfully implement the 2025 stock dividend issuance plan. - Depending on specific cases, the Board of Directors is authorized to re-delegate to the
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	Legal representative to perform one or several specific tasks mentioned above.
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Article 5. Approve the Proposal No. 05/2026/TTr-HĐQT dated 25/06/2026 on reporting the results of the private placement of bonds in 2025 with an approval rate of 100% with the main contents as follows:

The Board of Directors of the Group organized the implementation of the issuance plan in accordance with the regulations of the Group's Charter and relevant legal regulations with the implementation results as of 31/12/2025 as follows:

No.	BOD Resolution	Plan (VND billion)	Actual Results (VND billion)	Completion Rate
1	No. 44/NQ-HĐQT dated June 25, 2025	2.500	2.500	100%
2	No. 69/NQ-HĐQT dated October 15, 2025	2.000	2.000	100%

- Pursuant to Board of Directors Resolution No. 44/NQ-HĐQT dated June 25, 2025, on approving the plan for issuance and use of proceeds from private bond offerings in 2025 with a maximum total par value of 2,500 billion VND. Bonds were successfully issued by August 29, 2025, totaling 2,500 billion VND.

- Pursuant to Board of Directors Resolution No. 69/NQ-HĐQT dated October 15, 2025, on approving the plan for issuance and use of proceeds from the second private corporate bond offering in 2025 with a maximum total par value of 2,000 billion VND. Bonds were successfully issued by December 18, 2025, totaling 2,000 billion VND.

Other relevant contents are disclosed in detail in the notes to the audited consolidated financial statements of 2025.

Article 6. Approve the Proposal No. 06/2026/TTr-HĐQT dated 25/06/2026 on the remuneration payment for the Board of Directors in 2025 and the remuneration payment plan for members of the Board of Directors, Board of Supervisors, and Secretary in 2026 with an approval voting rate of 100% with the main contents as follows:



1. In 2025: Remuneration paid to non-executive members of the Board of Directors with the amount of: 530,000,000 VND.

2. Remuneration payment plan for members of the Board of Directors, the Board of Supervisors, and the Secretary in 2026 with the amount of: 832,200,000 VND.

Article 7. Approve the Proposal No. 07/2026/TTr-HĐQT dated 25/06/2026 on the amendment and update of business lines with an approval voting rate of 100% with the main contents as follows:

Content before change	Content after change	Note
3. Real estate consulting, brokerage, auction, and land use right auction - 6820 <i>(excluding asset auction services).</i> Details: Real estate trading floor.	Intermediary services for real estate activities - 6821 <i>(excluding asset auction services).</i> Details: Real estate trading floor. Other real estate activities on a fee or contract basis - 6829	Decision 36/2025/QĐ-TTg no longer regulates industry code 6820
5. Electricity production - 3511 <i>(excluding transmission and dispatch of the national power system; construction and operation of multi-purpose hydropower and nuclear power plants of special socio-economic importance).</i> Details: Production of electricity from solar energy and renewable energy.	5. Electricity production from renewable energy sources - 3512 <i>(excluding transmission and dispatch of the national power system; construction and operation of multi-purpose hydropower and nuclear power plants of special socio-economic importance).</i> Details: Production of electricity from solar energy and renewable energy.	Decision 36/2025/QĐ-TTg splits into two different industry codes: - Electricity production from non-renewable energy sources - 3511 - Electricity production from renewable energy sources - 3512
6. Electricity transmission and distribution - 3512 <i>(excluding transmission and dispatch of the national power</i>	6. Electricity transmission and distribution – 3513 <i>(excluding transmission and dispatch of the national power</i>	According to Decision 36/2025/QĐ-TTg Change of industry code



Content before change	Content after change	Note
<i>system; construction and operation of multi-purpose hydropower and nuclear power plants of special socio-economic importance).</i> Details: Transmission and distribution of electricity, electrical energy, and solar energy up to 110 kV voltage level. Investment in power grid development, retail electricity distribution, operation management, and repair of power grids up to 110 kV voltage level. Trading in rooftop, ground-mounted, and floating solar energy up to 110 kV voltage level.	<i>system; construction and operation of multi-purpose hydropower and nuclear power plants of special socio-economic importance).</i> Details: Transmission and distribution of electricity, electrical energy, and solar energy up to 110 kV voltage level. Investment in power grid development, retail electricity distribution, operation management, and repair of power grids up to 110 kV voltage level. Trading in rooftop, ground-mounted, and floating solar energy up to 110 kV voltage level.	
19. Wholesale of other construction materials and installation equipment - 4663 <i>(excluding the exercise of export, import, and distribution rights for goods: tobacco and cigars, books, newspapers and magazines, recorded items, precious metals and gemstones, pharmaceuticals, explosives, crude oil and processed oil,</i>	19. Wholesale of other construction materials and installation equipment - 4673 <i>(excluding the exercise of export, import, and distribution rights for goods: tobacco and cigars, books, newspapers and magazines, recorded items, precious metals and gemstones, pharmaceuticals, explosives, crude oil and processed oil, rice, cane sugar, and beet sugar.)</i>	According to Decision 36/2025/QĐ-TTg Change of industry code



Content before change	Content after change	Note
<i>rice, cane sugar, and beet sugar.)</i> Details: Trading of construction materials.	Details: Trading of construction materials.	
Architectural activities and related technical consultancy - 7110 	Architectural activities and related technical consultancy - 7110 Consulting and urban planning (general, zoning, detailed 1/500), rural planning, and regional construction planning.	Added details to industry code 7110
25. Manufacture of electronic components - 2610 Details: Manufacture and assembly of electronic goods.	25. Manufacture of solar cells, solar panels, and photovoltaic inverters - 2611 25a. Manufacture of other electronic components – 2619 Details: Manufacture and assembly of electronic goods.	Decision 36/2025/QĐ-TTg no longer regulates industry code 2610
31. Wholesale of other specialized products not elsewhere classified - 4669 <i>(excluding the exercise of export, import, and distribution rights for goods: tobacco and cigars, books, newspapers and magazines, recorded items, precious metals and gemstones, pharmaceuticals, explosives, crude oil and processed oil,</i>	31. Wholesale of other specialized products not elsewhere classified - 4679 <i>(excluding the exercise of export, import, and distribution rights for goods: tobacco and cigars, books, newspapers and magazines, recorded items, precious metals and gemstones, pharmaceuticals, explosives, crude oil and processed</i>	According to Decision 36/2025/QĐ-TTg Change of industry code



Content before change	Content after change	Note
<i>rice, cane sugar, and beet sugar.)</i> Details: Trading of supplies, raw materials, and goods for production and consumption	<i>oil, rice, cane sugar, and beet sugar.)</i> Details: Trading of supplies, raw materials, and goods for production and consumption	
37. Educational support services - 8560 Details: Activities in the education sector.	37. Intermediary service activities for courses and tutoring - 8561 37a. Other educational support activities – 8569 Details: Activities in the education sector.	Decision 36/2025/QĐ-TTg no longer regulates industry code 8560
46. Repair of machinery and equipment - 3312 Details: Repair of machinery and equipment specialized for urban railways.	46. Repair and maintenance of machinery and equipment - 3312 Details: Repair of machinery and equipment specialized for urban railways.	According to Decision 36/2025/QĐ-TTg
(The Group does not conduct business activities in the list of sectors with restricted market access for foreign investors as specified in Section A, Appendix I of Decree 31/2021/NĐ-CP dated March 26, 2021)	(The Group does not conduct business activities in the list of sectors with restricted market access for foreign investors as specified in Section A, Appendix I of Decree 96/2026/NĐ-CP dated March 31, 2026 of the Government detailing and guiding the implementation of a number of articles of the <u>Law on Investment</u> and documents amending, supplementing, or replacing them from time to time)	



Approve the amendment of Clause 1, Article 4 of the Charter corresponding to the business lines after the aforementioned changes.

Authorize the Legal Representative of the Group to be responsible for carrying out necessary procedures to notify the change of the Group's business registration information in accordance with current regulations.

Within the scope of business lines approved by the GMS and current legal regulations, the GMS authorizes the Group's Board of Directors to have full authority to decide on all matters related to the amendment and supplementation of detailed business lines as required by competent state management agencies.

Article 8. Approve the Proposal No. 08/2026/TTr-HĐQT dated 25/06/2026 on the amendment of the company charter, internal regulations on corporate governance, operational regulations of the Board of Directors, and operational regulations of the Board of Supervisors with an approval voting rate of 100% with the main contents as follows:

1. Approve the amendment and supplementation of the Charter, Internal Regulations on Corporate Governance, Operational Regulations of the Board of Directors, and Operational Regulations of the Board of Supervisor. Detailed amendments and supplementations are provided in the attached Appendix.

2. Authorize the Chairman of the Board of Directors/Legal Representative of the Group to sign and issue the Charter and Regulations of the Group; authorize the Head of the Board of Supervisor to sign and issue the Operational Regulations of the Board of Supervisor as approved by the GMS in accordance with regulations. *The full text of the amended Charter and Regulations is attached to the documents.*

Article 9. Approve the Proposal No. 01/2026/TTr-BKS dated 25/06/2026 on approving the list of independent auditing companies for the year 2026 with an approval voting rate of 99,9963% with the main contents as follows:

The list of independent auditing companies to be selected to perform the review of the semi-annual financial statements, the audit of the annual financial statements, and approve the list of operational auditing companies (if necessary) of the Group in the year 2026, and assign authority to the Board of Directors to decide on the selection of the auditing company from the list below:

1. AASC Auditing Firm Co., Ltd.;
2. A&C Auditing and Consulting Co., Ltd.;
3. KPMG Vietnam Co., Ltd.;
4. Ernst & Young Vietnam Co., Ltd.;



5. PwC Vietnam Co., Ltd.;

6. Deloitte Vietnam Co., Ltd..

Article 10. The General Meeting of Shareholders unanimously assigns the Board of Directors to direct and organize the thorough and effective implementation of the contents approved by the shareholders at the 2026 Annual General Meeting of Shareholders in accordance with the Law, the Charter, and the Regulations of the Group.

Article 11. This Resolution has been approved by the General Meeting of Shareholders and takes effect from the date of signing.

Recipients:

- SSC
- HOSE (Ho Chi Minh City Stock Exchange)
- BOD, BOS
- BCM Shareholders
- Filed at BOD Office.

**ON BEHALF OF THE GENERAL
MEETING OF SHAREHOLDERS
CHAIRMAN**



NGUYEN VAN HUNG





**BECAMEX INVESTMENT AND
INDUSTRIAL DEVELOPMENT GROUP**

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No.: 01/2026/BB-DHĐCĐ

SOCIALIST REPUBLIC OF VIETNAM

Independence - Freedom - Happiness

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Ho Chi Minh City, June 25, 2026

**MINUTES OF THE MEETING
THE ANNUAL GENERAL MEETING OF SHAREHOLDERS
2026
BECAMEX INVESTMENT AND INDUSTRIAL DEVELOPMENT GROUP**

BECAMEX INVESTMENT AND INDUSTRIAL DEVELOPMENT GROUP

- Head office address: 10th Floor, mPlaza Saigon Building, 39 Le Duan, Saigon Ward, Ho Chi Minh City, Vietnam.
- Business Registration Certificate No. 3700145020 issued by the Business Registration Office of the Department of Planning and Investment of Ho Chi Minh City, 11th amendment on October 09, 2025.

Time and venue of the meeting: The meeting started at 09:00 A.M, Thursday, June 25, 2026, at Becamex Hotel, B2 Hung Vuong Street, Binh Duong Ward, Ho Chi Minh City, Vietnam.

PART I: OPENING OF THE MEETING

I. STATEMENT OF PURPOSE

In accordance with the Law on Enterprises and the Charter of Becamex Investment and Industrial Development Group (hereinafter referred to as “Becamex Group”), the Board of Directors convened the 2026 Annual General Meeting of Shareholders (hereinafter referred to as the “Meeting”) to approve matters under the authority of the Annual General Meeting of Shareholders.

Attendees:

- | | |
|-----------------------------|--|
| 1. Mr. Nguyen Van Hung | – Chairman of the Board of Directors |
| 2. Mr. Nguyen Phu Thinh | – Vice Chairman of the Board of Directors |
| 3. Mr. Pham Ngoc Thuan | – Vice Chairman of the Board of Directors |
| 4. Mr. Nguyen The Duy | – Vice Chairman of the Board of Directors |
| 5. Mr. Nguyen Danh Tung | – Member of the Board of Directors |
| 6. Mr. Nguyen Van Hien Phuc | – Independent Member of the Board of Directors |
| 7. Mr. Vu Quang Vinh | – Independent Member of the Board of Directors |
| 8. Mr. Ho Hong Thach | – Head of the Board of Supervisors |



- 9. Mr. Nguyen Minh Duong – Member of the Board of Supervisors
- 10. Ms. Huynh Thi Que Anh – Member of the Board of Supervisors
- 11. Mr. Nguyen Hoan Vu – General Director and members of the Board of General Directors.
- 12. And distinguished guests and shareholders of the Group.

II. REPORT ON SHAREHOLDER ELIGIBILITY VERIFICATION

Ms. Huynh Thi Que Anh – Member of the Board of Supervisors reported the results of the shareholder eligibility verification for the Meeting as of 08:47 A.M:

The total number of shareholders of the Group as of the record date of May 25, 2026, is: 9.221 shareholders, representing a total ownership of: 1.035.000.000 shares, corresponding to the Group's total charter capital of: 10.350.000.000.000 VND.

The number of shareholders attending in person and by proxy is: 252 shareholders, representing 999.024.517 shares, accounting for 96,52% of the total voting shares.

Based on the verification results, the number of shareholders and authorized representatives attending the Meeting represents over 50% of the total voting shares, ensuring sufficient conditions to conduct the Meeting in accordance with the law.

(List of shareholders attending the meeting attached)

III. MEETING AGENDA

The Meeting unanimously approved the 2026 Annual General Meeting of Shareholders Agenda with 100% of the total voting shares in favor.

IV. MEETING CHAIR, SECRETARIAT, AND VOTE COUNTING COMMITTEE.

The Meeting unanimously approved the list of the Meeting Chair, Secretariat, Vote Counting Committee for the 2026 Annual General Meeting of Shareholders of the Group by show of voting cards with 100% of the total voting shares in favor, specifically:

1. Meeting Chair:

- | | |
|-------------------------------|---|
| ▪ Mr. Nguyen Van Hung | - Chairman of the Board of Directors |
| ▪ Mr. Nguyen Phu Thinh | - Vice Chairman of the Board of Directors |
| ▪ Mr. Pham Ngoc Thuan | - Vice Chairman of the Board of Directors |
| ▪ Mr. Nguyen The Duy | - Vice Chairman of the Board of Directors |
| ▪ Mr. Nguyen Hoan Vu | - General Director |

2. Meeting Secretariat:



- **Ms. Le Thi Thuy Duong** - Staff of Finance Management Department
- **Ms. Quach Thi Van Giang** - Staff of Production and Business Department

3. Vote Counting Committee:

- **Mr. Huynh Vinh Thanh** - Deputy Director of Finance Management Department.
- **Mr. Nguyen Hai Hoang** - Deputy Director of Finance Management Department.
- **Mr. Bui Quang Duy** - Staff of Production and Business Department
- **Ms. Le Thi Hong** - Staff of Finance Management Department
- **Ms. Nguyen Thi Kieu Oanh** - Staff of Finance Management Department

V. MEETING WORKING REGULATIONS

The Meeting unanimously approved the Meeting Working Regulations by show of voting cards with 100% of the total voting shares in favor.

(Regulations attached to the 2026 General Meeting of Shareholders Documents)

PART II: MEETING PROCEEDINGS

THE MEETING HEARD PRESENTATIONS OF REPORTS, PROPOSALS, DISCUSSIONS, AND VOTING ON MATTERS AT THE MEETING

I. THE MEETING HEARD PRESENTATIONS OF REPORTS AND PROPOSALS:

1. Mr. Nguyen Hoan Vu presented the summary report of the Board of Directors and the Executive Board on the results of operations in 2025 and the direction for 2026; Mr. Nguyen The Duy presented the development strategy for the period 2026-2030, and Mr. Vu Quang Vinh presented the report of the Independent Member of the Board of Directors.

2. Mr. Ho Hong Thach - Head of the Board of Supervisors presented the Board of Supervisors's report on the 2025 performance results.

(Detailed reports are attached to the 2026 General Meeting of Shareholders Documents)



3. Mr. Nguyen The Duy submitted the following proposals to the Meeting for review and approval:

3.1/ Proposal No. 01/2026/TTr-HĐQT dated June 25, 2026 of the Board of Directors:

To approve Proposal No. 01/2026/TTr-HĐQT dated June 25, 2026 on the approval of the Board of Directors' report on operating results for 2025, business plan 2026 and Strategic Vision for 2026–2030 as detailed:

The investment plan for Becamex's strategic driving projects for the 2026-2030 period:

Unit: Billion VND

No.	Project	Total Investment	Becamex's Equity Participation	Other Mobilized Capital
1	Key transportation projects	20.576	3.025	0
2	Industrial park projects with investment policy approval	25.325	1.870	5.916
3	Centralized Digital Technology Park projects	16.518	1.793	8.500
4	Renewable energy projects	6.865	1.030	5.835
5	Social housing projects	13.066	1.960	11.106
6	New-generation industrial park projects under investment research	44.947	2.556	4.959
	TOTAL	127.297	12.234	36.316

Source: Becamex Group

The business plan for the 2026-2030 period for the parent company, Becamex:

Key Indicators (Unit: Billion VND)	2026 Plan	2027 Plan	2028 Plan	2029 Plan	2030 Plan
Total Revenue	8.250	9.072	9.978	10.974	12.070
Total Expenses	5.960	6.553	7.207	7.926	8.717
Profit After Tax	2.290	2.519	2.771	3.048	3.353



Source: Becamex Group

The detailed Enterprise Development Strategy for the 2026–2030 period will be formulated by the Board of Directors and submitted to the competent authorities for review and approval in accordance with applicable legal requirements. Any specific contents, programs, projects, or initiatives under the Strategy shall be implemented only after obtaining all necessary approvals and completing the relevant procedures as required by applicable laws and regulations from time to time.

Report of each independent member of the Board of Directors, the report of the Board of Supervisors, the 2025 audited financial statements including the combined and consolidated financial statements.

(The reports are attached to the documents).

3.2/ Proposal No. 02/2026/TTr-HĐQT dated June 25, 2026 of the Board of Directors:

Approval of the General Director's report on 2025 business performance and the 2026 business plan with details as follows:

a. 2025 business results.

Parent company business results:

No.	Target	2025 Plan (Billion VND)	Actual 2025 (Billion VND)	Ratio (%) (Actual/Plan)
1	Total revenue	7.786	7.495	96%
2	Total expenses	5.751	5.127	89%
3	Profit before tax	2.035	2.368	116%
4	Profit after tax	1.845	2.083	113%

Consolidated business results:

No.	Indicator	Plan 2025 (Billion VND)	Actual 2025 (Billion VND)	Ratio (%) (Actual/Plan)
1	Total revenue	9.500	9.819	103%
2	Total expenses	6.800	6.076	89%
3	Profit before tax	2.700	3.743	139%
4	Profit after tax	2.470	3.525	143%

b. 2026 business plan.

Parent company business plan with key targets:



No.	Indicator	Actual 2025 (Billion VND)	Plan 2026 (Billion VND)	Ratio (%) (Plan/Actual)
1	Total revenue	7.495	8.250	110%
2	Total expenses	5.127	5.600	109%
3	Profit before tax	2.368	2.650	112%
4	Profit after tax	2.083	2.290	110%

Consolidated business plan with key targets:

No.	Indicator	Actual 2025 (Billion VND)	Plan 2026 (Billion VND)	Ratio (%) (Plan/Actual)
1	Total revenue	9.819	10.230	104%
2	Total expenses	6.076	6.100	100%
3	Profit before tax	3.743	4.130	110%
4	Profit after tax	3.525	3.883	110%

3.3/ Proposal No. 03/2026/TTr-HĐQT dated June 25, 2026 of the Board of Directors:

Approval of the 2025 profit distribution plan and the 2026 profit distribution and dividend payment plan with details as follows:

2025 profit distribution plan:

No.	Indicator	Plan 2025 (VND)	Actual 2025 (VND)
1	Total profit after tax	1.845.000.000.000	2.082.746.904.016
2	<i>Allocation to development investment fund (30% of PAT)</i>	<i>553.500.000.000</i>	<i>624.824.071.205</i>
3	<i>Allocation to bonus and welfare fund</i>	<i>136.146.000.000</i>	<i>117.087.269.000</i>
4	<i>Bonus for BOD, SB and Board of Management</i>	<i>2.211.650.000</i>	<i>2.631.423.000</i>
5	Remaining profit after fund allocation	1.153.142.350.000	1.338.204.140.811
6	Profit carried forward from previous year	56.541.879.332	117.264.050.471
7	Charter capital	11.488.500.000.000	10.350.000.000.000
8	Dividend/Charter Capital ratio	10%	14%
9	Dividend	1.148.850.000.000	1.449.000.000.000



No.	Indicator	Plan 2025 (VND)	Actual 2025 (VND)
10	Remaining profit carried forward to next year	60.834.229.332	6.468.191.282

2026 profit distribution plan:

No.	INDICATOR	ACTUAL 2025 (VND)	PLAN 2026 (VND)
1	Total profit after tax	2.082.746.904.016	2.290.000.000.000
2	<i>Allocation to development investment fund</i>	<i>624.824.071.205 (30% of PAT)</i>	<i>916.000.000.000 (40% of PAT)</i>
3	<i>Allocation to bonus and welfare fund</i>	<i>117.087.269.000</i>	<i>127.613.000.000</i>
4	<i>Bonus for BOD, SB and Board of Management</i>	<i>2.631.423.000</i>	<i>3.444.000.000</i>
5	Remaining profit after fund allocation	1.338.204.140.811	1.242.943.000.000
6	Profit carried forward from previous year	117.264.050.471	6.468.191.282
7	Charter capital	10.350.000.000.000	11.799.000.000.000
8	Dividend/Charter Capital ratio	14%	10%
9	<i>Dividend</i>	1.449.000.000.000	1.179.900.000.000
10	Remaining profit carried forward to next year	6.468.191.282	69.511.191.282

3.4/ Proposal No. 04/2026/TTr-HĐQT dated June 25, 2026 regarding 2025 dividend payment with details as follows:

1. **Payment rate:** 14%
2. **Payment time:** within 2026
3. **Payment method:** shares or cash
 - The General Meeting of Shareholders authorizes the Board of Directors to implement the share issuance plan for 2025 dividend payment according to the detailed plan in section 4.
 - In case the share issuance plan for 2025 dividend payment cannot be implemented, the General Meeting of Shareholders authorizes the Board of Directors to proceed with the 2025 dividend payment in cash.
4. **Share issuance plan for 2025 dividend payment**

Share name:	Stock Name: Becamex Investment and Industrial Development Group
Stock code:	BCM
Share Type:	Common shares



Par value:	10,000 VND/share
Number of outstanding shares:	1.035.000.000 shares
Number of treasury shares:	0 shares
Number of shares expected to be issued:	144.900.000 shares
Total expected issuance value at par value:	1.449.000.000.000 VND
Total number of shares expected after issuance:	1.179.900.000 shares
Total expected share value after issuance at par value	11.799.000.000.000 VND
Expected increase in charter capital:	1.449.000.000.000 VND
Expected charter capital after issuance:	11.799.000.000.000 VND
Issuance method:	Issuance of shares for 2025 dividend payment
Issuance ratio (number of shares expected to be issued/number of outstanding shares):	14% of total outstanding shares at the time of issuance
Exercise ratio:	100:14. Shareholders owning 01 share will have 01 right to receive additional shares. For every 100 rights to receive additional shares, 14 new shares will be received
Target of issuance:	Existing shareholders named in the list as of the record date for the list of shareholders to exercise the right to receive dividends in shares provided by the Vietnam Securities Depository and Clearing Corporation. The General Meeting of Shareholders authorizes the Board of Directors to decide the record date for the list of shareholders to exercise the right to receive shares
Expected issuance time:	Expected in 2026. The General Meeting of Shareholders authorizes/delegates to the Board of Directors the decision on the appropriate time for implementation after the State Securities Commission has provided written notification of



	receipt of the report on the issuance of shares for dividend payment
Source of capital for issuance:	Cumulative undistributed profit after tax as of December 31, 2025, according to the audited 2025 financial statements
Transfer of rights:	The right to receive dividends in shares is non-transferable
Transfer restrictions:	Shares issued for dividend payment are not subject to transfer restrictions
Rounding plan and handling of fractional shares:	Shares issued for dividend payment will be rounded down to the unit level. Fractional shares arising below 01 (one) unit will be cancelled and not issued. <i>Example: Shareholder A owns 185 shares on the record date. With an exercise ratio of 100:14, Shareholder A is entitled to receive $(185/100)*14 = 25.9$ new shares. According to the above calculation principle, Shareholder A receives 25 new shares. The decimal part of 0.9 shares will be cancelled</i>
Purpose:	Issuance of shares for dividend payment
The General Meeting of Shareholders authorizes the Board of Directors to decide all matters related to the issuance, including but not limited to:	- Selection of consulting firm; - Execution of necessary procedures to implement the issuance plan, including supplementing, amending, and completing the dossier as required by state management agencies to ensure that the issuance of shares for dividend payment to existing shareholders of the Corporation is performed and completed in accordance with regulations. At the same time, deciding on adjustments to the issuance plan and other related documents as required by the State Securities Commission and other functional agencies. - Deciding on the appropriate time to implement the issuance of shares for dividend payment and the record date for the list of shareholders to



	implement the 2025 share dividend payment plan. - Deciding on the plan to ensure the foreign ownership ratio is in accordance with legal regulations (if any). - Amending regulations related to charter capital, shares, and stock in the Company's Charter in accordance with legal regulations and guidance from competent state agencies. - Executing procedures for registration of changes in Charter Capital and adjustment of the Enterprise Registration Certificate based on the actual results of the issuance in accordance with legal regulations and guidance from competent state agencies. - Executing procedures, tasks, and deciding on the appropriate time to register additional securities at the Vietnam Securities Depository and Clearing Corporation (VSDC) and register for additional listing at the Ho Chi Minh City Stock Exchange (HSX). Accordingly, all newly issued shares will be registered for depository and additional listing in accordance with current legal regulations. - Other matters related to the share issuance to ensure the success of the share dividend payment issuance. - Deciding on all matters, executing all procedures, and other necessary tasks to successfully implement the 2025 share dividend payment plan. - Depending on specific cases, the Board of Directors may re-authorize the Legal Representative to perform one or some of the specific tasks mentioned above.
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3.5/ Proposal No. 05/2026/TTr-HĐQT dated June 25, 2026 regarding the report on the results of private bond issuance in 2025 with details as follows:



The Board of Directors has implemented the issuance plan in accordance with the Group's Charter and relevant legal regulations with results as of December 31, 2025 as follows:

No.	BOD Resolution	Plan (Billion VND)	Actual Results (Billion VND)	Completion Rate
1	No. 44/NQ-HĐQT dated June 25, 2025	2.500	2.500	100%
2	No. 69/NQ-HĐQT dated October 15, 2025	2.000	2.000	100%

- According to Board of Directors Resolution No. 44/NQ-HĐQT dated June 25, 2025, approving the issuance plan and use of proceeds from the 2025 private bond offerings with a maximum total par value of 2.500 Billion VND. Bonds were successfully issued as of August 29, 2025, totaling 2.500 Billion VND.

- According to Board of Directors Resolution No. 69/NQ-HĐQT dated October 15, 2025, approving the issuance plan and use of proceeds from the second 2025 private corporate bond offerings with a maximum total par value of 2.000 Billion VND. Bonds were successfully issued as of December 18, 2025, totaling 2.000 Billion VND.

Other relevant contents are disclosed in detail in the notes to the 2025 audited consolidated financial statements.

3.6/ Proposal No. 06/2026/TTr-HĐQT dated June 25, 2026 regarding 2025 Board of Directors remuneration and the 2026 remuneration plan for members of the Board of Directors, the Board of Supervisors, and the secretary with details as follows:

1. In 2025: Remuneration paid to non-executive members of the Board of Directors was: 530.000.000 VND.

2. The 2026 remuneration plan for members of the Board of Directors, the Board of Supervisors, and the secretary is: 832.200.000 VND.

3.7/ Proposal No. 07/2026/TTr-HĐQT dated June 25, 2026 regarding the amendment and update of business lines with details as follows:

Content before change	Content after change	Note
3. Real estate consulting, brokerage, and auction,	Intermediary services for real estate activities - 6821	Decision 36/2025/QĐ-TTg no longer provides for industry code 6820



Content before change	Content after change	Note
land use right auction - 6820 <i>(excluding asset auction services).</i> Detail: Real estate trading floor.	<i>(excluding asset auction services).</i> Detail: Real estate trading floor. Other real estate activities on a fee or contract basis - 6829	
5. Electricity production - 3511 <i>(excluding transmission, national electricity system dispatch; construction and operation of multi-purpose hydropower and nuclear power plants of special socio-economic importance).</i> Detail: Electricity production from solar energy, renewable energy.	5. Electricity production from renewable energy sources - 3512 <i>(excluding transmission, national electricity system dispatch; construction and operation of multi-purpose hydropower and nuclear power plants of special socio-economic importance).</i> Detail: Electricity production from solar energy, renewable energy.	Decision 36/2025/QĐ-TTg divides into two different industry codes: - Electricity production from non-renewable energy sources - 3511 - Electricity production from renewable energy sources - 3512
6. Electricity transmission and distribution - 3512 <i>(excluding transmission, national electricity system dispatch; construction and operation of multi-purpose hydropower and nuclear power plants of special socio-economic importance).</i> Detail: Transmission and distribution of electricity, electrical energy, and solar	6. Electricity transmission and distribution – 3513 <i>(excluding transmission, national electricity system dispatch; construction and operation of multi-purpose hydropower and nuclear power plants of special socio-economic importance).</i> Detail: Transmission and distribution of electricity, electrical energy, and solar energy up to 110 kV voltage level.	According to Decision 36/2025/QĐ-TTg Change of industry code



Content before change	Content after change	Note
energy up to 110 kV voltage level. Investment in power grid development, retail electricity distribution, operation management, and repair of power grids up to 110 kV voltage level. Trading, buying, and selling rooftop, ground-mounted, and floating solar energy up to 110 kV voltage level.	Investment in power grid development, retail electricity distribution, operation management, and repair of power grids up to 110 kV voltage level. Trading, buying, and selling rooftop, ground-mounted, and floating solar energy up to 110 kV voltage level.	
19. Wholesale of other construction materials and installation equipment - 4663 <i>(excluding exercising export rights, import rights, and distribution rights for goods: tobacco and cigars, books, newspapers and magazines, recorded items, precious metals and gemstones, pharmaceuticals, explosives, crude oil and processed oil, rice, cane sugar, and beet sugar.)</i> Detail: Trading construction materials.	19. Wholesale of other construction materials and installation equipment - 4673 <i>(excluding exercising export rights, import rights, and distribution rights for goods: tobacco and cigars, books, newspapers and magazines, recorded items, precious metals and gemstones, pharmaceuticals, explosives, crude oil and processed oil, rice, cane sugar, and beet sugar.)</i> Detail: Trading construction materials.	According to Decision 36/2025/QĐ-TTg Change of industry code
Architectural activities and related technical consultancy - 7110	Architectural activities and related technical consultancy - 7110	Adding details to industry code 7110



Content before change	Content after change	Note
....	 Consulting and urban planning (general planning, zoning, detailed 1/500), rural planning, regional construction planning.	
25. Electronic component manufacturing - 2610 Detail: Manufacturing and assembly of electronic goods.	25. Manufacturing of solar cells, solar panels, and photovoltaic inverters - 2611 25a. Manufacturing of other electronic components – 2619 Detail: Manufacturing and assembly of electronic goods.	Decision 36/2025/QĐ-TTg no longer provides for industry code 2610
31. Wholesale of other specialized goods not elsewhere classified - 4669 (excluding exercising export rights, import rights, and distribution rights for goods: tobacco and cigars, books, newspapers and magazines, recorded items, precious metals and gemstones, pharmaceuticals, explosives, crude oil and processed oil, rice, cane sugar, and beet sugar.) Detail: Trading materials, raw materials, and goods for production and consumption	31. Wholesale of other specialized goods not elsewhere classified - 4679 (excluding exercising export rights, import rights, and distribution rights for goods: tobacco and cigars, books, newspapers and magazines, recorded items, precious metals and gemstones, pharmaceuticals, explosives, crude oil and processed oil, rice, cane sugar, and beet sugar.) Detail: Trading materials, raw materials, and goods for production and consumption	According to Decision 36/2025/QĐ-TTg Change of industry code



Content before change	Content after change	Note
37. Educational support services - 8560 Detail: Activities in the field of education.	37. Intermediary service activities for courses and tutoring - 8561 37a. Other educational support activities – 8569 Detail: Activities in the field of education.	Decision 36/2025/QĐ-TTg no longer provides for industry code 8560
46. Repair of machinery and equipment - 3312 Detail: Repair of machinery and equipment specialized for urban railways.	46. Repair and maintenance of machinery and equipment - 3312 Detail: Repair of machinery and equipment specialized for urban railways.	According to Decision 36/2025/QĐ-TTg
(The Corporation does not engage in business activities on the list of industries not yet accessible to foreign investors as specified in Section A, Appendix I of Decree 31/2021/NĐ-CP dated March 26, 2021)	(The Corporation does not engage in business activities on the list of industries not yet accessible to foreign investors as specified in Section A, Appendix I of Decree 96/2026/NĐ-CP dated March 31, 2026 of the Government detailing and guiding the implementation of a number of articles of the Law on Investment and documents amending, supplementing, or replacing them from time to time)	

Approval of the amendment to Clause 1, Article 4 of the Charter corresponding to the business lines after the aforementioned changes.

Assign the Group's legal representative to be responsible for carrying out necessary procedures to notify the change of the Group's business registration information in accordance with current regulations.



Within the scope of business lines approved by the General Meeting of Shareholders and current legal regulations, the General Meeting of Shareholders authorizes the Board of Directors to have full authority to decide on all matters related to the detailed amendment and supplementation of business lines as required by competent state management agencies.

3.8/ Proposal No. 08/2026/TTr-HDQT dated June 25, 2026 regarding the amendment of the Charter, internal governance regulations, Board of Directors operating regulations, and Board of Supervisors operating regulations with details as follows:

1. Approval of the amendment and supplementation of the Charter, Internal Regulations on Corporate Governance, Board of Directors Operating Regulations, and Board of Supervisors Operating Regulations. Detailed amendments and supplementations are in the attached documents.

2. Authorize the Board of Directors/Legal Representative of the Group to carry out the amendment, supplementation, and signing for issuance of the Group's Charter and Regulations; the Head of the Board of Supervisors shall sign for issuance of the Board of Supervisors Operating Regulations that have been unanimously approved by the General Meeting of Shareholders in accordance with regulations. (full text of the charter and regulations attached to the Meeting documents.)

3.9/ Proposal No. 01/2026/TTr-BKS dated June 25, 2026 regarding the approval of the list of independent audit firms for 2026 with details as follows:

The list of independent audit firms to be selected to perform the review of semi-annual financial statements, audit of annual financial statements, and approval of the list of operating audit firms (if necessary) of the Group in 2026, and authorizing the Board of Directors to decide on the selection of the audit firm according to the list below:

1. AASC Auditing Firm Co., Ltd.;
2. A&C Auditing and Consulting Co., Ltd.;
3. KPMG Vietnam Co., Ltd.;
4. Ernst & Young Vietnam Co., Ltd.;
5. PwC Vietnam Co., Ltd.;
6. Deloitte Vietnam Co., Ltd.

II. EXCHANGE AND DISCUSSION

Shareholder inquiries at the Meeting were discussed openly and answered satisfactorily by the Chair (Appendix 1: Exchange and Discussion attached to these Minutes).

III. VOTING ON MATTERS AT THE MEETING:



As of 11:00 A.M. on June 25, 2026, the number of shareholders attending in person and by proxy is: 325 shareholders, representing 1.006.729.165 shares, accounting for **97,27%** of the total voting shares.

Mr. Quang Van Viet Cuong – Deputy General Director requested the Meeting's vote on the proposals reported with details stated in Clause 3, Section I, Part II of these meeting minutes as follows:

1. Proposal No. 01/2026/TTr-HĐQT dated June 25, 2026 of the Board of Directors approving the Board of Directors' report on 2025 performance; business plan 2026 and Strategic Vision for 2026–2030, and reports of individual independent members of the Board of Directors, the Board of Supervisors's report, and the 2025 audited financial statements, including consolidated and separate financial statements.

Voting results:

- Number of valid votes: 325 votes, representing 1.006.729.165 shares, achieving 100% of the voting shares in attendance.
- Number of invalid votes: 0 votes, representing 0 shares, achieving 0% of the voting shares in attendance.

In which:

- Number of votes in favor: 325 votes, representing 1.006.729.165 shares, achieving 100% of the voting shares.
- Number of votes against: 0 votes, representing 0 shares, achieving 0% of the voting shares.
- Number of abstentions: 0 votes, representing 0 shares, achieving 0% of the voting shares.

2. Proposal No. 02/2026/TTr-HĐQT dated June 25, 2026 of the Board of Directors regarding the General Director's report on 2025 business performance and the 2026 business plan.

Voting results:

- Number of valid votes: 325 votes, representing 1.006.729.165 shares, achieving 100% of the voting shares in attendance.
- Number of invalid votes: 0 votes, representing 0 shares, achieving 0% of the voting shares in attendance.

In which:

- Number of votes in favor: 325 votes, representing 1.006.729.165 shares, achieving 100% of the voting shares.
- Number of votes against: 0 votes, representing 0 shares, achieving 0% of the voting shares.
- Number of abstentions: 0 votes, representing 0 shares, achieving 0% of the voting shares.



3. Proposal No. 03/2026/TTr-HDQT dated June 25, 2026 of the Board of Directors regarding the 2025 profit distribution plan and the 2026 profit distribution plan.

Voting results:

- Number of valid votes: 325 votes, representing 1.006.729.165 shares, achieving 100% of the voting shares in attendance.
- Number of invalid votes: 0 votes, representing 0 shares, achieving 0% of the voting shares in attendance.

In which:

- Number of votes in favor: 325 votes, representing 1.006.729.165 shares, achieving 100% of the voting shares.
- Number of votes against: 0 votes, representing 0 shares, achieving 0% of the voting shares.
- Number of abstentions: 0 votes, representing 0 shares, achieving 0% of the voting shares.

4. Proposal No. 04/2026/TTr-HDQT dated June 25, 2026 regarding 2025 dividend payment

Voting results:

- Number of valid votes: 325 votes, representing 1.006.729.165 shares, achieving 100% of the voting shares in attendance.
- Number of invalid votes: 0 votes, representing 0 shares, achieving 0% of the voting shares in attendance.

In which:

- Number of votes in favor: 325 votes, representing 1.006.729.165 shares, achieving 100% of the voting shares.
- Number of votes against: 0 votes, representing 0 shares, achieving 0% of the voting shares.
- Number of abstentions: 0 votes, representing 0 shares, achieving 0% of the voting shares.

5. Proposal No. 05/2026/TTr-HDQT dated June 25, 2026 regarding the report on the results of private bond issuance in 2025.

Voting results:

- Number of valid votes: 325 votes, representing 1.006.729.165 shares, achieving 100% of the voting shares in attendance.
- Number of invalid votes: 0 votes, representing 0 shares, achieving 0% of the voting shares in attendance.

In which:

- Number of votes in favor: 325 votes, representing 1.006.729.165 shares, achieving 100% of the voting shares.
- Number of votes against: 0 votes, representing 0 shares, achieving 0% of the voting shares.
- Number of abstentions: 0 votes, representing 0 shares, achieving 0% of the voting shares.



6. Proposal No. 06/2026/TTr-HDQT dated June 25, 2026 regarding 2025 Board of Directors remuneration and the 2026 remuneration plan for members of the Board of Directors, the Board of Supervisors, and the secretary

Voting results:

- Number of valid votes: 325 votes, representing 1.006.729.165 shares, achieving 100% of the voting shares in attendance.
- Number of invalid votes: 0 votes, representing 0 shares, achieving 0% of the voting shares in attendance.

In which:

- Number of votes in favor: 325 votes, representing 1.006.729.165 shares, achieving 100% of the voting shares.
- Number of votes against: 0 votes, representing 0 shares, achieving 0% of the voting shares.
- Number of abstentions: 0 votes, representing 0 shares, achieving 0% of the voting shares.

7. Proposal No. 07/2026/TTr-HDQT dated June 25, 2026 regarding the amendment and update of business lines.

Voting results:

- Number of valid votes: 325 votes, representing 1.006.729.165 shares, achieving 100% of the voting shares in attendance.
- Number of invalid votes: 0 votes, representing 0 shares, achieving 0% of the voting shares in attendance.

In which:

- Number of votes in favor: 325 votes, representing 1.006.729.165 shares, achieving 100% of the voting shares.
- Number of votes against: 0 votes, representing 0 shares, achieving 0% of the voting shares.
- Number of abstentions: 0 votes, representing 0 shares, achieving 0% of the voting shares.

8. Proposal No. 08/2026/TTr-HDQT dated June 25, 2026 regarding the amendment of the Charter, internal governance regulations, Board of Directors operating regulations, and Board of Supervisors operating regulations.

Voting results:

- Number of valid votes: 325 votes, representing 1.006.729.165 shares, achieving 100% of the voting shares in attendance.
- Number of invalid votes: 0 votes, representing 0 shares, achieving 0% of the voting shares in attendance.

In which:

- Number of votes in favor: 325 votes, representing 1.006.729.165 shares, achieving 100% of the voting shares.
- Number of votes against: 0 votes, representing 0 shares, achieving 0% of the voting shares.



- Number of abstentions: 0 votes, representing 0 shares, achieving 0% of the voting shares.
- Number of abstentions: 0 votes, representing 0 shares, achieving 0% of the voting shares.

9. Proposal No. 01/2026/TTr-BKS dated June 25, 2026 regarding the approval of the list of independent audit firms for 2026.

Voting results:

- Number of valid votes: 325 votes, representing 1.006.729.165 shares, achieving 100% of the voting shares in attendance.
- Number of invalid votes: 0 votes, representing 0 shares, achieving 0% of the voting shares in attendance.

In which:

- Number of votes in favor: 324 votes, representing 1.006.692.165 shares, achieving 99,9963% of the voting shares.
- Number of votes against: 0 votes, representing 0 shares, achieving 0% of the voting shares.
- Number of abstentions: 1 votes, representing 37.000 shares, achieving 0,0037% of the voting shares.

PART III. MEETING CLOSING PROCEDURES

1. Ms. Quach Thi Van Giang, on behalf of the Secretariat, presented the Meeting Resolution.

2. Mr. Quang Van Viet Cuong – Deputy General Director requested the Meeting's vote on the approval of the 2026 Annual General Meeting of Shareholders Resolution before closing the meeting.

The Meeting voted with the following results: Approval rate: 100%

3. These minutes were recorded fully and truthfully by the Meeting Secretariat.

4. Mr. Pham Ngoc Thuan- Vice Chairman of the Board of Directors, on behalf of the Chair, expressed his gratitude and declared the Meeting closed. The meeting ended at 12:30 P.M. on the same day.

ON BEHALF OF THE MEETING



**SECRETARIAT
LE THI THUY DUONG**

**ON BEHALF OF THE GENERAL
MEETING OF SHAREHOLDERS
CHAIRPERSON**



NGUYEN VAN HUNG



APPENDIX OF QUESTIONS, DISCUSSIONS AND RESPONSES AT THE 2026 ANNUAL GENERAL MEETING OF SHAREHOLDERS OF BECAMEX IDC CORP.

The Meeting Secretariat collected questions submitted by shareholders to the Presidium. The members of the Presidium provided responses as follows:

1. Has the capital increase plan for the 2026–2030 period been implemented? Specifically, how will the State ownership ratio be reduced in 2026 to comply with the provisions of the Securities Law?

➤ Following the issuance by the Prime Minister of the Criteria for Classification of State-Owned Enterprises for the 2026–2030 period, Becamex will formulate the Group's Restructuring Plan for the 2026–2030 period, focusing on mobilizing resources for the development of strategic projects while restructuring the State ownership ratio from 95.44% to 65%.

Increasing charter capital is a necessary measure to strengthen the Group's financial capacity for investment in strategic projects assigned by the Government and the Ho Chi Minh City People's Committee. In addition, in order to satisfy the requirements applicable to a public company, a public offering of additional shares is considered a key solution, enabling the Group to raise capital for project investments while reducing the State ownership ratio to an appropriate level.

➤ The payment of 2025 dividends in shares by BCM is subject to approval by the Prime Minister upon submission by the Ho Chi Minh City People's Committee. Upon obtaining the required approval in principle, the Group expects to implement the share dividend distribution in the third quarter of 2026.

2. Could you provide details of the 2026 revenue plan for the industrial park and residential development segments, as well as the implementation progress of infrastructure projects?

➤ As one of Vietnam's leading industrial park developers, the Group adopts different development strategies at each stage of its development. Following the merger of Binh Duong Province and Ba Ria – Vung Tau Province into Ho Chi Minh City, the Company sees significant growth opportunities, particularly in transportation infrastructure development associated with the objective of urban redevelopment. In addition, the expanded workforce following the merger and the Government's supporting policies are expected to provide substantial momentum for the Company's future growth.

➤ In addition to traditional industrial parks, BCM is developing new-generation industrial parks utilizing renewable energy and aiming to reduce greenhouse gas emissions in line with sustainable development trends.

3. Could you provide an update on the Group's business performance for the first six months of 2026? Which projects will be the Group's key focus in 2026 and what is their implementation status?



➤ Based on preliminary combined figures, the Group's estimated performance for the first six months of 2026 is as follows:

- Revenue: approximately VND 2,418 billion, achieving 29% of the annual plan;
- Expenses: approximately VND 2,126 billion, achieving 38% of the annual plan; and
- Profit: approximately VND 292 billion, achieving 13% of the annual plan.

➤ Regarding residential development projects, the Group continues to implement the Green City Project and the New Urban Area Project in Binh Duong Ward, Northern Ho Chi Minh City.

➤ Regarding industrial park projects, the Group continues to develop the Bau Bang Expansion Industrial Park and Cay Truong Industrial Park projects. These projects are currently undergoing land lease price determination and the fulfillment of related financial obligations prior to commencement of operations.

➤ In the coming period, the Group will focus on the relocation and transformation of industrial parks in line with development trends and the City's development requirements.

➤ Regarding railway projects, including urban railways and dual-purpose railway systems serving freight transportation, these projects are intended to connect central Ho Chi Minh City with surrounding areas under the Transit-Oriented Development (TOD) model. With the objective of urban redevelopment, project development and addressing existing transportation infrastructure constraints, the Group plans to submit these projects to the competent authorities for approval and implementation in the coming period.

4. Regarding the telecommunications, data center and AI infrastructure segment, how is the Company preparing its resources to remain competitive in the industry?

➤ Regarding data center development and AI infrastructure, we are developing data center facilities to support industrial park transformation, smart manufacturing solutions and smart factory development. We provide services within the Group's ecosystem and expect to offer intelligent products and solutions to investors operating in the Group's industrial parks.

➤ Regarding telecommunications infrastructure and international connectivity, we are working with foreign partners to enhance the quality of our products and services. In addition, we are focusing on solar power development and green-energy data centers to diversify the range of products and services offered within the industrial parks developed by the Group.





DOCUMENT

ANNUAL GENERAL MEETING OF SHAREHOLDERS 2026

Becamex Investment And Industrial Development Group



BM-TT-14-26060162

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ANNUAL GENERAL MEETING OF SHAREHOLDERS PROGRAM YEAR 2026

Time: 08:30 AM, Thursday, June 25, 2026.

Location: Becamex Hotel – Binh Duong Ward, Ho Chi Minh City.

<u>TIME</u>	<u>CONTENT</u>	<u>Person in charge</u>
08:30 AM	I. Opening procedures of the General Meeting of Shareholders	
	Welcoming and shareholder registration	Organizing Committee
	Opening of the Meeting	
	- Statement of purpose – Introduction of attendees	MC
	- Report on shareholder eligibility verification	BOS
	Introduction and voting for approval	
	- Agenda of the 2026 Annual GMS	MC
	- Composition of the Presidium, Secretariat, and Vote Counting Committee	MC
	- Working regulations of the GMS	MC
09:20 AM	II. Report on activities of the Board of Directors, General Director and Board of Supervisor at the Meeting	
	1. Board of Directors' report on operating results for 2025; plan for the period 2026-2030 and report of each independent member of the Board of Directors.	BOD
	2. Report of the Board of Supervisor	BOS
	3. Report on the activities of the General Director	General Director
	4. Report on proposal contents: - Audited Financial Statements for 2025; Board of Directors' report on operating results for 2025, business plan 2026 and Strategic Vision for 2026–2030; Report of each independent Board member; Report of the Board of Supervisor. - Report of the General Director on business results in 2025 and business plan for 2026. - Profit distribution 2025 and profit distribution plan for 2026. - Dividend payment plan for 2025. - Report on the results of private bond issuance in 2025.	BOD



	• Remuneration payment for BOD members in 2025 and payment plan for BOD, Board of Supervisor, and Secretary in 2026. • Amendment and update of business lines. • Amendment of the Charter, internal management regulations, operating regulations of the Board of Directors, and operating regulations of the Board of Supervisor. • Approval of the list of independent audit firms for 2026. • And other matters under the authority of the General Meeting of Shareholders (if any).	
10:30 AM	III. The Meeting discusses and votes on the proposal contents	
11:25 AM	IV. Procedures for concluding the Meeting	
	- Approval of the Resolution of the 2026 Annual General Meeting of Shareholders	Secretary
	- Closing of the Meeting	BOD

Ho Chi Minh City, June 25, 2026
ON BEHALF OF THE BOARD OF DIRECTORS
CHAIRMAN



Nguyễn Văn Hưng





WORKING REGULATIONS



REGULATIONS

ANNUAL GENERAL MEETING OF SHAREHOLDERS 2026

BECAMEX INVESTMENT AND INDUSTRIAL DEVELOPMENT GROUP

CHAPTER I

GENERAL PROVISIONS

Article 1. Scope of application

Regulations on organizing the General Meeting of Shareholders used for organizing the General Meeting of Shareholders (GMS) of Becamex Investment and Industrial Development Group.

Article 2. These regulations specifically stipulate the rights and obligations of the parties participating in the Meeting, conditions, and forms of conducting the Meeting.

Article 3. Shareholders and participating parties are responsible for implementing the regulations in this Regulation.

CHAPTER II

RIGHTS AND OBLIGATIONS OF PARTIES PARTICIPATING IN THE MEETING

Article 4. Rights and obligations of shareholders attending the GMS

1. Conditions for attending the Meeting

All shareholders owning shares of the Group or those who are legally authorized to attend on the record date of **May 25, 2026**.

2. Rights and obligations of shareholders when attending the Meeting:

a. Shareholders or authorized persons attending the Meeting (hereinafter referred to as Shareholders) need to bring the following documents:

- Meeting invitation notice.
- Citizen identification card or passport.
- Power of attorney (in case of being authorized to attend the Meeting).

After presenting the above documents to the Shareholder Eligibility Verification Committee, shareholders attending the Meeting will receive a ballot (stating their full name, shareholder code and number of shares with voting rights), and meeting materials.

b. Shareholders are authorized in writing for the authorized person to attend and vote at the GMS on their behalf. The person authorized to attend the Meeting may not re-authorize another person to attend the Meeting.

c. Shareholders attending the Meeting, after listening to the reports on the contents to be approved, will discuss and approve them by voting.

d. Shareholders attending the Meeting who have discussion opinions can ask questions at the Secretariat Desk 15 minutes before the Meeting proceeds with the discussion, the Chairman of the Meeting will prioritize shareholders attending the Meeting to speak in the order of



registration. Opinions arising later during the Meeting will be recorded by the Chairman of the Meeting. If there is enough time, they will be answered at the Meeting; if there is not enough time, they will be answered in writing and sent with the Meeting result report to the shareholder's registered address. Shareholders attending the Meeting should speak briefly and focus on the key content to be discussed, in accordance with the agenda of the Meeting that has been approved. The Chairman will arrange for shareholders to speak in the order of registration and answer shareholders' questions. The Chairman of the Meeting has the right to remind shareholders to focus on the key content to be presented or immediately stop the speech if the content of the speech does not follow the agenda of the Meeting in order to save time and ensure the quality of the discussion.

e. Shareholders arriving late to the General Meeting of Shareholders have the right to register immediately and subsequently have the right to participate in voting at the Meeting. The Chairman is not responsible for adjourning the Meeting to allow late-arriving shareholders to register, and the validity of votes taken before the late-arriving shareholders attend the Meeting will not be affected.

Article 5. Rights and Obligations of the Chairman

1. Conduct the Meeting in accordance with the agenda and the regulations approved by the Meeting. The Chairman operates on the principle of democratic centralism and decides by majority vote.
2. Guide the Meeting in discussing and voting on issues within the agenda of the Meeting and related issues throughout the Meeting.
3. The Chairman has the right to take necessary measures to conduct the meeting in a reasonable, orderly manner, in accordance with the approved program, and reflecting the wishes of the majority of attendees.
4. The Chairman has the right to postpone the General Meeting of Shareholders that has a sufficient number of registered attendees as required to another time or change the meeting location in the following cases:
 - The meeting location does not have enough convenient seating for all attendees.
 - An attendee engages in obstructive behavior, disrupts order, or poses a risk of preventing the meeting from being conducted fairly and legally.
5. Resolve other issues that arise during the Meeting.

Article 6. Rights and Obligations of the Secretariat of the Meeting

1. Fully and truthfully record all content of the Meeting proceedings and issues approved or noted by the shareholders at the Meeting.
2. Use audio recording devices to complete the Minutes fully and truthfully according to the proceedings of the General Meeting of Shareholders.
3. Prepare the Minutes of the General Meeting of Shareholders and Resolutions on issues approved at the Meeting.
4. All content at the shareholders' meeting must be recorded by the Meeting Secretary in the Minutes of the General Meeting of Shareholders. The minutes will be completed truthfully and fully according to the Meeting's proceedings, serving as the basis for the Secretary to compile



a report on the Meeting's results to be communicated to each shareholder as stipulated in the Group's Charter.

6. The Secretary will approve the minutes or Resolution of the General Meeting of Shareholders before the meeting adjourns.

Article 7. Rights and Obligations of the Vote Counting Committee

1. The Chairman introduces the Vote Counting Committee and organizes the collection of opinions for approval at the Meeting.

2. The Vote Counting Committee has the following responsibilities:

- Supervise the voting of shareholders or their representatives attending the Meeting.
- Summarize the number of voting shares for each item and announce the results to the Chairman and the Secretariat of the Meeting.

CHAPTER III

CONDUCTING THE MEETING

Article 8. Conditions for Conducting the Meeting

The General Meeting of Shareholders can proceed when the number of shareholders attending represents over 50% of the total voting rights.

Article 9. Order of the Meeting

- a. Shareholders attending the Meeting must sit in the correct positions or areas designated by the Meeting organizers upon entering the hall.
- b. Shareholders are responsible for attending the General Meeting of Shareholders from the beginning to the end of the meeting.

Article 10. Method of voting on issues at the General Meeting

1. Principle

All contents in the General Meeting's program must be approved by taking public voting opinions of all shareholders attending the General Meeting. Each shareholder is given a voting card/ballot, which states the shareholder's full name, shareholder code, number of voting shares (owned) of the shareholder and has the seal of the Group.

2. Voting method

Shareholders vote (agree, disagree, no opinion) on an issue by voting directly at the General Meeting.

When voting to approve an issue raised, shareholders who agree to approve it raise their voting cards/ballots. Members of the Vote Counting Committee will mark the shareholder code and the corresponding number of votes of each approving shareholder.

Similarly, according to the instructions of the Chairperson, shareholders who disagree or have no opinion will raise their voting cards in turn.

Article 11. Approval of resolutions of the GMS

1. Decisions of the General Meeting of Shareholders on the following issues will be approved when there are **50%** or more of the total votes of shareholders with voting rights present directly or through authorized representatives present at the General Meeting of



Shareholders meeting:

- a. Approving the annual financial statements;
 - b. Short-term and long-term development plan of the Group;
 - c. Dismissal, removal and replacement of members of the Board of Directors, the Board of Supervisors and reporting on the Board of Directors' appointment of the General Director.
2. Decisions of the General Meeting of Shareholders related to amendments and supplements to the Charter, types of shares and the number of shares offered for sale, the reorganization or dissolution of the enterprise, transactions of buying and selling assets of the Group or its branches with a value of 35% or more of the total asset value of the Group calculated according to the most recent audited financial statements are approved when there are **65%** or more of the total number of votes of shareholders with voting rights present directly or through authorized representatives present at the General Meeting of Shareholders meeting.

CHAPTER IV END OF MEETING

Article 12. Minutes and Resolutions of the GMS Meeting

1. Minutes and Resolutions of the GMS meeting must be completed before the meeting adjourns.
3. Minutes and Resolutions of the GMS are disclosed on the Group's website within 24 hours from the date of closing the GMS meeting and stored at the Group's headquarters.

Article 13. Effect of implementation

This regulation consists of 04 Chapters, 13 Articles, is published before the GMS is conducted and takes effect immediately after being approved by the GMS vote.

**ON BEHALF OF THE
GENERAL MEETING OF
SHAREHOLDERS
CHAIRMAN**



NGUYEN VAN HUNG





REPORT OF THE BOARD OF DIRECTORS



Ho Chi Minh City, June 25, 2026

**BOARD OF DIRECTORS' REPORT ON OPERATING RESULTS FOR 2025,
BUSINESS PLAN 2026 AND STRATEGIC VISION FOR 2026–2030****I. REGARDING OPERATIONAL RESULTS FOR 2025:**

The year 2025 was a volatile year for the global economy, compounded by internal obstacles as Vietnam is a developing country in the process of transition and integration. While the economic scale remains modest and the economy's openness is high, with limited competitiveness and resilience against external shocks, Vietnam still achieved encouraging results with GDP growth of 8.02% and a CPI increase of 3.31%. Thanks to the close direction of the Government, ministries, sectors, and local authorities, production, business operations, and the lives of citizens were partially stabilized.

Furthermore, in recent years, the Binh Duong area (now part of Ho Chi Minh City) has maintained a high rate of economic development, leveraging the advantage of its location as the northern gateway of the city, synchronized industrial-logistics infrastructure, and consistent preferential policies, creating a friendly and transparent investment environment. Following the merger, the new Ho Chi Minh City (including Binh Duong and Ba Ria – Vung Tau) has become a leading industrial-service growth pole in the country, consistently ranking among the top localities for FDI attraction for many consecutive years and continuing to be a destination for multinational corporations.

1. Summary of Board of Directors meetings

In 2025, the Group's Board of Directors consistently worked with a high sense of responsibility, specifically holding **83** Board meetings (details provided in the attached Appendix I) to issue strategic decisions and provide decisive direction to the Board of General Directors, ensuring the Group's production and business operations, including the following key areas:

- Organizing numerous marketing activities to meet with potential partners and investors to maintain connections with overseas partners and capture new investment trends;
- Regarding industrial park development, the Group initiated new-generation smart, ecological industrial parks such as Cay Truong IP and Bau Bang IP (Phase 2 expansion), integrating smart monitoring systems, IoT, automated operations, and renewable energy solutions, in line with the Becamex smart industrial-urban park orientation;
- Regarding project investment: Approved the construction investment project for technical infrastructure systems under the Residential Area project in Lai Uyen, Bau Bang Commune, Ho Chi Minh City; approved the investment project for two large-scale social housing areas, namely Dinh Hoa Area 5 and Viet Sing Area 6, with a total of over 4,000 apartments, contributing to expanding housing stock for workers in the Ho Chi Minh City area;
- Regarding capital contribution and charter capital increase for subsidiaries: In 2025, the Group contributed additional capital to Becamex – VSIP Power Investment and Development Joint Stock Company (BV Power), Becamex Binh Phuoc Infrastructure Development Joint Stock Company,



Becamex Binh Dinh Joint Stock Company, Vietnam-Singapore Industrial Park J.V. Co.,Ltd, and Infrastructure Development Joint Stock Company (Becamex IJC).

- Regarding capital mobilization: Approved the policy for borrowing capital from the Joint Stock Commercial Bank for Investment and Development of Vietnam (BIDV) – Binh Duong Branch, Viet Nam Joint Stock Commercial Bank For Industry And Trade (VietinBank) – Dong Nai Branch, Viet Nam International Commercial Joint Stock Bank (VIB), and Vietnam Technological And Commercial Joint Stock Bank (TCB).
- Regarding management structure: To adapt to the new situation, the Board of Directors approved policies to reorganize professional departments; implemented periodic training and development activities to enhance expertise, professional skills, and qualifications for staff and employees. Continued to consolidate and apply the KPI scheme in 2025 to evaluate the performance of the Group's employees.
- The Group's environmental policy clearly demonstrates the commitment to preventing pollution that causes environmental damage and continuously improving the quality, environmental, and information security management systems to strive for perfection and sustainable development.

2. Regarding production and business operational results at the Group:

The Group leveraged the overall growth of the domestic economy and local strengths to ensure and accelerate its business operations. Accordingly, the 2025 business results are detailed as follows:

No.	Combined indicators	Unit	Plan 2025	2025 Actual	2025 Actual/ Plan 2025
1	Total revenue	Billion VND	7.786	7.495	96%
2	Total expenses	Billion VND	5.751	5.127	89%
3	Profit before tax	Billion VND	2.035	2.368	116%
4	Profit after tax	Billion VND	1.845	2.083	113%

No.	Consolidated indicators	Unit	Plan 2025	2025 Actual	2025 Actual/ Plan 2025
1	Total revenue	Billion VND	9.500	9.819	103%
2	Total expenses	Billion VND	6.800	6.076	89%
3	Profit before tax	Billion VND	2.700	3.743	139%



4	Profit after tax	Billion VND	2.470	3.525	143%
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3. Report on transactions between the Group and related persons in 2025:

The Board of Directors issued Resolution No. 57/NQ-HĐQT dated December 31, 2024, regarding the signing of contracts/transactions with related persons in 2025 with a value not exceeding 10% of total assets and assigned the General Director to implement them. In 2025, the Group had recurring transactions with companies within the same Group regarding construction, supply of materials, telecommunications services, real estate transfers, health check-ups, technical infrastructure services, etc. Details of these transactions are disclosed periodically in Appendix IV of the 2025 Corporate Governance Report released on January 30, 2026, and updated according to audited figures in Section IV – Corporate Governance of the 2025 Annual Report, which has been disclosed at the link: <http://www.becamex.com.vn> under the 'Shareholders - News' -> 'Shareholder Relations' -> 'Information Disclosure' section.

4. Regarding the implementation of tasks authorized by the General Meeting of Shareholders:

Implementing the Resolution of the Annual General Meeting of Shareholders No. 01/2025/NQ-ĐHĐCĐ dated May 15, 2025, regarding the authorization to select an independent audit firm, the Board of Directors issued Resolution No. 54/NQ-HĐQT dated July 28, 2025, agreeing to select A&C Auditing and Consulting Co., Ltd. as the independent auditor to review the semi-annual financial statements and audit the 2026 annual financial statements of the Group.

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

The Group's Board of Directors for the 2023-2028 term consists of 7 members: the Chairman, 3 Vice Chairmen, 1 member, and 2 independent members. The Chairman of the Board of Directors signs and issues Resolutions and Decisions of the Board of Directors on behalf of the Board, directly directs the construction of business plans, organizes the Group's management structure, and assigns tasks to Board members. The Vice Chairmen and executive/non-executive Board members supervise areas such as marketing, financial investment, business operations, capital contribution status at subsidiaries, and the Group's legal affairs.

In addition to fulfilling the general responsibilities of the Board of Directors, individual Board members successfully completed their assigned tasks. The Standing Board of Directors participated in weekly meetings with the Board of General Directors to provide timely guidance for production and business operations.

6. Evaluation by the Board of Directors regarding the performance of the Board of General Directors

The Board of Directors highly appreciates the flexible, decisive, and timely management of the Board of General Directors in achieving impressive business results. The Board of General Directors successfully completed the tasks, Resolutions of the Board of Directors, and production and business plans set forth by the General Meeting of Shareholders.

The Board of General Directors accelerated the completion of legal procedures for projects and implemented the digitalization of work segments and processes at the Group and its subsidiaries;



notably, it continued to apply the Key Performance Indicator (KPI) program with the expectation of increasing productivity and operational efficiency.

The Group focuses on strengthening human resource training, emphasizing the planning and development of successor teams; continues to improve the efficiency and quality of project management and operation; and constantly enhances the quality of products, services, and customer care, thereby raising the prestige and brand of Becamex.

7. Remuneration and salaries of the Board of Directors:

The total salaries, bonuses, and remuneration received by the Board of Directors in 2025 amounted to 11.096.382.093 VND. Of this, the salaries and bonuses for executive members were 10.566.382.093 VND. The remuneration for non-executive members was 530.000.000 VND. Details of the salaries, bonuses, and remuneration for each member are disclosed in detail in Section 2a, Part 8 of the notes to the 2025 audited financial statements at the link: <http://www.becamex.com.vn> under the 'Shareholders - News - For Shareholders - Information Disclosure' section.

II. Plans and orientation of the Board of Directors:

A. Business Plan for 2026

In 2026, the Group's business operations are expected to continue to be affected by fluctuations in the economic and market environment, which may impact investment attraction, capital mobilization plans, and the progress of project implementation. Based on the industrial – urban – service ecosystem developed over many years, the Group aims to focus investment resources on the fields of commerce, services, smart manufacturing, and innovation. At the same time, the Group is participating in the development of the North Ho Chi Minh City Science and Technology Urban Area, aiming to form a center for research, development, and application of high technology, contributing to creating new growth drivers and promoting the region's innovation ecosystem. Some investment projects expected to be continued and accelerated in 2026 are as follows:

- Cay Truong Industrial Park
- Bau Bang Industrial Park expansion phase 2
- Viet Sing and Dinh Hoa Social Housing Project
- National Highway 13 Upgrade and Expansion Project
- My Phuoc - Tan Van road upgrade project via PPP model
- Ho Chi Minh City - Thu Dau Mot - Chon Thanh Expressway Project
- Ring Road 4 Ho Chi Minh City project, section from Thu Bien Bridge to Saigon River
- Binh Duong Concentrated Digital Technology Park (15,4ha)
- Ho Chi Minh City Concentrated Digital Technology Park (100ha)

Based on the assessment of the 2025 financial plan implementation, the Group has developed the 2026 business plan for the Parent Company with the following key indicators:

2026 Business Plan of the Parent Company:



a. Parent Company business plan with key indicators:

No.	Indicator	2025 Actual (Billion VND)	2026 Plan (Billion VND)	Ratio (%) (Plan/ Actual)
1	Total revenue	7.495	8.250	110
2	Total expenses	5.127	5.600	109
3	Profit before tax	2.368	2.650	112
4	Profit after tax	2.083	2.290	110

b. Consolidated business plan with key indicators:

No.	Indicator	2025 Actual (Billion VND)	2026 Plan (Billion VND)	Ratio (%) (Plan/ Actual)
1	Total revenue	9.819	10.230	104
2	Total expenses	6.076	6.100	100
3	Profit before tax	3.743	4.130	110
4	Profit after tax	3.525	3.883	110

Solutions for implementing the 2026 plan:

Continuing to promote the proactive and creative spirit of previous years, entering 2026, the Group will actively research and learn from advanced development models worldwide to find suitable solutions to adapt to the new context, while continuing to consolidate and enhance Becamex's competitive advantage in attracting investment. The Board of Directors focuses on several key orientations as follows:

Based on the development orientation of Ho Chi Minh City towards industry associated with science, technology, and innovation, the Group continues to research and perfect the industrial – science and technology – urban model in areas such as Cay Truong and Bau Bang. At the same time, the Group is participating in the development of the North Ho Chi Minh City Science and Technology Urban Area, aiming to form a center for research, development, and application of high technology, connecting research, training, and industrial production activities, thereby attracting high-tech corporations and high-quality human resources, contributing to promoting the region's innovation ecosystem.

Becamex Group is building a comprehensive digital transformation strategy. To develop the digital economy, digital transformation is identified as an important intermediate step to gradually transform the business model based on digital technology platforms. In the short term, digital transformation will help optimize existing business models, improve labor productivity, and reduce labor intensity. In the long term, business models in the digital space will gradually form and develop, contributing to promoting the digital economy. With the competitive advantage in industrial development already affirmed, the Group's goal is to promote technology development and Industry 4.0.



Human resources are always the core factor determining the success of any strategy. The Group continues to cooperate with domestic and foreign partners to build an education and training system according to international standards, strengthen training in digital skills, management skills, and occupational safety, while implementing competitive recruitment and remuneration policies to attract and retain a team of experts and management personnel to meet the development requirements in the new phase.

B. 5-Year 2026-2030 Development Strategy:

1. Business results and financial position for the 2021-2025 period:

a. Business results for the 2021-2025 period:

Unit: Billion VND

Year	Total Revenue		Plan/Actual	Profit After Tax		Plan/Actual	Dividend Rate		Plan/Actual
	Plan	Actual		Plan	Actual		Plan	Actual	
2021	6.700	6.621	99%	1.119	1.133	101%	6%	7%	117%
2022	6.814	4.556	67%	1.381	1.498	108%	8%	8%	100%
2023	6.800	7.245	106%	1.597	1.666	104%	9%	10%	111%
2024	7.569	4.764	63%	1.700	1.797	106%	10%	11%	110%
2025	7.786	7.495	96%	1.845	2.083	113%	10%	14%	140%

Source: Becamex's Audited Financial Statements

During the 2021–2025 period, Becamex operated amidst significant global and domestic economic volatility due to the impact of the COVID-19 pandemic, supply chain disruptions, rising inflation, tightened monetary policies in many countries, and global trade instability. Despite facing numerous challenges, with the industrial-urban-service ecosystem built over many years, Becamex maintained stable growth, meeting and exceeding the profit-after-tax targets assigned by the General Meeting of Shareholders. Specifically:

In 2021, under prolonged social distancing conditions, Becamex implemented various solutions to support customers, promoted digital transformation, and facilitated online investment promotion, thereby maintaining efficient production and business operations. Total revenue reached 6.621 Billion VND, completing 99% of the plan, and profit after tax reached 1.133 Billion VND, completing 101% of the plan, an increase of 46% compared to 2020. 2021 was also the first year the KPI system was applied in management. The digital transformation strategy implemented since 2018 continued to be effective, helping maintain seamless production and business operations during the pandemic.

In 2022, after the pandemic was controlled, Becamex actively restored investment promotion activities and organized many international events to attract investors. However, the tightening of monetary policy by major central banks increased capital costs, and the prolonged legal procedures for major projects affected the revenue recognition schedule. Total revenue in 2022 reached 4.556 Billion VND, completing 67% of the plan. However, financial revenue from dividends from member units recorded positive growth, supporting core business



activities during the year, resulting in a profit after tax of 1.498 Billion VND, completing 108% of the plan.

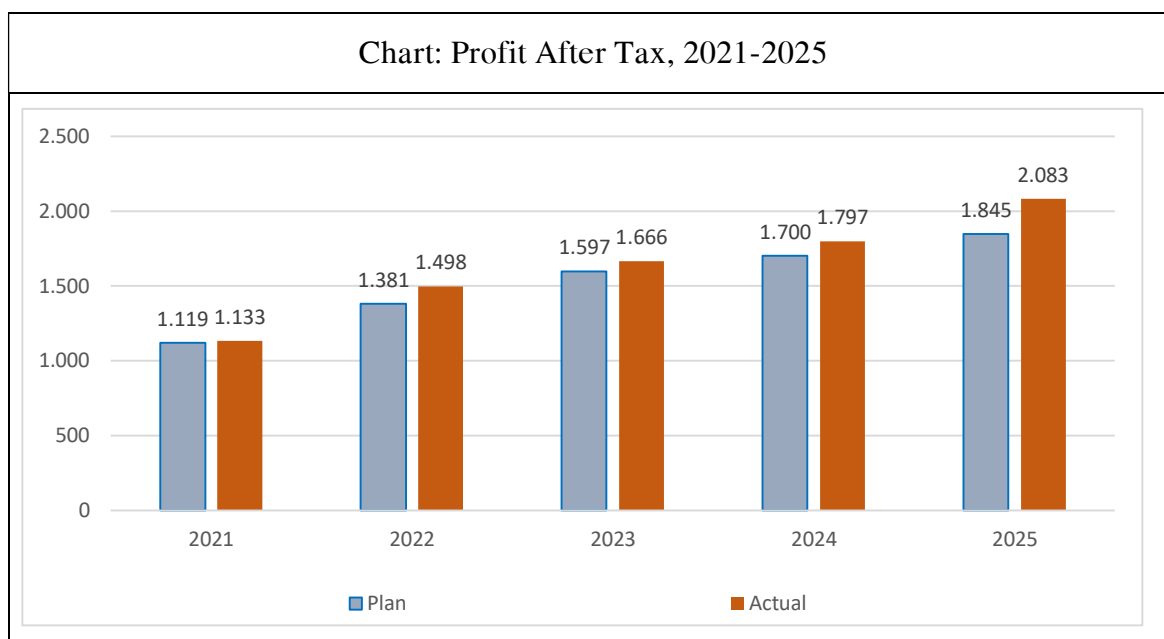
From 2023, with the Government's policies to remove difficulties for businesses, promote consumption, and stimulate the domestic market, such as continuing to reduce VAT and keeping interest rates stable, Becamex's production and business activities continued to recover. Accordingly, total revenue in 2023 reached 7.245 Billion VND, completing 106% of the plan, and profit after tax reached 1.666 Billion VND, completing 104% of the assigned plan.

In 2024, Vietnam's economy grew by 7,09%, exceeding the 6-6,5% target, and the US began lowering interest rates, reducing pressure on exchange rates and borrowing costs. The Government approved the development plan for the 2021-2030 period with a vision to 2050 for many provinces and cities, streamlined the organizational structure, and accelerated the progress of public investment projects. Becamex continued to promote international investment attraction and develop new-generation industrial parks and eco-industrial parks. Key business segments, including industrial parks, urban areas, and financial revenue, all recorded positive performance, helping profit after tax reach 1.797 Billion VND, an increase of 8% compared to 2023 and exceeding the annual plan.

In 2025, Becamex entered an acceleration phase with a series of key transportation projects such as the Ho Chi Minh City – Thu Dau Mot – Chon Thanh expressway, Ring Road 4, expansion of National Highway 13, new-generation eco-industrial parks (Bau Bang expansion Phase 2 and Cay Truong), social housing, and the North Ho Chi Minh City Science and Technology Urban Area. Residential real estate became the main growth driver, while industrial park operations and financial revenue remained stable. Total revenue reached 7.495 Billion VND, an increase of 56% compared to the previous year; profit after tax reached 2.083 Billion VND, completing 113% of the plan, an increase of 15% compared to the previous year and the highest level in the period.

With the above results, Becamex's dividend policy during the 2021–2025 period achieved stability, balancing the need for reinvestment in strategic projects and ensuring benefits for shareholders. For many years, Becamex paid dividends higher than the plan approved by the General Meeting of Shareholders. The total value of dividends paid by Becamex to shareholders in the 2021-2025 period was 5.175 Billion VND, equivalent to a dividend payout ratio on total profit after tax of 63%.





b. Financial position for the 2021-2025 period:

Indicator	Formula	2021	2022	2023	2024	2025
Accounts Receivable Turnover	Net Revenue / Accounts Receivable	1,71	1,07	1,68	0,72	1,38
Inventory Turnover	COGS / Inventory	0,16	0,06	0,14	0,04	0,10
ROA	Profit After Tax / Total Assets	2,9%	3,8%	3,9%	3,9%	4,1%
ROE	Profit After Tax / Equity	9,4%	12,0%	12,4%	12,7%	13,4%
Liabilities/Equity	Liabilities / Equity	2,23	2,10	2,24	2,36	2,18

Source: Becamex's Audited Financial Statements

During the 2021-2025 period, Becamex recorded an expansion in scale with total assets increasing by 35% to more than 52.500 Billion VND by the end of 2025. Thanks to the systematically and synchronously built industrial-urban-service ecosystem and the application of many improvements in management, Becamex maintained efficient business growth, especially during the recent difficult period. By 2025, the profit after tax of the parent company, Becamex, reached more than 2.000 Billion VND, an increase of 84% compared to 2021.

Becamex's asset structure partially reflects the characteristics of the industrial park and urban infrastructure development sector, which involves long investment cycles and high capital absorption. During the 2021–2025 period, inventory was maintained at 20.000–23.000 Billion VND, and accounts receivable accounted for a large proportion of total assets. This



meant that the capital turnover rate was not truly optimal in the short term, but it also showed that Becamex was accumulating resources for projects to be implemented and exploited in the coming years. Accelerating investment progress, completing legal procedures, and increasing product consumption speed will be key factors in converting these resources into future revenue, profit, and cash flow.

In the context of increasing capital demand for strategic projects and challenges in increasing charter capital, Becamex proactively mobilized bank loans and bonds to accelerate project implementation. Although interest expenses increased in line with investment scale, reaching more than 1.300 Billion VND in 2025, the mobilized capital contributed to the formation of valuable infrastructure and assets, creating room for growth in the coming years. In addition, by the end of 2025, Becamex recorded 16.323 Billion VND in long-term investments in entities within the ecosystem, equivalent to 31% of total assets. Although many investments have not yet contributed significantly to efficiency as they are in the investment and expansion phase, these are strategic assets expected to generate significant cash flow and added value upon equitization, thereby enhancing the operational efficiency and financial capacity of Becamex in the medium and long term.

2. Becamex's development strategy for the 2026-2030 period:

During the 2026–2030 period and with a vision to 2035, Becamex will implement a portfolio of key projects in transportation infrastructure, industrial parks, digital technology, renewable energy, and urban development in Ho Chi Minh City and many localities across the country. The total expected investment capital demand is up to hundreds of thousands of Billion VND, requiring Becamex to proactively prepare commensurate financial resources from both equity and long-term capital mobilization channels.

First of all, in the field of transportation infrastructure, Becamex will participate in implementing key projects such as the Ho Chi Minh City - Thu Dau Mot - Chon Thanh expressway, National Highway 13, Ho Chi Minh City Ring Road 4, and the My Phuoc – Tan Van road project with a total investment of 65.231 Billion VND (of which: Becamex performs construction of 34.886 Billion VND, the State performs site clearance of 30.345 Billion VND). These projects not only reduce the load on the existing traffic system and overcome prolonged congestion but also create long-term revenue from infrastructure, increasing the value of Becamex's industrial-urban-service and science-technology ecosystem.

In addition, the 153 km long high-speed railway project for freight and passenger transport from Chon Thanh – Bau Bang – An Binh – Cai Mep is a breakthrough component of the strategic infrastructure system that will contribute to resolving public traffic pressure in Ho Chi Minh City, improving supply chain efficiency for the entire region, and reducing emissions in accordance with sustainable development goals.

Regarding the industrial park sector, Becamex continues to develop new-generation industrial parks and industrial parks serving the needs of production relocation and urban reconstruction with a scale of over 3.000 ha. This is considered a core long-term growth driver, benefiting from the global supply chain shift trend and the demand for attracting high-tech



investment. In the field of science, technology, and digital infrastructure, the development of the centralized Digital Technology Park in Binh Duong Ward will create a foundation to attract technology companies, data centers, and innovation activities. This is a strategic step to upgrade the development model from traditional industrial parks to a high-tech industrial and digital economy ecosystem.

In the energy sector, renewable energy projects will be invested in by Becamex during the 2026-2030 period, contributing to the formation of a large-scale clean electricity supply network for key electricity-consuming industries and meeting ESG requirements and global green supply chain standards, towards the Net Zero goal. This is an important pillar of the production and high-tech investment attraction ecosystem in the North region of Ho Chi Minh City.

Overall, the above projects form a large-scale, interdisciplinary, and strategically significant investment program, requiring Becamex to proactively mobilize commensurate financial resources to ensure progress and implementation efficiency. This is an important foundation to realize the goal of building a new-generation industrial ecosystem and a science and technology city in the North region of Ho Chi Minh City, contributing practically to the goal of transforming the growth model and creating a development breakthrough for Ho Chi Minh City and the entire Southern key economic region in the coming period.

Below is the investment plan for Becamex's strategic driving projects for the 2026-2030 period:

Unit: Billion VND

No.	Project	Total Investment	Becamex's Equity Participation	Other Mobilized Capital
1	Key transportation projects	20.576	3.025	0
2	Industrial park projects with investment policy approval	25.325	1.870	5.916
3	Centralized Digital Technology Park projects in Binh Duong Ward	16.518	1.793	8.500
4	Renewable energy projects	6.865	1.030	5.835
5	Social housing projects	13.066	1.960	11.106
6	New-generation industrial park projects under investment research	44.947	2.556	4.959
	TOTAL	127.297	12.234	36.316



3. Plan to increase charter capital for development investment in alignment with the roadmap for restructuring the State capital ownership ratio at Becamex Group for the 2026–2030 period:

To mobilize capital for strategic key projects, satisfy the requirements applicable to public companies under the Securities Law, and restructure the financial position of Becamex Group in a sustainable manner, the Group will formulate a capital increase plan in conjunction with a roadmap for restructuring the State ownership ratio in Becamex Group during the 2026–2030 period, following the issuance by the competent authorities of the criteria for the classification of State-owned enterprises in accordance with the provisions of the Law on Management and Investment of State Capital in Enterprises (Law No. 68), the Law on Enterprises, and the Law on Securities.

4. Becamex's business plan for the 2026–2030 period:

Becamex's business plan for the 2026–2030 period is built with the orientation of average revenue and profit after tax growth of about 10%/year based on three main drivers: residential-urban real estate development, industrial park real estate, and financial revenue (dividends, profits from member companies). Becamex will gradually shift from the traditional residential and industrial real estate and service business model to segments that generate regular revenue and cash flow, sustainable growth such as asset leasing, factory leasing, traffic toll collection, and renewable energy development, electricity distribution, and commerce.

In the short term, residential-urban real estate continues to be the revenue-driving force. In 2025, this sector contributed about 86,4% of net revenue and 84,3% of gross profit, showing that this is still the main source of revenue and cash flow for Becamex. The plan for the 2026–2030 period assumes that revenue from this segment will increase by an average of about 10%/year, with the gross profit margin adjusted to 60–65% to cautiously reflect market cyclical factors, legal issues, and project development costs. After consolidation with Ho Chi Minh City, the growth driver of this segment comes from synchronously invested transport infrastructure, shortening travel time such as expanding National Highway 13, Ho Chi Minh City–Thu Dau Mot–Chon Thanh expressway, Ring Road 3, Ring Road 4, and especially the urban railway (metro) system, which will promote the shift of population to urban areas in the North of Ho Chi Minh City.

The industrial park real estate segment is identified as a long-term growth driver promoting the development of other energy and industrial service segments. Revenue contribution from this segment is expected to gradually increase from the end of 2026 to 2030 after the Bau Bang Industrial Park expansion phase 2 (380ha) and Cay Truong Industrial Park (700ha) complete legal procedures and begin business operations from the end of 2026, gradually reducing dependence on residential real estate and helping the revenue structure become more balanced and stable. This is also a sector benefiting from the trend of supply



chain shifting, urban reconstruction, and the demand for new-generation industrial park development.

Meanwhile, financial income and dividend distributions from member companies remained the key drivers of profit growth, supported by the continued expansion of the Group's business ecosystem. In the short term, the main source of income comes from investments in VSIP, IJC, Becamex Binh Phuoc, VNTT, and Becamex Binh Dinh. In the long term, the plan to IPO some member companies in the 2026–2030 period will not only create capital for units to expand operations but also help Becamex realize investment value and reallocate capital into strategic areas such as infrastructure, energy, and railways.

The 2026–2030 strategic roadmap of Becamex Group extends beyond revenue growth. It aims to fundamentally transform the Group's development model from one driven by the direct execution and recognition of project revenues to a holding and investment structure, leveraging equity investments across an integrated ecosystem encompassing industrial parks, urban development, services, and science and technology sectors. New projects on provincial expansion, circular eco-industrial parks, centralized digital technology industrial parks, energy, metro, and strategic infrastructure for Ho Chi Minh City require large equity, long payback periods, and the ability to contribute capital to many project entities. Therefore, increasing charter capital in the 2026-2030 period is an urgent requirement to: (i) reduce leverage pressure; (ii) enhance the capacity to contribute capital to project entities; (iii) improve financial safety coefficients; (iv) create a foundation for restructuring state capital at Becamex. Below is the business plan for the 2026-2030 period for the parent company, Becamex:

Unit: Billion VND

Key Indicators	2026 Plan	2027 Plan	2028 Plan	2029 Plan	2030 Plan
Total Revenue	8.250	9.072	9.978	10.974	12.070
Total Expenses	5.960	6.553	7.207	7.926	8.717
Profit After Tax	2.290	2.519	2.771	3.048	3.353

Source: Becamex Group

The above is the report of the Board of Directors on the production and business results in 2025 and the business plan for 2026.



Respectfully submitted to the 2026 Annual General Meeting of Shareholders for consideration and approval.

ON BEHALF OF THE BOARD OF DIRECTORS

CHAIRMAN



Nguyễn Văn Hưng



APPENDIX I. LIST OF RESOLUTIONS IN 2025

No.	Resolution No.	Date	Content
1	01/NQ-HĐQT	02/01/2025	Regarding the merger of the Capital Management and Development Board of Becamex into the Financial Management Department
2	02/NQ-HĐQT	20/01/2025	Regarding the increase in Becamex IDC Corporation's ownership ratio in Becamex - VSIP Power Investment And Development Joint Stock Company from 36% to 49%
3	03/NQ-HĐQT	21/01/2025	Approval of the construction investment project: Welcome Park under the New Urban Area project
4	04/NQ-HĐQT	23/01/2025	Appointment of an authorized representative of the Corporation at Ho Chi Minh City- Thu Dau Mot - Chon Thanh Expressway Joint Stock Company
5	05/NQ-HĐQT	24/01/2025	Approval of the policy to adjust the implementation progress and total investment capital of the social housing construction investment project – Viet Sing Area 6
6	06/NQ-HĐQT	03/02/2025	Regarding the approval of the discount fee rate for Becamex Corporation's stock distribution
7	07/NQ-HĐQT	05/02/2025	Approval of the auction starting price determination plan
8	08/NQ-HĐQT	05/02/2025	Approval of the auction starting price for the additional offering of 300.000.000 BCM shares
9	09/NQ-HĐQT	10/02/2025	Extension of the 2022 dividend payment for Becamex IJC Company
10	10/NQ-HĐQT	19/02/2025	Approval of the public auction regulations for the additional offering of 300.000.000 BCM shares
11	11/NQ-HĐQT	06/03/2025	Establishment of the public stock auction council
12	12/NQ-HĐQT	18/03/2025	Approval of the construction investment project: Technical infrastructure system under the 5A Hamlet 5 residential area project
13	13/NQ-HĐQT	18/03/2025	Approval of the construction investment project: Technical infrastructure system under the project: Residential Area 5B, Hamlet 5, Lai Uyen, Bau Bang



No.	Resolution No.	Date	Content
14	14/NQ-HĐQT	18/03/2025	Approval of the construction investment project: Technical infrastructure system under the project: Residential Area 5D, Hamlet 5, Lai Uyen, Bau Bang
15	15/NQ-HĐQT	19/03/2025	Approval of the construction investment project: Technical infrastructure system under the project: Residential Area 5C, Hamlet 5, Lai Uyen, Bau Bang
16	16/NQ-HĐQT	20/03/2025	Approval of the construction investment project: Technical infrastructure system under the project: Residential Area 5E, Hamlet 5, Lai Uyen, Bau Bang
17	17/NQ-HĐQT	20/03/2025	Approval of the construction investment project: Technical infrastructure system under the project: Lai Hung Residential Area, Lai Uyen, Bau Bang
18	18/NQ-HĐQT	20/03/2025	Regarding the proposal for the People's Committee of Binh Duong Province to appoint a State capital representative at Becamex IDC Corporation for the second term, 2023–2028
19	19/NQ-HĐQT	24/03/2025	Extension of the time to hold the 2025 Annual General Meeting of Shareholders
20	20/NQ-HĐQT	24/03/2025	Finalization of the shareholder list for organizing the 2025 Annual General Meeting of Shareholders
21	21/NQ-HĐQT	26/03/2025	Regarding the extension of the dividend payment period for 2023 for the Urban Development Joint Stock Company
22	22/NQ-HĐQT	26/03/2025	Regarding the extension of the dividend payment period for 2020 for Binh Duong Rubber Joint Stock Company
23	23/NQ-HĐQT	28/03/2025	Regarding the capital contribution to establish Ho Chi Minh City – Thu Dau Mot – Chon Thanh Expressway Joint Stock Company
24	24/NQ-HĐQT	09/04/2025	Approval of the temporary suspension of the additional public share offering to increase the Corporation's charter capital
25	25/NQ-HĐQT	14/04/2025	Regarding the dissolution of the Legal Department under Becamex Investment and Industrial Development Group
26	26/NQ-HĐQT	17/04/2025	Appointment of a representative and management of Becamex IDC Corporation's capital contribution at VNTT Company
27	27/NQ-HĐQT	17/04/2025	Approval of the proposal submitted to the Binh Duong Industrial Zones Management Board to adjust the Investment



No.	Resolution No.	Date	Content
			Registration Certificate for the construction and infrastructure business project of Bau Bang Industrial Park expansion
28	28/NQ-HĐQT	17/04/2025	Approval of the proposal submitted to the Binh Duong Industrial Zones Management Board to adjust the Investment Registration Certificate for the construction and infrastructure business project of Cay Truong Industrial Park
29	29/NQ-HĐQT	23/04/2025	Approval of the documents submitted to the 2025 Annual General Meeting of Shareholders
30	30/NQ-HĐQT	28/04/2025	Approval of the proposal submitted to the Binh Duong Industrial Zones Management Board to adjust the Investment Registration Certificate for the construction and infrastructure business project of Cay Truong Industrial Park
31	31/NQ-HĐQT	05/05/2025	Approval of the proposal submitted to the Binh Duong Industrial Zones Management Board to adjust the Investment Registration Certificate for the construction and infrastructure business project of Bau Bang Industrial Park expansion
32	32/NQ-HĐQT	08/05/2025	Guarantee of credit loans for two projects Hiep Vinh 2 Resettlement and Residential Area and Tan Vinh Resettlement and Residential Area for Becamex Binh Dinh Joint Stock Company
33	33/NQ-HĐQT	14/05/2025	Approval of the proposal for the 2025 Annual General Meeting to elect additional Board members for the second term 2023–2028 and to supplement AGM documents
34	34/NQ-HĐQT	15/05/2025	Approval of the election of Board of Directors' positions for the second term, 2023–2028.
35	35/NQ-HĐQT	23/05/2025	Approval of the construction investment project: High-rise apartment building – Area 5 Dinh Hoa under the project: Social housing – Area 5 Dinh Hoa.
36	36/NQ-HĐQT	03/06/2025	Regarding the appointment of an authorized representative at Ho Chi Minh City Ring Road 4 Joint Stock Company.
37	37/NQ-HĐQT	03/06/2025	Finalization of the shareholder list to exercise shareholder voting rights by written ballot, first round in 2025.



No.	Resolution No.	Date	Content
38	38/NQ-HĐQT	03/06/2025	Regarding the merger of the Management Board of High-tech Industrial Park into Becamex Institute of Science and Technology Research & Development (Institute R&D).
39	39/NQ-HĐQT	05/06/2025	Regarding the appointment of a representative to manage Becamex IDC Corporation's capital contribution at BCE Company.
40	40/NQ-HĐQT	17/06/2025	Regarding the implementation of the plan to issue shares as a 2024 dividend payment.
41	41/NQ-HĐQT	18/06/2025	Approval of the construction investment project: Technical infrastructure system under the project: Residential Area 5F, Hamlet 5, Lai Uyen, Bau Bang.
42	42/NQ-HĐQT	24/06/2025	Regarding the dismissal and appointment of the General Director – Legal Representative – Information Disclosure Officer of the Corporation.
43	43/NQ-HĐQT	24/06/2025	Approval of the documents for the first round of shareholder voting by written ballot in 2025.
44	44/NQ-HĐQT	25/06/2025	Approval of the private bond issuance plan for 2025 with a total value of 2.500 billion VND.
45	44-HĐTĐ/NQ-HĐQT	26/06/2025	Changes in personnel of the Appraisal Council, Tendering, and Asset Disposal.
46	45/NQ-HĐQT	28/06/2025	Approval of the construction investment project: Technical infrastructure system under projects.
47	46/NQ-HĐQT	02/07/2025	Matters relating to credit facilities/borrowings at the Joint Stock Commercial Bank for Investment and Development of Vietnam (BIDV) – Binh Duong Branch.
48	47/NQ-HĐQT	03/07/2025	Regarding personnel matters of Investment and Industrial Development Joint Stock Corporation (Becamex IDC).
49	47-HĐTĐ/NQ-HĐQT	04/07/2025	Changes in personnel of the Appraisal Council, Tendering, and Asset Disposal.
50	48/NQ-HĐQT	09/07/2025	Regarding the extension of the period for the first round of collecting shareholders' opinions by written ballot in 2025.
51	49/NQ-HĐQT	10/07/2025	Appointment of an authorized representative and management of Becamex IDC's capital contribution in Becamex Binh Dinh Joint Stock Company.



No.	Resolution No.	Date	Content
52	50/NQ-HĐQT	18/07/2025	Approval in principle of the organizational restructuring and streamlining plan.
53	51/NQ-HĐQT	22/07/2025	Approval of the adjusted total construction investment for the project: My Phuoc – Bau Bang “Tao Luc” Road.
54	52/NQ-HĐQT	22/07/2025	Approval of the adjusted total construction investment for the My Phuoc – Tan Van Road project, Binh Duong Province (Km0+000 to Km26+167.53) and the connecting section to DT743A Road.
55	53/NQ-HĐQT	23/07/2025	Approval of the adjusted total construction investment for the project: My Phuoc – Tan Van Road Extension, from DT741 Road to My Phuoc Industrial Park.
56	Resolution No.54/NQ-HĐQT	28/07/2025	Regarding the selection/appointment of the independent audit firm for 2025.
57	55/NQ-HĐQT	01/08/2025	Regarding the dismissal and appointment of the Head of the Internal Audit Department of Investment and Industrial Development Joint Stock Corporation.
58	56/NQ-HĐQT	04/08/2025	Regarding the termination of operations of Becamex IDC’s Branch in Ho Chi Minh City (HCMC Branch).
59	57/NQ-HĐQT	14/08/2025	Regarding finalizing the shareholder list (record date) for the second round of collecting shareholders’ opinions by written ballot in 2025.
60	58/NQ-HĐQT	18/08/2025	Approval of the construction investment project: Approval of the adjusted total construction investment for the project: My Phuoc – Tan Van Road Extension, from DT741 Road to My Phuoc Industrial Park.
61	59/NQ-HĐQT	18/08/2025	Approval in principle of the organizational restructuring and streamlining plan.
62	60/NQ-HĐQT	26/08/2025	Regarding the increase of charter capital of Becamex – VSIP Investment and Development Joint Stock Company from 100 billion VND to 500 billion VND.
63	61/NQ-HĐQT	28/08/2025	Approval of the plan to establish the Sports Council of Investment and Industrial Development Joint Stock Corporation (Becamex IDC).
64	62/NQ-HĐQT	29/08/2025	Regarding approval of the documents for the second round of collecting shareholders’ opinions by written ballot in 2025.



No.	Resolution No.	Date	Content
65	63/NQ-HĐQT	08/09/2025	Regarding capital contribution to establish Ho Chi Minh City Ring Road 4 Joint Stock Company.
66	64/NQ-HĐQT	24/09/2025	Regarding the exercise of rights to purchase newly issued shares of Becamex Infrastructure Development Joint Stock Company (Becamex IJC)
67	65/NQ-HĐQT	24/09/2025	Approval in principle of the plan to reorganize the operations of departments/divisions at the Corporation.
68	66/NQ-HĐQT	02/10/2025	Regarding the adjustment of the purposes of bond issuance in 2025.
69	67/NQ-HĐQT	15/10/2025	Approval of changes to the enterprise seal.
70	68/NQ-HĐQT	15/10/2025	Regarding amendments to the enterprise charter on organization and operation.
71	69/NQ-HĐQT	15/10/2025	Approval of the plan for the 2nd private placement of bonds in 2025 with a maximum total issuance value of 2,000 billion VND.
72	70/NQ-HĐQT	16/10/2025	Approval in principle of the establishment of the Legal Department under Becamex Industrial Development and Investment Corporation – JSC.
73	71/NQ-HĐQT	16/10/2025	Approval of borrowings, issuance of guarantees, and mortgage of assets at Vietnam Joint Stock Commercial Bank for Industry and Trade (VietinBank) – Dong Nai Branch.
74	72-HĐTĐ/NQ-HĐQT	18/10/2025	Changes in personnel of the Appraisal Council, Tendering, and Asset Disposal.
75	72/NQ-HĐQT	30/10/2025	Regarding short-term borrowings and loan security measures at Vietnam International Bank (VIB).
76	73/NQ-HĐQT	01/12/25	Regarding the increase of charter capital contribution for Becamex Infrastructure Development Joint Stock Company – Binh Phuoc.
77	74/NQ-HĐQT	02/12/25	Regarding the increase of charter capital contribution for Becamex Binh Dinh Joint Stock Company.
78	75/NQ-HĐQT	11/12/25	Regarding long-term borrowings and loan security measures at Vietnam Technological and Commercial Joint Stock Bank (Techcombank/TCB).



No.	Resolution No.	Date	Content
79	76/NQ-HĐQT	12/12/25	Appointment of an authorized representative to manage Becamex Group's capital contribution in Becamex Binh Dinh Joint Stock Company.
80	77/NQ-HĐQT	15/12/2025	Regarding the increase of charter capital contribution for Vietnam – Singapore Industrial Park Co., Ltd. (VSIP).
81	78/NQ-HĐQT	24/12/2025	Regarding approval in principle of the establishment of a subsidiary – WTC Becamex One Member Limited Liability Company.
82	79/NQ-HĐQT	31/12/2025	Regarding the payment of remuneration to individuals serving on the Board of Directors and the Board of Supervisors at member companies over the years.
83	80/NQ-HĐQT	31/12/2025	Regarding the appropriation for the Science and Technology Development Fund in 2025



**REPORT OF THE INDEPENDENT MEMBER OF THE BOARD OF DIRECTORS
SUBMITTED TO
THE 2026 ANNUAL GENERAL MEETING OF SHAREHOLDERS**

1. Regarding organizational structure

The Board of Directors (BOD) for the first term (2023-2028) of Becamex Investment and Industrial Development Group (Becamex Group) consists of 7 members, including 2 independent members. All members of the BOD participate fully and actively in the Group's governance activities, ensuring good corporate governance practices.

2. Regarding the results of governance and supervision:

The BOD has performed its role well in implementing the plans, policies, and strategic orientations set by the GMS.

The Chairman of the Board of Directors has assigned tasks and responsibilities to members to perform the duty of inspecting and supervising the Group's activities in accordance with the law and the Charter.

The BOD has fulfilled its role and responsibilities in directing, supporting, and supervising the Board of General Directors in implementing the contents approved by the GMS and the BOD, ensuring compliance with legal regulations while harmonizing the interests of the Group and its shareholders.

The Group has complied with relevant regulations regarding the authority to approve, monitor, and disclose transactions between the Group's insiders, related persons of insiders, and the Group. These transactions have been disclosed in accordance with the law.

3. Regarding compliance with regulations

Members of the Board of Directors proactively update new legal policies related to the Group's operations, especially in the securities sector, to timely amend and supplement the Charter and regulations for submission to the GMS for approval.

4. Conclusion:

The BOD has fully performed its function in supervising the Group's executive operations, providing appropriate orientation, and timely direction to ensure the effective use of resources to achieve the targets assigned by the GMS.

The activities of the BOD in 2025 complied with the Group's Charter, the Group's Governance Regulations, and legal provisions.



All members of the BOD have complied with the regulations on participating in BOD meetings, discussing, and voting independently and objectively on the basis of ensuring the highest interests of the Group's shareholders.

Respectfully submitted to the 2026 Annual General Meeting of Shareholders for consideration and approval.

INDEPENDENT BOARD MEMBER



NGUYEN VAN HIEN PHUC



**REPORT OF THE INDEPENDENT MEMBER OF THE BOARD OF DIRECTORS
SUBMITTED TO THE 2026 ANNUAL GENERAL MEETING OF SHAREHOLDERS****1. REGARDING THE ORGANIZATION OF BOARD OF DIRECTORS
MEETINGS**

BOD meetings were convened and conducted with a specific schedule. The contents of the meetings were discussed and voted on by BOD members in accordance with the Charter and the BOD's Operating Regulations.

BOD members attended all BOD meetings. Meeting minutes fully record the voting results of each member.

2. OPERATIONAL RESULTS AND FINANCIAL SITUATION OF THE GROUP

The selected auditing firm ensures reliability, honesty, compliance with audit deadlines, compliance with professional regulations, and ensures independence and objectivity when providing audit opinions.

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

2025 production and business results of the Group

- According to the combined financial statements: total revenue in 2025 reached 7,495 billion VND, completing 96% of the plan and growing 56% compared to the 2024 performance. Total actual costs reached 5,127 billion VND, completing 89% of the plan and 187% compared to the 2024 performance. Profit after tax reached 2,083 billion VND, completing 113% of the plan and growing 15% compared to the 2024 performance.

- According to the consolidated financial statements: total consolidated revenue reached 9,819 billion VND, completing 103% of the plan and increasing 33% compared to 2024. Consolidated profit after tax reached 3,525 billion VND, achieving 143% of the plan assigned by the GMS and increasing 47% compared to 2024.

**3. TRANSACTIONS WITH THE GROUP'S INSIDERS AND RELATED
PERSONS OF INSIDERS**

The Group has complied with relevant regulations regarding the authority to approve, monitor, and disclose transactions between insiders, related persons of insiders, and the Group. These transactions have been disclosed in accordance with the law.

4. GENERAL ASSESSMENT OF THE BOARD OF DIRECTORS' ACTIVITIES

The Board of Directors has provided breakthrough business development orientations, consistent with the development trends aimed at sustainable growth for the Group.



Members of the Board of Directors have fulfilled their roles and responsibilities, attended meetings fully, and provided voting opinions that contributed to the development orientation of the Group.

The Board of Directors has proposed effective and timely solutions to support the Board of General Directors in management and administration, applying digitalization to enhance the operational efficiency of the enterprise.

Respectfully submitted to the 2026 Annual General Meeting of Shareholders for consideration and approval.

INDEPENDENT BOARD MEMBER



Vu Quang Vinh





REPORT OF THE BOARD OF SUPERVISOR



**REPORT OF THE BOARD OF SUPERVISOR
ON THE SITUATION AND OPERATIONAL RESULTS IN 2025
(Submitted to the 2026 Annual General Meeting of Shareholders)**

Pursuant to the Law on Enterprises No. 59/2020/QH14 passed by the National Assembly of the Socialist Republic of Vietnam on June 17, 2020;

Pursuant to the Charter of Organization and Operation of Becamex Investment and Industrial Development Group (Becamex);

Pursuant to the Regulations on Organization and Operation of the Board of Supervisor of Becamex Investment and Industrial Development Group (Becamex);

Pursuant to the 2025 consolidated and combined financial statements of Becamex Investment and Industrial Development Group (the "Group"), which have been audited by A&C Auditing and Consulting Co., Ltd.

We, the Board of Supervisor ("BOS"), would like to report to the shareholders on the situation and operational results of the BOS in 2025 as follows:

I. Activities of the BOS

1. Activities of the BOS

The Group's BOS for the second term (2023 – 2028) was elected and approved by the Annual General Meeting of Shareholders ("GMS"). In 2025, the structure and number of BOS members remained unchanged compared to 2024, specifically as follows:

No.	Board of Supervisor member	Position	Appointment/Reappointment date
1	Mr. Ho Hong Thach	Head of Board	Appointed on November 28, 2024
2	Mr. Nguyen Minh Duong	Member	Appointed on June 29, 2023
3	Ms. Huynh Thi Que Anh	Member	Reappointed on June 29, 2023

In 2025, the BOS made efforts to perform the tasks assigned by the GMS, focusing on the following main areas:

- In compliance with the Group's regulations, the BOS organized thematic meetings to objectively assess the financial situation and production and business activities. The focus of the work included appraising the appropriateness of accounting policies and the reliability of



the financial statements ("FS"), as well as the consistency of the reports of the state capital representative with the Group's data.

- Members of the BOS proactively arranged their work to attend GMS meetings fully. The Head of the BOS participated and contributed in-depth opinions at meetings of the Board of Directors ("BOD") and other key meetings to timely grasp the business and investment situation. Through this, the BOS strictly supervised compliance with the law and internal regulations in the issuance and implementation of Resolutions of the GMS and the BOD, as well as the management activities of the Board of General Directors.

- Assessing the implementation of the Group's production and business plan through reviewing quarterly and annual audited financial statements;

- Supervising the fulfillment of periodic and extraordinary information disclosure obligations of the listed company, to ensure timeliness, accuracy, and transparency in conveying information to shareholders;

- Proposing a list of independent auditing firms, which are capable and reputable, to audit the financial statements and operational activities of the Group in 2025;

- Supervising the organization of the 2025 Annual GMS to ensure compliance with legal regulations;

- Conducting reviews of reports as specifically requested by the state shareholder representative in accordance with Point c, Clause 2, Article 115 and Clause 6, Article 170 of the 2020 Law on Enterprises;

2. Meetings of the BOS

- In 2025, the BOS conducted 18 meetings objectively and responsibly. With the full participation of its members, the BOS discussed and reached a consensus on key issues related to the management and administration of the Group's business activities to ensure transparency and operational efficiency, with the main contents as follows:

- Developing an orientation plan for the BOS's work in 2025.

- Assessing the annual production and business results, comparing them with the plan set by the GMS, and evaluating the activities of the BOD, the Executive Board, and the BOS in 2024 for presentation at the 2025 meeting;

- Appraising the financial statements in 2025 with the following main contents:

- + Reviewing the honesty and reasonableness of financial figures, in accordance with accounting standards;

- + Objectively evaluating business performance in each period;

- + Evaluating the financial situation and the performance of periodic budget obligations of the Group, ensuring transparency and compliance with the law.

- Evaluating the content of the report of the state capital representative at the Group. Throughout the past fiscal year, the BOS performed its duties in a spirit of independence and



objectivity, adhering to legal regulations and the Group's internal regulations, contributing to the Group's risk management. The BOS fulfilled its role and responsibilities well, proactively identifying and providing timely, constructive contributions regarding activities with potential risks, supporting the Group's management and administration.

- The salary and bonuses for members of the BOS at the Group in 2025 amounted to 2.710.909.985 VND. Details of the salary and bonuses for each member are disclosed in section 2a, part VIII of the 2025 audited financial statements at the link: <https://becamex.com.vn/quan-he-co-dong/cong-bo-thong-tin/>.

- Operating expenses and other benefits: 0 VND.

II. Results of the BOS's inspection

1. Results of supervision of the BOD

In 2025, the number and structure of BOD members changed compared to 2024, specifically as follows:

No.	BOD member	Position	Appointment/Reappointment date
1	Mr. Nguyen Van Hung	Chairman of the BOD	Reappointed on June 29, 2023
2	Mr. Nguyen Phu Thinh	Vice Chairman of the BOD	Reappointed on June 29, 2023
3	Mr. Pham Ngoc Thuan	BOD member Vice Chairman of the BOD	Reappointed on June 29, 2023 Appointed on May 15, 2025
4	Mr. Nguyen The Duy	Vice Chairman of the BOD	Appointed on May 15, 2025
5	Mr. Nguyen Danh Tung	Non-executive BOD member	Reappointed on June 29, 2023
6	Mr. Nguyen Van Hien Phuc	Independent member	Reappointed on June 29, 2023
7	Mr. Vu Quang Vinh	Independent member	Appointed on May 15, 2025

The aforementioned change in BOD personnel was carried out in accordance with the provisions of the Law on Enterprises and the Group's Charter, specifically:

The GMS held a meeting on May 15, 2025, according to Meeting Minutes No. 01/2025/BB-ĐHĐCĐ and issued Resolution No. 01/2025/NQ-ĐHĐCĐ dated May 15, 2025, resolving to elect additional members to the BOD for the second term, 2023-2028: Mr. Nguyen The Duy and Mr. Vu Quang Vinh.

- The BOD held a meeting on May 15, 2025, according to Meeting Minutes No. 34/BB-HĐQT (7/7 members in favor) and issued Resolution No. 34/2025/NQ-HĐQT dated May 15, 2025, resolving to unify the election of titles within the BOD for the second term, 2023-2028.

In 2025, the BOD for the second term (2023-2028) of the Becamex Investment and Industrial Development Group performed its leadership and management role in business activities, adhering to strategic orientations and ensuring the progress and goals approved. This activity was implemented within the legal framework of the Law on Enterprises, the Group's Charter, Resolutions of the GMS, and relevant legal regulations.

In a spirit of openness and transparency, the BOD held 83 meetings to timely issue



important strategic decisions. Key issues were thoroughly discussed, reaching a high consensus before issuance. The main contents focused on optimizing the management apparatus through rearranging departments and changing key personnel, while proactively adjusting capital flows to ensure flexibility in the face of market fluctuations, alongside focusing resources on strategic infrastructure projects for key transportation and industrial park projects, establishing Becamex Group's position to realize long-term growth goals.

2. Operational results and results of supervision of the Board of General Directors' activities

In 2025, the Board of General Directors proactively implemented the BOD's resolutions, helping to realize the year's strategic goals and affirming the Group's leading position in core sectors. In particular, the effort to balance resources to launch new-generation transportation and eco-industrial park projects demonstrated a positive financial structure, helping the Group not only stabilize in the short term but also create long-term value for shareholders.

The BOS highly appreciates the sense of responsibility and transparency of the Board of General Directors through maintaining a mechanism of regular reporting and consultation and inviting the BOS to attend key meetings. This proactiveness helped the internal management system control risks well, ensuring all investment activities complied with legal regulations and shareholder resolutions. This is a solid foundation helping the Group complete profit targets and increase sustainable value in the medium and long term.

3. Results of supervision of the Group's operational and financial situation

After reviewing the reports of the BOD and the Executive Board, the BOS agrees with the assessment of the Group's business performance. Key business performance indicators are summarized from the data of the Group's 2025 audited consolidated financial statements as follows:

Unit: Billion VND

Indicator	Actual 2024	2025		2025 Actual/ 2024 Actual (%)	2025 Actual/ 2025 Plan (%)
		Plan	Actual		
Total revenue	4.791	7.786	7.495	156	96
Total expenses	2.747	5.751	5.127	187	89
Profit before tax	2.044	2.035	2.368	116	116
Profit after tax	1.803	1.845	2.083	115	113

At the parent company, total revenue in 2025 reached 7.495 billion VND, equivalent to 156% of the results achieved in 2024 and 96% of the annual plan target. In 2025, the real estate business sector maintained its leading position, contributing the majority of total revenue with 5.855 billion VND, equivalent to 78%. Following this, the provision of wastewater treatment services, management, and maintenance of infrastructure in industrial parks generated 402 billion VND, accounting for 5% of total revenue. The remaining revenue from construction



activities and other sources reached 87 billion VND, corresponding to 1% of total revenue.

Core operations grew strongly, with net revenue from sales and service provision increasing significantly to 6.343 billion VND, up nearly 69% year-on-year, primarily due to increased real estate business revenue. However, the ratio of cost of goods sold to net revenue increased from 22% to 33%, directly pulling the adjusted gross profit margin from 78% down to 67%. The Executive Board needs to continue monitoring input factors and production costs closely to optimize real estate business efficiency in the coming periods.

Financial activities maintained a positive contribution momentum with revenue reaching 1.111 billion VND (an increase of 10%, equivalent to an increase of over 100 billion VND). Together with well-controlled selling expenses (a slight increase of 0.4%) and the growth in other income (an increase of 125%, equivalent to an increase of 23 billion VND), this contributed to rebalancing the overall business results.

Besides the positive points, it is noteworthy that financial expenses increased by 134% (799 billion VND), of which interest expenses increased by 18% (203 billion VND). Additionally, other expenses increased sharply by 116%, leading to a significant decline in other profits. This increase in expenses exerted pressure on net profit. Accordingly, total accounting profit before tax reached 2.368 billion VND, equal to 116% of the results achieved in 2024 and 116% of the annual plan target. Profit after tax increased by 15% to 2.083 billion VND, reaching 113% of the annual plan. In general, 2025 continued to be a challenging year, with consolidated revenue affected by general market difficulties. Despite facing pressure from increased financial expenses and cost of goods sold, by exceeding the profit targets assigned by the GMS, the Board of Supervisor highly appreciates the Group's efforts to maintain sustainable growth.

Business performance results according to the 2025 consolidated financial statements of the Group:

Unit: Billion VND

Indicator	2024 Actual	2025		2025 Actual/ 2024 Actual (%)	2025 Actual/ 2025 Plan (%)
		Plan	Actual		
Total revenue	7.410	9.500	9.819	133	103
Total expenses	4.831	6.800	6.076	126	89
Profit before tax	2.579	2.700	3.743	145	138
Profit after tax	2.401	2.470	3.525	147	143

In 2025, revenue from the real estate business returned to strong growth, recording a breakthrough in the core business segment as net revenue reached 6.953 billion VND, growing by over 32% (equivalent to an increase of 1.693 billion VND) compared to the previous period.

Although the ratio of cost of goods sold to net revenue adjusted upward from 33% to



40%, narrowing the gross profit margin to 60%, thanks to the strong scale of revenue growth, gross profit still reached an impressive 4.165 billion VND, a growth of 19%.

A bright spot in 2025 was the outstanding contribution from the share of profit in joint ventures and associates with a value of 2.633 billion VND, an increase of over 35% compared to the previous year. Furthermore, the reduction in selling expenses (a decrease of over 57 billion VND) along with stable growth from financial revenue and other income significantly offset the pressure from increased corporate management expenses, financial expenses, and other expenses.

Accordingly, the Group's consolidated business results reached a profit before tax of 3.743 billion VND, a strong growth of 45%, completing 138% of the plan. With a consolidated profit after tax of 3.525 billion VND, a growth of nearly 47% compared to 2024, the Group completed 143% of the annual profit plan. In general, these impressive financial results demonstrate the Group's effective adaptability in the context of a volatile global economy due to trade tensions, tariffs, and barriers from the real estate market.

The financial situation of the Group is assessed through the following basic indicators
(Based on consolidated financial statements):

No.	Indicator	Unit	As of December 31, 2024	As of December 31, 2025
A	Solvency ratio			
1	General solvency ratio = Total assets/Liabilities	Time s	1,54	1,62
2	Short-term debt solvency ratio = Current assets/Current liabilities	Time s	1,45	1,45
B	Capital structure ratio			
1	Liabilities/Total assets ratio	%	64,73	61,65
2	Liabilities/Equity ratio	Time s	1,84	1,61
C	Profitability ratio			
1	Return on Average Total Assets (ROA)	%	4,28	5,89
2	Return on Average Equity (ROE)	%	11,94	15,98

As of December 31, 2025, the Group's liquidity ratios continued to remain above 1.0, confirming a stable financial position and ensuring the ability to repay debt obligations. The general liquidity ratio increased slightly from 1,54 to 1,62 times, mainly due to the expansion of long-term asset scale through investments in joint ventures and associates. The short-term debt liquidity ratio remained stable at 1,45 times.

The Group's capital structure has shifted in a more positive direction. The Liabilities/Equity ratio recorded a decrease from 1,84 times to 1,61 times. The Liabilities/Total Assets ratio also recorded a decrease from 64,73% to 61,65%.

In 2025, the Group's profitability ratios improved in terms of capital and asset utilization



efficiency thanks to the strong growth in profit after tax. Specifically, the ROA ratio increased from 4,28% to 5,89% and the ROE ratio increased from 11,94% to 15,98%.

The Group's financial situation in 2025 shows stable and safe growth, with debt repayment capacity consistently ensured at a good level. The capital structure has undergone a positive shift by gradually reducing reliance on debt and enhancing financial autonomy. Business performance recorded a strong breakthrough, with profitability on assets and equity both improving significantly thanks to the outstanding growth in profit after tax.

4. Assessment of transactions related to members of the Board of Directors, the General Director, and related persons

The Board of Supervisor agrees with the report on transactions related to members of the Board of Directors in 2025 as stated in Section VII of the 2025 public company governance report, which has been disclosed on the website at: <https://becamex.com.vn/quan-he-co-dong/bao-cau-tinh-hinh-quan-tri-cong-ty/>, including the following transactions:

Transactions between the Group, other companies controlled by the Group with over fifty percent (50%) of charter capital, and members of the Board of Directors, the General Director, and related persons of such members.

Transactions between the Group and companies in which a member of the Board of Directors is a founding member or a corporate manager within the 03 years immediately preceding the transaction.

The above transactions were conducted in accordance with current legal regulations and disclosed as required. On the basis of equality and voluntariness, all transaction contents are reasonable, suitable to the capacity of the participating parties, and in the interest of the Group.

5. Results of the 2025 financial statement audit

The Board of Supervisor agrees with the content of the 2025 financial statements audited by A&C Auditing and Consulting Co., Ltd. According to the assessment of the Board of Supervisor, the report reflects truthfully and reasonably, in all material respects, the situation and results of production and business operations as well as the financial position of the Group as of December 31, 2025, in accordance with current Vietnamese Accounting Standards and regulations.

6. Assessment of the coordination between the Board of Supervisor, the Board of Directors, the Board of General Directors, and shareholders

In the 2025 fiscal year, the supervisory activities of the Board of Supervisor were implemented effectively through close interaction with the Board of Directors and the Board of General Directors. This coordination contributed to strengthening the mechanism for protecting shareholder rights. The Board of Supervisor did not receive any comments or complaints from shareholders regarding violations by the Board of Directors, the Board of General Directors, or the Board of Supervisor in the performance of their duties. This reflects transparency and responsibility in corporate governance, while reinforcing shareholder confidence in the Group's operations.

III. Conclusion



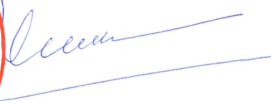
In 2025, the management of the Board of Directors and the Board of General Directors demonstrated flexibility and outstanding efforts to protect the maximum interests of the enterprise. Despite the negative fluctuations in the real estate market, the Group still achieved impressive financial milestones. Although combined revenue did not meet expectations, the consolidated revenue exceeded the plan by 103%. In particular, the profit after tax indicator recorded a strong breakthrough, completing 113% (combined) and 143% (consolidated) of the annual plan, respectively.

The Board of Directors and the Board of General Directors demonstrated compliance with the provisions of the Law on Enterprises, the Group's Charter, and Resolutions of the GMS. By effectively utilizing resources of capital, assets, and labor, the Group fulfilled its obligations to the state and shareholders; and focused on improving the lives of employees. All activities were carried out transparently, complying with information disclosure regulations, contributing to building a strong and reliable corporate environment.

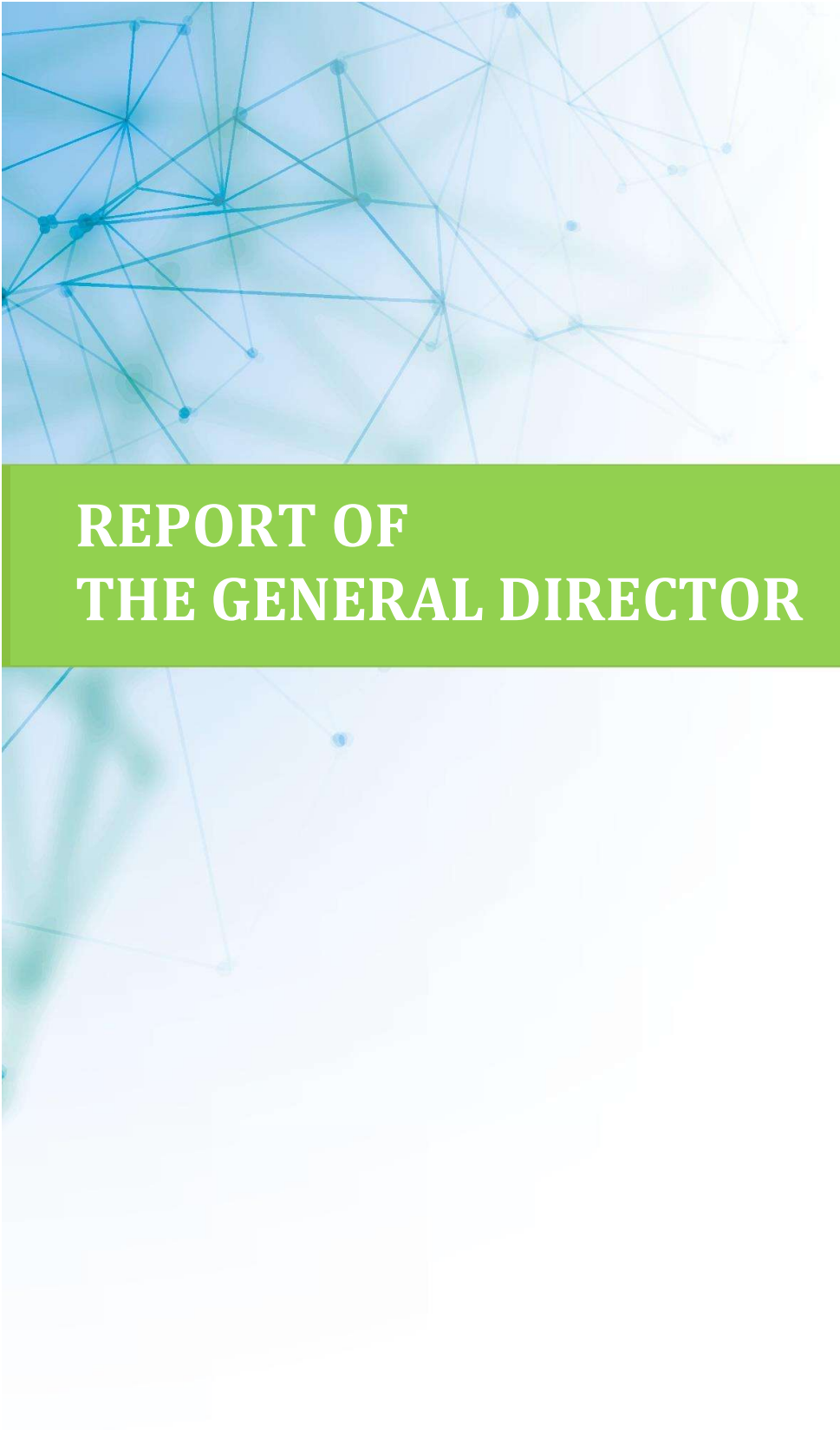
The above is the activity report of the Board of Supervisor for 2025, respectfully submitted to the GMS for consideration and approval.

**ON BEHALF OF THE BOARD
OF SUPERVISOR**

HEAD OF THE BOARD

 
NGUYỄN HỒNG THẠCH





REPORT OF THE GENERAL DIRECTOR



REPORT OF THE GENERAL DIRECTOR
To: The 2026 Annual General Meeting of Shareholders**I. Context of 2025**

Vietnam was a bright spot for growth in 2025 with GDP increasing by 8,02% amidst global trade and tariff tensions. In early April 2025, the US announced reciprocal tariffs on major exporting countries, causing global trade and financial markets to fluctuate strongly in a context of slow demand recovery. On the positive side, the US lowered interest rates 3 times in 2025, reducing pressure on monetary policy and exchange rates for countries with significant trade such as Vietnam.

Domestically, competent authorities have implemented numerous reforms, such as streamlining administrative focal points through the merger of Ministries and agencies, implementing a two-tier local government system, and, notably, the National Assembly's passage of a Resolution on the reorganization of administrative units from 63 provinces and cities down to 34, officially effective from July 01, 2025. This opens up significant new development space with the goal of achieving double-digit economic growth from 2026 onwards. Furthermore, necessary support policies, such as tax reductions and maintaining stable interest rate levels, have contributed to boosting consumption and reducing costs for businesses. In 2025, the National Assembly approved amendments to several key laws, including the Law on Management and Investment of State Capital in Enterprises (Law No. 68), the amended Law on Enterprises (Law No. 76), the Law on Investment (Law No. 143), and the Law on Personal Income Tax (Law No. 109), which are expected to resolve difficulties, increase business proactivity, unlock resources, and promote investment and development in the coming period.

II. Highlights of the Group's production and business activities in 2025**1. 2025 Business Results Report****- 2025 Combined Financial Statements**

No.	Indicator	Unit	2024 Actual	2025 Plan	2025 Actual	2025 Actual/ 2025 Plan	2025 Actual/ 2024 Actual
1	Total revenue	Million VND	4.791.001	7.786.000	7.495.470	96%	156%
2	Total expenses	Million VND	2.746.965	5.751.000	5.127.113	89%	187%



No.	Indicator	Unit	2024 Actual	2025 Plan	2025 Actual	2025 Actual/ 2025 Plan	2025 Actual/ 2024 Actual
3	Profit before tax	Million VND	2.044.035	2.035.000	2.368.358	116%	116%
4	Profit after tax	Million VND	1.803.414	1.845.000	2.082.747	113%	115%

In 2025, Becamex Group focused its investment resources on core business activities, including Industrial Parks - Urban Areas - Smart Services - Transportation - Social Housing, and Science and Technology. Specifically, in the transportation sector, from now until 2027, the Group will invest in 04 key transportation projects in the Ho Chi Minh City area, namely the National Highway 13 expansion project, the Ho Chi Minh City-Thu Dau Mot-Chon Thanh Expressway, Ring Road 4 (the section passing through the former Binh Duong), and the My Phuoc-Tan Van road upgrade project, with a total investment of approximately 65.000 billion VND, of which the business's investment capital is nearly 35.000 billion VND. In 2025 alone, the Group and investors in the consortium commenced the Ho Chi Minh City – Thu Dau Mot – Chon Thanh Expressway project with a total investment of 17.116 billion VND in early February 2025, followed by the Ring Road 4 project (the section passing through the former Binh Duong), which also commenced in June 2025 with a total investment of 21.702 billion VND. Upon completion, these projects will help increase connectivity and reduce cargo transportation time from Dong Nai Province and the Central Highlands to Ho Chi Minh City and the Western provinces.

With the goal of creating sustainable housing for workers, during the year, the Group and companies within its ecosystem commenced construction on the Viet Sing 6 Social Housing project and the Dinh Hoa 5 Social Housing project, providing over 4.000 apartments for workers in the Ho Chi Minh City area.

In the Industrial Park (IP) sector, in May 2025, the Group broke ground on two IP projects following the new-generation smart eco-industrial park model: the Bau Bang Industrial Park expansion phase 2 (380ha) and the Cay Truong Industrial Park (700ha). This is an IP model that integrates digital technology, renewable energy, and sustainable development solutions, aiming for a new-generation, environmentally friendly, and net-zero emission smart eco-industrial park model. The planning of these 02 IP projects is linked to a strategic transportation network, most notably the Bac Tan Uyen – Phu Giao – Bau Bang route (10 lanes), which has been in use since 2024, and the Bau Bang – My Phuoc – Tan Van road, which facilitates cargo transportation.

Keeping pace with the trends of scientific and technological development, innovation, and digital transformation, over the past years, the Group has gradually concretized its strategic orientation through programs and foundational institutions in the fields of R&D, high technology, and the development of an innovation ecosystem.



In 2025, the Group collaborated with Ho Chi Minh City and relevant departments and agencies to finalize the Development Project for the North Ho Chi Minh City Science and Technology Urban Area, submitted in early 2026 and officially approved. The project affirms Becamex's commitment to accompanying the City in implementing major central policies on developing science and technology, innovation, and transforming the growth model based on knowledge and technology.

The science and technology ecosystem of the North Ho Chi Minh City Science and Technology Urban Area inherits the foundation of projects, works, and international cooperation networks that have been invested in and operated according to international standards. Typical partners include A*STAR, ARTC, Fraunhofer ENAS, Singapore Polytechnic, NUS, NUS Enterprise, ITRI, along with domestic universities and research institutes such as Vietnam National University, Ho Chi Minh City, Vietnamese-German University, and Eastern International University. This network ensures academic depth, research and development capacity, and global connectivity.

With its strategic position in the development structure of Ho Chi Minh City and the Southeast Region, the North Ho Chi Minh City Science and Technology Urban Area is oriented to become a new growth pole based on science and technology, contributing to restructuring urban space according to a multi-polar model, reducing pressure on the central area, and enhancing long-term competitiveness.

The ecosystem is organized around a cluster of ecological and science parks, integrating training, research, testing, demonstration, and technology commercialization, creating a foundation for sustainable development and added value for shareholders in the medium and long term.

The year 2025, with its intertwined challenges and opportunities, saw the leadership and the entire Becamex Group strive to achieve the highest results assigned by the GMS. Specifically, according to the 2025 audited combined Financial Statements, total revenue in 2025 reached 7.495 billion VND, completing 96% of the plan and growing 56% compared to the 2024 performance. Total expenses reached 5.127 billion VND, completing 89% of the plan and 187% compared to the 2024 performance. Profit after tax reached 2.082,7 billion VND, completing 113% of the plan and growing 15% compared to the 2024 performance.

The residential real estate segment is the main growth driver for the Group's revenue and profit. Specifically, residential real estate revenue in 2025 accounted for 73% of the total revenue structure, reaching 5.483 billion VND, a growth of 89%, thanks to positive investment attraction results in Binh Duong New City from high-rise projects and Green City low-rise housing projects. Due to the change in the business product structure during the year, the gross profit margin of the residential real estate segment decreased from 78% in 2024 to 61% in 2025, but it remains at a high level.

Following this is financial revenue (mainly dividends received from subsidiaries), accounting for 15% of the total revenue structure, reaching 1.110 billion VND and increasing 10% compared to the previous year. With a more selective investment attraction strategy focusing on high-tech and sustainable sectors, the proportion of revenue from land leasing and



IP services in 2025 reached 773 billion VND, contributing 10% to the revenue structure. Revenue from IP land leasing is expected to grow strongly from 2026 with 02 projects, Bau Bang expansion (phase 2) and Cay Truong, ready for lease. The remainder comes from revenue from other activities (Social Housing, investment real estate for lease).

Regarding expenses, financial expenses (mainly interest expenses) in 2025 were 1,396 billion VND, an increase of 133,6% compared to 2024 due to the absence of investment provision reversals. If the impact of the provision is excluded, financial expenses this year did not change significantly compared to the 2024 performance. Financial expenses accounted for 18,6% of total revenue because the proportion of debt still accounts for the majority of the Group's production and business capital sources. Management and selling expenses were within the plan.

- 2025 Audited Consolidated Financial Statements

No.	Indicator	Unit	2024 Actual	Plan 2025	2025 Actual	2025 Actual/ 2025 Plan	2025 Actual/ 2024 Actual
1	Total revenue	Million VND	7.410.195	9.500.000	9.819.012	103%	133%
2	Total expenses	Million VND	4.830.870	6.800.000	6.076.273	89%	126%
3	Profit before tax	Million VND	2.579.325	2.700.000	3.742.739	139%	145%
4	Profit after tax	Million VND	2.401.192	2.470.000	3.525.385	143%	147%

The production and business situation of units within the Becamex Group ecosystem generally achieved many positive results. In the IP sector, the Group and its subsidiaries leased 286 ha during the year, an increase of nearly 7% despite unfavorable tariff information. In particular, VSIP JV (BCM owns 49% of Charter capital) recorded a consolidated net revenue of 14.958 billion VND and a consolidated profit after tax of 3.746 billion VND, contributing positively to the Group's joint venture and associate profits. In the telecommunications and smart solutions sector, Viet Nam Technology & Telecommunication Joint Stock Company (VNTT), the unit implementing the Group's technology and digital transformation projects, recorded growth in net revenue and net profit of 16% and 18%, respectively. Units operating in the fields of education and healthcare all operated with stable efficiency.

In the context of a recovering and differentiated real estate and civil construction market, units in the ecosystem such as Becamex Infrastructure Development Joint Stock Company (IJC), Binh Duong Trade And Development Joint - Stock Company (TDC), and Binh Duong Construction & Civil Engineering Joint Stock Company (BCE) recorded results exceeding the plans set by their respective GMS.



With the above results, the Group's audited consolidated total revenue in 2025 reached 9.819 billion VND, completing 103% of the plan and increasing 33% compared to 2024. Consolidated profit after tax reached 3.525 billion VND, achieving 143% of the plan assigned by the GMS and increasing 47% compared to 2024.

2. Financial situation according to the 2025 audited Combined Financial Statements

As of December 31, 2025, the Group's total assets reached 52.523 billion VND, an increase of 7% compared to the beginning of the year, showing that the scale of the business's operations continues to expand and consolidate. The asset structure remained stable and reasonable, with current assets accounting for 61% and long-term assets accounting for 39% of total assets, similar to the structure at the beginning of the year. The increase in total assets mainly came from the Group's increased investment in existing companies and the implementation of projects under development, thereby increasing the value of inventory, reflecting the strategy of expanding the investment portfolio and accumulating resources for growth in the coming period.

The Group's liabilities at the end of 2025 reached 36.002 billion VND, an increase of 5% compared to the beginning of the year. Of this, bank loans and bond debt amounted to 23.916 billion VND, an increase of 2.053 billion VND compared to the beginning of the year, mainly to meet capital needs for project investment activities and capital increases at subsidiaries. Although the scale of capital mobilization increased to serve the development strategy, the financial leverage ratio (Liabilities/Equity) decreased from 2,4 times to 2,2 times, showing that the Group's capital structure is being improved in a more balanced and sustainable direction.

Regarding solvency, the Group's liquidity indicators remained at a level appropriate to the nature of its business operations. The current ratio and quick ratio were 1,5 times and 0,44 times, respectively, indicating that the Group is fully capable of paying its due debts.

Equity at the end of the year reached 16,521 billion VND, an increase of 1.968 billion VND compared to the beginning of the year, contributing to strengthening the financial foundation and enhancing capital autonomy. At the same time, capital efficiency continued to show an improving trend, with ROE reaching 12,6% and ROA reaching 4%, a slight increase compared to the 12,4% and 3,7% levels of the same period, indicating that the Group's business performance continues to be maintained positively.

In general, the Group's asset scale continues to grow, the capital structure has improved, and profitability efficiency maintains a positive trend, creating a solid financial foundation for the enterprise to implement investment plans, develop projects, and expand operations in the coming time.

3. Business Plan for 2026



a. Parent Company business plan with key targets:

No.	Indicator	2025 Actual (Billion VND)	2026 Plan (Billion VND)	Ratio (%) (Plan/ Actual)
1	Total revenue	7.495	8.250	110
2	Total expenses	5.127	5.600	109
3	Profit before tax	2.368	2.650	112
4	Profit after tax	2.083	2.290	110

b. Consolidated business plan with key targets:

No.	Indicator	2025 Actual (Billion VND)	2026 Plan (Billion VND)	Ratio (%) (Plan/ Actual)
1	Total revenue	9.819	10.230	104
2	Total expenses	6.076	6.100	100
3	Profit before tax	3.743	4.130	110
4	Profit after tax	3.525	3.883	110

The above is the General Director's report on the 2025 business results and the 2026 production and business plan.

Respectfully submitted to the 2026 Annual General Meeting of Shareholders for consideration and approval.

Ho Chi Minh City, June 25, 2026

GENERAL DIRECTOR



[Signature]
Nguyen Hoan Vu



**PROPOSALS
TO BE SUBMITTED TO THE
GENERAL MEETING OF SHAREHOLDERS**



PROPOSAL

(Regarding the approval of the audited Financial Statements, the Report of the Board of Directors and each independent member of the Board of Directors, and the Report of the Board of Supervisor)

To: The Annual General Meeting of Shareholders
Becamex Investment and Industrial Development Group

- Pursuant to the Law on Enterprises No. 59/2020/QH14 passed by the National Assembly of the Socialist Republic of Vietnam on June 17, 2020, and documents amending, supplementing, and guiding the Law;
- Pursuant to the Charter of Organization and Operation of Becamex Investment and Industrial Development Group;
- Pursuant to the Internal Regulations on Corporate Governance of Becamex Investment and Industrial Development Group.

The Board of Directors of Becamex Investment and Industrial Development Group respectfully submits to the General Meeting of Shareholders for approval the following reports:

1. The 2025 audited financial statements, including the Combined financial statements and the Consolidated financial statements.
(The audited financial report for 2025 is published on the Group's website: <https://becamex.com.vn/quan-he-co-dong/bao-cai-tai-chinh/>)
2. Board of Directors' report on operating results for 2025, business plan 2026 and Strategic Vision for 2026–2030; Report of each independent member of the Board of Directors.
3. Report of the Board of Supervisor.

(Reports are attached to the Meeting documents)

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

Respectfully submitted./.

Recipient:

- As above;
- Archived.

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



PROPOSAL

(Regarding: Approval of the General Director's Report on business results for 2025 and the 2026 business plan)

To: The Annual General Meeting of Shareholders
Becamex Investment and Industrial Development Group

– Pursuant to the Law on Enterprises No. 59/2020/QH14 passed by the National Assembly of the Socialist Republic of Vietnam on June 17, 2020, and documents amending, supplementing, and guiding the Law;

– Pursuant to the Charter of Organization and Operation of Becamex Investment and Industrial Development Group.

– Pursuant to the Internal Regulations on Corporate Governance of Becamex Investment and Industrial Development Group.

The Board of Directors respectfully submits to the General Meeting of Shareholders for approval the General Director's Report on the 2025 business results and the 2026 business plan with the following key contents:

1. Business results for 2025.**a. Parent company business results:**

No.	Indicator	2025 Plan (Billion VND)	2025 Actual (Billion VND)	Ratio (Actual/Plan)
1	Total revenue	7.786	7.495	96%
2	Total expenses	5.751	5.127	89%
3	Profit before tax	2.035	2.368	116%
4	Profit after tax	1.845	2.083	113%

b. Consolidated business results:

No.	Indicator	2025 Plan (Billion VND)	2025 Actual (Billion VND)	Ratio (Actual/Plan)
1	Total revenue	9.500	9.819	103%
2	Total expenses	6.800	6.076	89%
3	Profit before tax	2.700	3.743	139%
4	Profit after tax	2.470	3.525	143%



2. 2026 business plan

a. Parent Company business plan with key targets:

No.	Indicator	2025 Actual (Billion VND)	2026 Plan (Billion VND)	Ratio (Plan/Actual)
1	Total revenue	7.495	8.250	110%
2	Total expenses	5.127	5.600	109%
3	Profit before tax	2.368	2.650	112%
4	Profit after tax	2.083	2.290	110%

b. Consolidated business plan with key targets:

No.	Indicator	2025 Actual (Billion VND)	2026 Plan (Billion VND)	Ratio (Plan/Actual)
1	Total revenue	9.819	10.230	104%
2	Total expenses	6.076	6.100	100%
3	Profit before tax	3.743	4.130	110%
4	Profit after tax	3.525	3.883	110%

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

Respectfully submitted./.

Recipient:

- As above;
- Archived.

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



NGUYEN VAN HUNG



No.: 03/2026/TTr-HDQT

Ho Chi Minh City, June 25, 2026

PROPOSAL(Regarding: Approval of the profit distribution plan for 2025
profit distribution plan for 2026)**To: The Annual General Meeting of Shareholders**
Becamex Investment and Industrial Development Group

- Pursuant to the Law on Enterprises No. 59/2020/QH14 passed by the National Assembly of the Socialist Republic of Vietnam on June 17, 2020, and documents amending, supplementing, and guiding the Law;
- Pursuant to the Charter of Organization and Operation of Becamex Investment and Industrial Development Group;
- Pursuant to the Internal Regulations on Corporate Governance of Becamex Investment and Industrial Development Group.

The Board of Directors respectfully submits to the General Meeting of Shareholders for approval the profit distribution for 2025 and the profit distribution plan for 2026 with the following key contents:

1. Profit distribution for 2025:**Unit: VND**

No.	INDICATOR	2025 PLAN	2025 ACTUAL
1	Total profit after tax	1.845.000.000.000	2.082.746.904.016
2	<i>Appropriation for development investment fund (30% of PAT)</i>	<i>553.500.000.000</i>	<i>624.824.071.205</i>
3	<i>Appropriation for bonus and welfare fund</i>	<i>136.146.000.000</i>	<i>117.087.269.000</i>
4	<i>Appropriation for BOD, Board of Supervisor, and Executive Board bonuses</i>	<i>2.211.650.000</i>	<i>2.631.423.000</i>
5	Remaining profit after fund appropriation	1.153.142.350.000	1.338.204.140.811
6	Profit from previous year carried forward	56.541.879.332	117.264.050.471
7	Charter capital	11.488.500.000.000	10.350.000.000.000
8	Dividend/Charter capital ratio	10%	14%
9	Dividends	1.148.850.000.000	1.449.000.000.000
10	Remaining profit carried forward to next year	60.834.229.332	6.468.191.282



2. Profit distribution plan for 2026.

Unit: VND

No.	INDICATOR	2025 ACTUAL	2026 PLAN
1	Total profit after tax	2.082.746.904.016	2.290.000.000.000
2	<i>Appropriation for development investment fund</i>	624.824.071.205 (30% of PAT)	916.000.000.000 (40% of PAT)
3	<i>Appropriation for bonus and welfare fund</i>	117.087.269.000	127.613.000.000
4	<i>Appropriation for BOD, Board of Supervisor, and Executive Board bonuses</i>	2.631.423.000	3.444.000.000
5	Remaining profit after fund appropriation	1.338.204.140.811	1.242.943.000.000
6	Profit from previous year carried forward	117.264.050.471	6.468.191.282
7	Charter capital	10.350.000.000.000	11.799.000.000.000
8	Dividend/Charter capital ratio	14%	10%
9	Dividends	1.449.000.000.000	1.179.900.000.000
10	Remaining profit carried forward to next year	6.468.191.282	69.511.191.282

Respectfully submitted./.

Recipients:

- As above;
- Archive.

ON BEHALF OF THE BOARD OF
DIRECTORS
CHAIRMAN



NGUYEN VAN HUNG



PROPOSAL

Regarding the payment of dividends for 2025

To: The Annual General Meeting of Shareholders
Becamex Investment and Industrial Development Group

- Pursuant to the Law on Enterprises No. 59/2020/QH14 passed by the National Assembly of the Socialist Republic of Vietnam on June 17, 2020, and guiding documents for implementation;
- Pursuant to the Law on Securities No. 54/2019/QH14 dated November 26, 2019, as amended and supplemented by Law No. 56/2024/QH15 dated November 29, 2024;
- Pursuant to Decree No. 155/2020/NĐ-CP dated December 31, 2020, of the Government detailing the implementation of a number of articles of the Law on Securities;
- Pursuant to Decree No. 245/2025/NĐ-CP dated September 11, 2025, of the Government on amending and supplementing a number of articles of Decree No. 155/2020/NĐ-CP dated December 31, 2020, of the Government detailing the implementation of a number of articles of the Law on Securities;
- Pursuant to Circular No. 118/2020/TT-BTC dated December 31, 2020, of the Ministry of Finance guiding a number of contents on the offering and issuance of securities, public tender offers, share repurchases, registration of public companies, and cancellation of public company status, and amending, supplementing, and guiding documents;
- Pursuant to the Charter of Organization and Operation of Becamex Investment and Industrial Development Group (Becamex Group/the Group);
- Pursuant to the Internal Regulations on Corporate Governance of Becamex Investment and Industrial Development Group.

The Board of Directors of Becamex Group respectfully submits to the General Meeting of Shareholders for approval the payment of dividends for 2025, specifically as follows:

- I. Payment ratio: 14%**
- II. Payment time: during 2026.**
- III. Payment method: shares or cash.**

The General Meeting of Shareholders authorizes/ delegates the Board of Directors to implement the plan to issue shares to pay dividends for 2025 according to the detailed plan outlined in Section IV of this Proposal.



In the event that the plan to issue shares to pay dividends for 2025 cannot be implemented, the General Meeting of Shareholders authorizes/ delegates the Board of Directors to proceed with the procedure of paying dividends for 2025 in cash.

IV. Plan for share issuance to pay dividends for 2025

Stock name	Becamex Investment and Industrial Development Group stock
Ticker symbol:	BCM
Stock type:	Common stock
Par value:	10.000 VND/share
Number of outstanding shares:	1.035.000.000 shares
Number of treasury shares:	0 shares
Number of shares expected to be issued:	144.900.000 shares
Total expected issuance value at par value:	1.449.000.000.000 VND
Total expected number of shares after issuance:	1.179.900.000 shares
Total expected value of shares after issuance at par value	11.799.000.000.000 VND
Expected charter capital increase:	1.449.000.000.000 VND
Expected charter capital after issuance	11.799.000.000.000 VND
Issuance method	Issuance of shares to pay 2025 dividends
Issuance ratio (number of shares expected to be issued/number of outstanding shares):	14% of total outstanding shares at the time of issuance
Exercise ratio:	100:14. Shareholders owning 01 share will have 01 right to receive additional shares. For every 100 rights to receive additional shares, 14 new shares will be received
Issuance target	Existing shareholders named in the list as of the record date for the list of shareholders to exercise the right to receive dividends in shares, provided by the Vietnam Securities Depository and Clearing Corporation (VSDC). The GMS authorizes the BOD to decide the record date for shareholders to exercise the right to receive shares



Expected issuance time	Expected in 2026. The GMS authorizes/delegates the BOD to decide the appropriate time for implementation after the State Securities Commission provides written notification of receipt of the issuance report documents for shares to pay dividends
Issuance funding source	Undistributed profit after tax as of December 31, 2025, according to the audited 2025 Financial Statements
Transfer of rights	The right to receive dividends in shares is non-transferable
Transfer restrictions	Shares issued for dividend payment are not subject to transfer restrictions
Rounding plan and handling of fractional shares	Shares issued for dividend payment will be rounded down to the unit level. Fractional shares arising below 01 (one) unit will be cancelled and not issued. <i>Example: Shareholder A owns 185 shares on the record date. With an exercise ratio of 100:14, shareholder A is entitled to receive $(185/100)*14 = 25,9$ new shares. According to the above calculation principle, shareholder A will receive 25 new shares. The decimal part of 0,9 shares will be cancelled</i>
Purpose	Issuance of shares to pay dividends
The General Meeting of Shareholders authorizes the Board of Directors to decide on all matters related to the issuance, including but not limited to:	- Selecting a consulting firm; - Performing necessary procedures to implement the issuance plan, including supplementing, amending, and completing documents as required by State management agencies to ensure that the issuance of shares to pay dividends to existing shareholders of the Company is carried out and completed in accordance with regulations. Simultaneously, deciding on adjustments to the issuance plan and other related documents as required by the State Securities Commission and other functional agencies. - Deciding the appropriate time to implement the issuance of shares to pay dividends and the record date for shareholders to exercise the right to implement the 2025 stock dividend issuance plan.



	- Deciding on a plan to ensure the foreign investor ownership ratio complies with legal regulations (if any). - Amending regulations related to charter capital, shares, and stock in the Company's Charter in accordance with legal regulations and guidance from competent State agencies. - Performing procedures to register changes in Charter Capital and adjusting the Enterprise Registration Certificate based on the actual results of the issuance in accordance with legal regulations and guidance from competent State agencies. - Performing procedures, tasks, and deciding the appropriate time to register additional securities at the Vietnam Securities Depository and Clearing Corporation (VSDC) and register additional listing at the Ho Chi Minh City Stock Exchange (HSX). Accordingly, all newly issued shares will be registered for depository and additional listing in accordance with current legal regulations. - Other matters related to the share issuance to ensure the success of the stock dividend issuance. - Deciding on all matters, performing all procedures, and other necessary tasks to successfully implement the 2025 stock dividend issuance plan. - Depending on specific cases, the Board of Directors is authorized to re-delegate to the Legal representative to perform one or several specific tasks mentioned above.
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Respectfully submitted./.

Recipients:

- As above;
- Archive.

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



NGUYEN VAN HUNG



PROPOSAL

Regarding the Report on the results of private bond issuance in 2025

To: The Annual General Meeting of Shareholders
Becamex Investment and Industrial Development Group

- Pursuant to the Law on Enterprises No. 59/2020/QH14 passed by the National Assembly of the Socialist Republic of Vietnam on June 17, 2020, and documents amending, supplementing, and guiding the Law;
- Pursuant to Decree No. 153/2020/NĐ-CP dated December 31, 2020, regulating the offering and trading of private corporate bonds in the domestic market and the offering of corporate bonds to the international market;
- Pursuant to Decree No. 65/2022/NĐ-CP dated September 16, 2022, amending and supplementing a number of articles of Decree No. 153/2020/NĐ-CP dated December 31, 2020;
- Pursuant to the Charter of Organization and Operation of Becamex Investment and Industrial Development Group;
- Pursuant to the Internal Regulations on Corporate Governance of Becamex Investment and Industrial Development Group.

The Group's Board of Directors has organized the implementation of the issuance plan in accordance with the provisions of the Company's Charter and relevant legal regulations, with the results as of December 31, 2025, as follows:

No.	BOD Resolution	Plan (billion VND)	Implementation results (billion VND)	Completion rate
1	No. 44/NQ-HĐQT dated June 25, 2025	2.500	2.500	100%
2	No. 69/NQ-HĐQT dated October 15, 2025	2.000	2.000	100%

- Pursuant to Board of Directors Resolution No. 44/NQ-HĐQT dated June 25, 2025, on approving the plan for issuance and use of proceeds from private bond offerings in 2025 with



a maximum total par value of 2.500 billion VND. Bonds were successfully issued by August 29, 2025, totaling 2.500 billion VND.

- Pursuant to Board of Directors Resolution No. 69/NQ-HĐQT dated October 15, 2025, on approving the plan for issuance and use of proceeds from the second private corporate bond offering in 2025 with a maximum total par value of 2.000 billion VND. Bonds were successfully issued by December 18, 2025, totaling 2.000 billion VND.

Other related contents are disclosed in detail in the notes to the 2025 audited consolidated financial statements.

Respectfully submitted./.

Recipients:

- As above;
- Archived.

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



NGUYEN VAN HUNG



No.: 06/2026/TTr-HĐQT

Ho Chi Minh City, June 25, 2026

PROPOSAL

Regarding the payment of remuneration for members of the Board of Directors in 2025 and the remuneration payment plan for members of the Board of Directors, the Board of Supervisor, and the secretary in 2026

To: The Annual General Meeting of Shareholders
Becamex Investment and Industrial Development Group

- Pursuant to the Law on Enterprises No. 59/2020/QH14 passed by the National Assembly of the Socialist Republic of Vietnam on June 17, 2020, and documents amending, supplementing, and guiding the Law;
- Pursuant to the Charter of Organization and Operation of Becamex Investment and Industrial Development Group;
- Pursuant to the Internal Regulations on Corporate Governance of Becamex Investment and Industrial Development Group.

The Board of Directors of Becamex Investment and Industrial Development Group reports to the GMS on the remuneration payment for members of the Board of Directors in 2025 and the remuneration payment plan for members of the Board of Directors, the Board of Supervisor, and the Secretary in 2026, specifically as follows:

1. In 2025: Remuneration paid to non-executive members of the Board of Directors was: 530.000.000 VND.
2. Remuneration payment plan for members of the Board of Directors, the Board of Supervisor, and the Secretary in 2026 is: 832.200.000 VND.

Respectfully submitted.

Recipients:

- As above;
- Archived.

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

**NGUYEN VAN HUNG**

PROPOSAL

Re: Amendment and update of business lines

To: Annual General Meeting of Shareholders
Becamex Investment and Industrial Development Group

- Pursuant to the Law on Enterprises No. 59/2020/QH14 passed by the National Assembly of the Socialist Republic of Vietnam on June 17, 2020, and guiding documents for adjustment and supplementation;
- Decision No. 36/2025/QĐ-TTg dated September 29, 2025, of the Prime Minister issuing the Vietnam Standard Industrial Classification.
- Pursuant to the Charter of Organization and Operation of Becamex Investment and Industrial Development Group;
- Pursuant to the Internal Regulations on Corporate Governance of Becamex Investment and Industrial Development Group.

In implementation of Decision No. 36/2025/QĐ-TTg dated September 29, 2025, of the Prime Minister issuing the Vietnam Standard Industrial Classification, the Board of Directors respectfully submits to the GMS for approval the amendment and update of the Group's business lines as follows:

Content before change	Content after change	Note
3. Real estate consulting, brokerage, auction, and land use right auction - 6820 <i>(excluding asset auction services).</i> Details: Real estate trading floor.	Intermediary services for real estate activities - 6821 <i>(excluding asset auction services).</i> Details: Real estate trading floor. Other real estate activities on a fee or contract basis - 6829	Decision 36/2025/QĐ-TTg no longer regulates industry code 6820
5. Electricity production - 3511 <i>(excluding transmission and dispatch of the national power system; construction and operation of multi-purpose</i>	5. Electricity production from renewable energy sources - 3512 <i>(excluding transmission and dispatch of the national power system; construction and operation</i>	Decision 36/2025/QĐ-TTg splits into two different industry codes:



Content before change	Content after change	Note
<i>hydropower and nuclear power plants of special socio-economic importance).</i> Details: Production of electricity from solar energy and renewable energy.	<i>of multi-purpose hydropower and nuclear power plants of special socio-economic importance).</i> Details: Production of electricity from solar energy and renewable energy.	- Electricity production from non-renewable energy sources - 3511 - Electricity production from renewable energy sources - 3512
6. Electricity transmission and distribution - 3512 <i>(excluding transmission and dispatch of the national power system; construction and operation of multi-purpose hydropower and nuclear power plants of special socio-economic importance).</i> Details: Transmission and distribution of electricity, electrical energy, and solar energy up to 110 kV voltage level. Investment in power grid development, retail electricity distribution, operation management, and repair of power grids up to 110 kV voltage level. Trading in rooftop, ground-mounted, and floating solar energy up to 110 kV voltage level.	6. <i>Electricity transmission and distribution – 3513</i> <i>(excluding transmission and dispatch of the national power system; construction and operation of multi-purpose hydropower and nuclear power plants of special socio-economic importance).</i> Details: Transmission and distribution of electricity, electrical energy, and solar energy up to 110 kV voltage level. Investment in power grid development, retail electricity distribution, operation management, and repair of power grids up to 110 kV voltage level. Trading in rooftop, ground-mounted, and floating solar energy up to 110 kV voltage level.	According to Decision 36/2025/QĐ-TTg Change of industry code
19. Wholesale of other construction materials and installation equipment - 4663	19. Wholesale of other construction materials and installation equipment - 4673	According to Decision 36/2025/QĐ-TTg Change of industry code



Content before change	Content after change	Note
<i>(excluding the exercise of export, import, and distribution rights for goods: tobacco and cigars, books, newspapers and magazines, recorded items, precious metals and gemstones, pharmaceuticals, explosives, crude oil and processed oil, rice, cane sugar, and beet sugar.)</i> Details: Trading of construction materials.	(excluding the exercise of export, import, and distribution rights for goods: tobacco and cigars, books, newspapers and magazines, recorded items, precious metals and gemstones, pharmaceuticals, explosives, crude oil and processed oil, rice, cane sugar, and beet sugar.) Details: Trading of construction materials.	
Architectural activities and related technical consultancy - 7110 	Architectural activities and related technical consultancy - 7110 Consulting and urban planning (general, zoning, detailed 1/500), rural planning, and regional construction planning.	Added details to industry code 7110
25. Manufacture of electronic components - 2610 Details: Manufacture and assembly of electronic goods.	25. Manufacture of solar cells, solar panels, and photovoltaic inverters - 2611 25a. Manufacture of other electronic components – 2619 Details: Manufacture and assembly of electronic goods.	Decision 36/2025/QĐ-TTg no longer regulates industry code 2610
31. Wholesale of other specialized products not elsewhere classified - 4669 (excluding the exercise of export, import, and distribution rights for goods: tobacco and cigars, books, newspapers and	31. Wholesale of other specialized products not elsewhere classified - 4679 (excluding the exercise of export, import, and distribution rights for goods: tobacco and cigars, books, newspapers and magazines,	According to Decision 36/2025/QĐ-TTg Change of industry code



Content before change	Content after change	Note
magazines, recorded items, precious metals and gemstones, pharmaceuticals, explosives, crude oil and processed oil, rice, cane sugar, and beet sugar.) Details: Trading of supplies, raw materials, and goods for production and consumption	recorded items, precious metals and gemstones, pharmaceuticals, explosives, crude oil and processed oil, rice, cane sugar, and beet sugar.) Details: Trading of supplies, raw materials, and goods for production and consumption	
37. Educational support services - 8560 Details: Activities in the education sector.	37. Intermediary service activities for courses and tutoring - 8561 37a. Other educational support activities – 8569 Details: Activities in the education sector.	Decision 36/2025/QĐ-TTg no longer regulates industry code 8560
46. Repair of machinery and equipment - 3312 Details: Repair of machinery and equipment specialized for urban railways.	46. Repair and maintenance of machinery and equipment - 3312 Details: Repair of machinery and equipment specialized for urban railways.	According to Decision 36/2025/QĐ-TTg
(The Group does not conduct business activities in the list of sectors with restricted market access for foreign investors as specified in Section A, Appendix I of Decree 31/2021/NĐ-CP dated March 26, 2021)	(The Group does not conduct business activities in the list of sectors with restricted market access for foreign investors as specified in Section A, Appendix I of Decree 96/2026/NĐ-CP dated March 31, 2026 of the Government detailing and guiding the implementation of a number of articles of the Law on Investment and documents amending, supplementing, or replacing them from time to time)	



Approve the amendment of Clause 1, Article 4 of the Charter corresponding to the business lines after the aforementioned changes.

Authorize the Legal Representative of the Group to be responsible for carrying out necessary procedures to notify the change of the Group's business registration information in accordance with current regulations.

Within the scope of business lines approved by the GMS and current legal regulations, the GMS authorizes the Group's Board of Directors to have full authority to decide on all matters related to the amendment and supplementation of detailed business lines as required by competent state management agencies.

Respectfully submitted.

Recipients:

- As above;
- Archived.

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



NGUYEN VAN HUNG



PROPOSAL

Re: Approval of amendments to the Charter, Internal Regulations on Corporate Governance, Operational Regulations of the Board of Directors, and Operational Regulations of the Board of Supervisor.

To: Annual General Meeting of Shareholders
Becamex Investment and Industrial Development Group

- Pursuant to the Law on Enterprises No. 59/2020/QH14 passed by the National Assembly of the Socialist Republic of Vietnam on June 17, 2020, and guiding documents for implementation;
- Pursuant to the Law on Securities No. 54/2019/QH14 dated November 26, 2019, as amended and supplemented by Law No. 56/2024/QH15 dated November 29, 2024;
- Pursuant to Decree No. 155/2020/ND-CP dated December 31, 2020, of the Government detailing the implementation of a number of articles of the Law on Securities;
- Pursuant to Decree No. 245/2025/ND-CP dated September 11, 2025, of the Government on amending and supplementing a number of articles of Decree No. 155/2020/ND-CP dated December 31, 2020, of the Government detailing the implementation of a number of articles of the Law on Securities;
- Pursuant to the Charter of Organization and Operation of Becamex Investment and Industrial Development Group (Becamex Group/the Group);
- Pursuant to the Internal Regulations on Corporate Governance of Becamex Investment and Industrial Development Group.

In order to meet the requirements for amending and supplementing the Charter and Internal Regulations in accordance with new legal provisions and the organizational and operational requirements of the Group, the Board of Directors respectfully submits to the 2026 Annual General Meeting of Shareholders for approval the following contents:

Approve the amendment and supplementation of the Charter, Internal Regulations on Corporate Governance, Operational Regulations of the Board of Directors, and Operational Regulations of the Board of Supervisor. Detailed amendments and supplementations are provided in the attached Appendix.

Authorize the Chairman of the Board of Directors/Legal Representative of the Group to sign and issue the Charter and Regulations of the Group; authorize the Head of the Board of Supervisor to sign and issue the Operational Regulations of the Board of Supervisor as approved by the GMS in accordance with regulations. The full text of the amended Charter and Regulations is attached to the documents.



The amended Charter, Internal Regulations on Corporate Governance, Operational Regulations of the Board of Directors, and Operational Regulations of the Board of Supervisor shall take effect from the date of approval by the 2026 Annual General Meeting of Shareholders.

Sincerely.

Recipients:

- As above;
- Archived.

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



NGUYEN VAN HUNG



PROPOSAL

Re: Approval of the list of independent audit firms for 2026

To: Annual General Meeting of Shareholders
Becamex Investment and Industrial Development Group

- Pursuant to the Law on Enterprises No. 59/2020/QH14 passed by the National Assembly of the Socialist Republic of Vietnam on June 17, 2020.Nam
- Pursuant to the Law on Securities No. 54/2019/QH14 passed by the National Assembly of the Socialist Republic of Vietnam on November 26, 2019;
- Pursuant to Decree No. 155/2020/ND-CP dated December 31, 2020, of the Government detailing the implementation of a number of articles of the Law on Securities;
- Pursuant to the Charter of Organization and Operation of Becamex Investment and Industrial Development Group;
- Pursuant to the Internal Regulations on Corporate Governance of Becamex Investment and Industrial Development Group.

The Board of Supervisor of the Group respectfully submits to the GMS the selection criteria and the list of independent audit firms to be selected as the auditing entity for 2026 with the following key contents:

Selection criteria:

- Operating legally in Vietnam and approved by the State Securities Commission to audit listed companies and public companies;
- Having long-term auditing experience for public companies operating in the real estate sector in Vietnam;
- Having a reputation for audit quality;
- The audit team possesses skills and extensive experience;
- Meeting the Group's requirements regarding the scope and schedule of the audit;
- Reasonable audit fees, consistent with the quality and scope of the audit.

List of proposed independent audit firms:

Based on the above criteria, the Board of Supervisor of the Group respectfully submits to the GMS for approval the list of independent audit firms to be selected to perform the review of semi-annual financial statements, the audit of annual financial statements, and to approve



the list of operating audit firms (if necessary) for the Group in 2026, and authorizes the Board of Directors to decide on the selection of the audit firm according to the list below:

- AASC Auditing Firm Co., Ltd.;
- A&C Auditing and Consulting Co., Ltd.;
- KPMG Vietnam Co., Ltd.;
- Ernst & Young Vietnam Co., Ltd.;
- PwC Vietnam Co., Ltd.;
- Deloitte Vietnam Co., Ltd.

Respectfully submitted.

Recipients:

- As above;
- Archived.

**ON BEHALF OF THE BOARD OF
SUPERVISOR
HEAD OF BOARD**



HO HONG THACH



APPENDIX I. SUMMARY TABLE OF AMENDMENTS AND SUPPLEMENTATIONS TO THE CHARTER
BECAMEX INVESTMENT AND INDUSTRIAL DEVELOPMENT GROUP
(BECAMEX GROUP)

<i>Provision</i>	CURRENT CHARTER <i>(Contents not mentioned in this column are to be kept as in the current Charter)</i>	DRAFT AMENDED CHARTER	EXPLANATION OF REASONS AND LEGAL BASIS
Article 1	Point b, Clause 1: b) Voting capital is share capital, whereby the owner has the right to vote on matters under the decision-making authority of the General Meeting of Shareholders;	Amend Point b, Clause 1 as follows: b) <i>Voting capital</i> is shares, whereby the owner has the right to vote on matters under the decision-making authority of the General Meeting of Shareholders.	Amended to align with the provisions of Clause 33, Article 4 of the Law on Enterprises No. 59/2020/QH14: “33. Voting capital is the contributed capital or shares....
	Point c, Clause 1:	Amend Point c, Clause 1 as follows:	



	The Law on Enterprises is the Law on Enterprises No. 59/2020/QH14 passed by the National Assembly of the Socialist Republic of Vietnam on June 17, 2020.	The Law on Enterprises is the Law on Enterprises No. 59/2020/QH14 passed by the National Assembly of the Socialist Republic of Vietnam on June 17, 2020, and documents amending, supplementing, or replacing it (if any) from time to time.	Concise phrasing to cover future amendments and supplements, if any.
Point d, Clause 1: The Law on Securities is the Law on Securities No. 54/2019/QH14 passed by the National Assembly of the Socialist Republic of Vietnam on November 26, 2019.	Amend Point d, Clause 1 as follows: The Law on Securities is the Law on Securities No. 54/2019/QH14 passed by the National Assembly of the Socialist Republic of Vietnam on November 26, 2019, and documents amending, supplementing, or replacing it (if any) from time to time.	Concise phrasing to cover future amendments and supplements, if any.	Concise phrasing to cover future amendments and supplements, if any.
Point h, Clause 1: Corporate manager is a person who manages the Group, including the Chairman of the Board of Directors, members of the Board of Directors, the General Director, Deputy General Directors, and the Chief Accountant.	Amend Point h, Clause 1 as follows: Corporate manager is a person who manages the Group, including the Chairman of the Board of Directors, members of the Board of Directors, the General Director, and Deputy General Directors.	Article 52 of the Law on Accounting No. 88/2015/QH13 stipulates: “Article 52. Persons prohibited from performing accounting work 4. Persons who are currently managers, executives, warehouse keepers, treasurers, or persons authorized to purchase or sell assets in the same accounting entity, except	Article 52 of the Law on Accounting No. 88/2015/QH13 stipulates: “Article 52. Persons prohibited from performing accounting work 4. Persons who are currently managers, executives, warehouse keepers, treasurers, or persons authorized to purchase or sell assets in the same accounting entity, except



			<i>in private enterprises, limited liability companies owned by a single individual, and other cases prescribed by the Government.”. Therefore, it is necessary to remove the title of Chief Accountant from the category of “Corporate manager” to comply with the Law on Accounting.</i>
New addition		“Law” means all legal normative documents prescribed in Article 4 of the Law on Promulgation of Legal Normative Documents No. 64/2025/QH15 dated February 19, 2025, of the National Assembly, as amended and supplemented by Law No. 87/2025/QH15 dated June 25, 2025, of the National Assembly amending and supplementing a number of articles of the Law on Promulgation of Legal Normative Documents, and documents amending, supplementing, or replacing them (if any) from time to time.	This definition is necessary because the term “Law” is frequently used in the Charter.
New addition		“Subsidiary” is any company in which the Group owns more than 50% of the charter capital or total common shares; or has the right to directly or	Since the term “Subsidiary” is mentioned multiple times in the Charter, a definition is needed for



		indirectly decide on the appointment of the majority or all members of the Board of Directors, the Director, or the General Director; or has the right to decide on the amendment or supplementation of the Charter of that company.	the convenience of shareholders and other parties. This definition is based on the provisions of Clause 1, Article 195 of the Law on Enterprises No. 59/2020/QH14.
New addition		“Authorized representative for meeting attendance” is a person legally authorized by a shareholder to attend and vote at the General Meeting of Shareholders.	This definition should be included in the Charter to identify the person authorized to attend the General Meeting of Shareholders according to Point a, Clause 1, Article 115 and Article 144 of the Law on Enterprises No. 59/2020/QH14.
New addition		“Business location” means the geographical scope for the Group’s production and business activities, including within and outside the territory of Vietnam.	This definition should be included in the Charter to determine the territorial scope/business location of the Group.
New addition		“Internal Regulations on Corporate Governance” are the internal regulations on the Group’s governance developed by the Board of Directors, submitted to the General Meeting of	This definition facilitates references to internal regulations within the Charter.



	Shareholders for approval, and issued by the Board of Directors, stipulating the governance and management of the Group in accordance with the provisions of the law from time to time.	
New addition	“Charter” is the Charter of Organization and Operation of the Group and its amendments and supplements approved by the General Meeting of Shareholders from time to time.	This definition facilitates references to the concept of the “Charter” within the document.
New addition	“Board of Directors” or “BOD” is the management body of the Group, having full authority on behalf of the Group to decide and exercise the rights and obligations of the Group, except for rights and obligations under the authority of the General Meeting of Shareholders as prescribed by law and this Charter.	This definition facilitates references to the concept of the “Board of Directors” or “BOD” based on the provisions of Clause 1, Article 153 of the Law on Enterprises No. 59/2020/QH14.
New addition	“Board of Supervisor” or “BOS” is the body performing the function of inspecting and supervising the Group’s operations in accordance with the provisions of the law and this Charter.	This definition facilitates references to the concept of the “Board of Supervisor” or “BOS” based on the provisions of Article 170 of the Law on Enterprises No. 59/2020/QH14.



	New addition	<i>“Representative of the Group’s capital portion at enterprises or the Group’s authorized representative” is an individual authorized in writing by the Group to exercise the rights and responsibilities of the Group regarding the capital portion invested by the Group in joint-stock companies or limited liability companies.”</i>	
	New addition	4. Any words or terms mentioned in the Law on Enterprises, the Law on Securities, and other laws (if not inconsistent with the subject or context) shall have the same meaning as in this Charter.	Clause 4 is added to unify terminology between the law and the Charter.



Article 2	<i>Clause 3, Article 2:</i> 3. The Group may establish branches and representative offices in the business location to achieve the objectives....	Amend Clause 3, Article 2 as follows: 3. The Group may establish branches, representative offices, and business locations in the business location to achieve the objectives...	Addition of a subordinate unit, “business location” (Clause 3, Article 44 of the Law on Enterprises No. 59/2020/QH14).
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Article 3	Article 3. Legal representative of the Group The legal representative of the Group is an individual representing the Group to exercise the rights and obligations arising from the Group's transactions, representing the Group as a plaintiff, defendant, or person with related interests and obligations before Arbitrators or Courts. The responsibilities of the legal representative shall be performed in accordance with Article 13 of the Law on Enterprises and other rights and obligations as prescribed by current law. The legal representative of the Group must reside in Vietnam; and must authorize another person in writing to exercise the rights and obligations of the legal representative at the Group when exiting Vietnam. In case the authorization expires and the legal representative of the Group has not returned to Vietnam and there is no other authorization, the authorized person shall continue to exercise the rights and obligations of the legal representative of the Group within the authorized scope until the legal representative	<i>Amend Article 3 as follows:</i> Article 3. Legal representative of the Group 2. The legal representative of the Group is an individual representing the Group to exercise the rights and obligations arising from the Group's transactions, representing the Group as a requester for civil matter resolution, plaintiff, defendant, or person with related interests and obligations before Arbitrators or Courts, and other rights and obligations as prescribed by law. 3. The responsibilities of the legal representative shall be implemented in accordance with Article 13 of the Law on Enterprises and other rights and obligations as prescribed by current laws and this Charter. 4. The Group's legal representative must reside in Vietnam. In case of exiting Vietnam, the legal representative must authorize in writing another individual residing in Vietnam to exercise the rights and perform the obligations of the legal representative. In this case, the legal representative remains responsible for the exercise of the authorized rights and performance of the authorized obligations. If the authorization	This amendment and supplement aim to clarify the title, rights, and obligations of the legal representative as prescribed in Article 12 and Article 13 of the Law on Enterprises No. 59/2020/QH14. It also restructures the content into independent clauses for easier tracking and referencing when necessary.
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	of the Group returns to work, or until the Board of Directors decides to appoint another replacement. In case of absence from Vietnam for more than 30 days without authorizing another person to exercise the rights and duties of the legal representative of the Group, the Board of Directors shall appoint another replacement. Powers and obligations of the legal representative: In addition to being responsible in accordance with the Law, the legal representative has the following powers and obligations: + For the Chairman of the Board of Directors, perform in accordance with Article 29 of this Charter; + For the General Director, perform in accordance with Clause 4, Article 35 of this Charter.	period expires as prescribed in this clause and the Group's legal representative has not returned to Vietnam and has not provided further authorization, the authorized person shall continue to exercise the rights and perform the obligations of the Group's legal representative until the Group's legal representative returns to work at the Group or until the Board of Directors decides to appoint another person as the Group's legal representative. 5. In addition to the rights, obligations, and legal responsibilities prescribed by law and this Charter, the legal representative has the following rights and obligations: - For the Chairman of the Board of Directors, it shall be implemented in accordance with Article 29 of this Charter; - For the General Director, it shall be implemented in accordance with Clause 4, Article 35 of this Charter.	
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Article 5	Article 5. Scope of business and operations of the Group 1. The Group is permitted to plan and conduct all business activities in the industries and trades that have been announced on the National Business Registration Database and specified in this Charter, in accordance with the provisions of current laws, and to implement appropriate measures to achieve the Group's objectives. 2. The Group may conduct business activities in industries and trades that are not prohibited by law. 3. In case the Group engages in conditional business investment lines, the Group must satisfy all business conditions as prescribed by the law on investment and relevant specialized laws.	Article 5. Scope of business and operations of the Group 1. The Group is permitted to plan and conduct all business activities in the industries and trades of the Group that have been announced on the National Business Registration Database and specified in this Charter, in accordance with the provisions of current laws, and to implement appropriate measures to achieve the Group's objectives. 2. The Group may conduct business activities in industries and trades that are not prohibited by law. 3. In case the Group engages in conditional business investment lines, the Group must satisfy all business conditions as prescribed by the law on investment and relevant specialized laws.	- This amendment aims to expand the Group's freedom of business. Article 7 of the Law on Enterprises No. 59/2020/QH14: “Rights of enterprises: 1. Freedom to conduct business in industries and trades that are not prohibited by law.” Article 5 of the Law on Investment No. 143/2025/QH15: “1. Investors have the right to conduct investment and business activities in industries and trades that are not prohibited by this Law”. - Clause 6, Article 3 of Decree No. 168/2025/NĐ-CP uses the term “National Business Registration Database”.
Article 10	Article 10. Share redemption	Amend the title of Article 10 as follows: “Article 10. Share redemption (in case of enterprise registration)”	To ensure compliance with the provisions of Article 10 of the Model Charter - Circular No. 116/2020/TT-BTC.



Article 12	<i>Article 12. Rights of shareholders</i>	<i>Article 12. Rights of shareholders</i> 4. A request to convene a General Meeting of Shareholders as prescribed in Point a, Clause 3 of this Article must be in writing and must include the following contents: full name, contact address, nationality, and legal document number of the individual for individual shareholders; name, enterprise identification number or legal document number of the organization, and head office address for institutional shareholders; the number of shares and time of share registration of each shareholder, the total number of shares of the group of shareholders, and the ownership ratio in the total number of shares of the company, as well as the grounds and reasons for requesting the convening of the General Meeting of Shareholders. Attached to the request must be documents and evidence regarding the violations of the Board of Directors, the extent of the violations, or the decision exceeding their authority. The shareholder or group of shareholders shall be fully responsible before the law for the accuracy and honesty of the documents and evidence provided to the competent authority	- Add Clause 4 after Clause 3 to clarify the right of major shareholders to request the convening of the General Meeting of Shareholders, ensuring compliance with Clause 3 and Clause 4, Article 115 of the Law on Enterprises No. 59/2020/QH14.) - Change the numbering of Clause 4 to Clause 5.
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		when requesting the convening of the General Meeting of Shareholders. - Reclassify current Clause 4 as Clause 5	
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Article 14	Article 14. General Meeting of Shareholders 4. Convening an extraordinary General Meeting of Shareholders The Board of Directors must convene a General Meeting of Shareholders within 60 days from the date the number of members of the Board of Directors or Controllers remains as prescribed in Point b, Clause 3 of this Article or upon receiving a request as prescribed in Point c and Point d, Clause 3 of this Article. a) The Board of Directors must notify the case where an independent member of the Board of Directors no longer meets the standards and conditions at the nearest General Meeting of Shareholders or convene a General Meeting of Shareholders to elect an additional or replacement independent member of the Board of Directors within 06 months from the date of	- Amend Clause 4, Article 14 as follows: 4. Convening an extraordinary General Meeting of Shareholders a) The Board of Directors must convene a General Meeting of Shareholders within 60 days from the date the number of members of the Board of Directors or Controllers remains as prescribed in Point b, Clause 3 of this Article or upon receiving a request as prescribed in Point c and Point d, Clause 3 of this Article. b) The Board of Directors must notify the case where an independent member of the Board of Directors no longer meets the standards and conditions at the nearest General Meeting of Shareholders or convene a General Meeting of Shareholders to elect an additional or replacement independent member of the Board of Directors within 06 months from the date of receiving the notice from the relevant independent member of the Board of Directors; c) In case the Board of Directors fails to convene a General Meeting of Shareholders as prescribed in Point a, Clause 4 of this Article, then within the next 30 days, the Board of Supervisor shall	- Restructure Clause 4 for logical expression and better alignment with the provisions of Article 140 of the Law on Enterprises No. 59/2020/QH14 - Add a new Clause 5 to comply with the provisions of: + Clause 3, Article 144 of the Law on Enterprises No. 59/2020/QH14 + Point b, Clause 2, Article 41 of the Law on Securities No. 54/2019/QH14
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	receiving the notice from the relevant independent member of the Board of Directors; b) In case the Board of Directors fails to convene a General Meeting of Shareholders as prescribed in Point a, Clause 4 of this Article, then within the next 30 days, the Board of Supervisor shall replace the Board of Directors to convene the General Meeting of Shareholders as prescribed in Clause 3, Article 140 of the Law on Enterprises; c) In case the Board of Supervisor fails to convene a General Meeting of Shareholders as prescribed in Point b, Clause 4 of this Article, then the shareholder or group of shareholders as prescribed in Point c, Clause 3 of this Article has the right to request the Group's representative to convene the General Meeting of	replace the Board of Directors to convene the General Meeting of Shareholders as prescribed in Clause 3, Article 140 of the Law on Enterprises; d) In case the Board of Supervisor fails to convene a General Meeting of Shareholders as prescribed in Point b, Clause 4 of this Article, then the shareholder or group of shareholders as prescribed in Point c, Clause 3 of this Article has the right to represent the Group to convene the General Meeting of Shareholders as prescribed by the Law on Enterprises. In this case, the shareholder or group of shareholders convening the General Meeting of Shareholders may request the Business Registration Authority to supervise the order and procedures for convening, conducting the meeting, and making decisions of the General Meeting of Shareholders. All costs for convening and conducting the General Meeting of Shareholders shall be reimbursed by the Group. These costs do not include expenses incurred by shareholders when attending the General Meeting of Shareholders, including accommodation and travel expenses.	
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	Shareholders as prescribed by the Law on Enterprises; In this case, the shareholder or group of shareholders convening the General Meeting of Shareholders may request the Business Registration Authority to supervise the order and procedures for convening, conducting the meeting, and making decisions of the General Meeting of Shareholders. All costs for convening and conducting the General Meeting of Shareholders shall be reimbursed by the Group. These costs do not include expenses incurred by shareholders when attending the General Meeting of Shareholders, including accommodation and travel expenses. d) Procedures for organizing the General Meeting of Shareholders as prescribed in Clause 5, Article 140 of the Law on Enterprises.	d) Procedures for organizing the General Meeting of Shareholders as prescribed in Clause 5, Article 140 of the Law on Enterprises. - Add a new Clause 5 after Clause 4 as follows: “5. The General Meeting of Shareholders shall pass resolutions under its authority by voting at the meeting or by collecting written opinions. The General Meeting of Shareholders may be held in the form of an in-person meeting, an online meeting, or a combination of an in-person and an online meeting.”	
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Article 15	Article 15. Rights and obligations of the General Meeting of Shareholders 2. The General Meeting of Shareholders shall discuss and approve the following matters: c) Report of the Board of Directors on corporate governance and the performance of the Board of Directors and each member of the Board of Directors;	Amend and supplement point c of clause 2 as follows: 2. The General Meeting of Shareholders shall discuss and approve the following matters: c) Report of the Board of Directors on corporate governance and the performance of the Board of Directors; Activities of independent members of the Board of Directors and the evaluation results of each independent member regarding the activities of the Board of Directors.	Amend and supplement point c of clause 2 to align with clause 82 of Article 1 of Decree No. 245/2025/ND-CP, which amends and supplements clause 4 of Article 280 of Decree No. 155/2020/ND-CP.
Article 16	Article 16. Authorization to attend the General Meeting of Shareholders 1. Shareholders or authorized representatives of institutional shareholders may attend the meeting in person or authorize one or more other individuals or organizations to attend, or attend through one of the methods stipulated in clause 3 of Article 144 of the Law on Enterprises,	Amend clause 1 as follows: “1. Shareholders or authorized representatives of institutional shareholders may attend the meeting in person or authorize one or more other individuals or organizations to attend, or attend through one of the methods stipulated in clause 3 of Article 144 of the Law on Enterprises. Institutional shareholders may only authorize a maximum of 03 authorized representatives to attend the General Meeting of Shareholders.	Point b, clause 2, Article 14 of the Law on Enterprises No. 59/2020/QH14.



	in accordance with the following specific provisions: a) Shareholders who are individuals may only authorize 1 other individual or organization to attend the meeting; b) Shareholders who are organizations holding less than 10% of the total voting shares may authorize a maximum of 1 other individual or organization; those holding from 10% to less than 50% of the total voting shares may authorize a maximum of 3 other individuals or organizations to attend; organizations holding 50% or more of the total voting shares may authorize a maximum of 5 other individuals or organizations to attend.		
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Article 21	Article 21. Conditions for the approval of Resolutions of the General Meeting of Shareholders 2... Note: In the case of electing members of the Board of Directors and the Board of Supervisor, if the number of candidates is less than or equal to the number of members to be elected, the election may be conducted via cumulative voting or via voting (approve, disapprove, abstain). The approval ratio for the voting method shall be implemented in accordance with Clause 2, Article 21 of the Company Charter.	- Add new clause 3 to Article 21 as follows: 3. In the case of electing members of the Board of Directors and the Board of Supervisor, if the number of candidates is less than or equal to the number of members to be elected, the election may be conducted via cumulative voting or via voting (approve, disapprove, abstain). The approval ratio for the voting method shall be implemented in accordance with clause 2, Article 21 of the Group Charter. In the case of applying cumulative voting, each shareholder has a total number of voting shares corresponding to the total number of shares owned multiplied by the number of members to be elected to the Board of Directors or the Board of Supervisor, and the shareholder has the right to allocate all or part of their total votes to one or more candidates. The elected members of the Board of Directors or the Board of Supervisor shall be determined based on the number of votes from highest to lowest, starting from the candidate with the highest number of votes until the number of members specified in the Group Charter is reached. In the event that 02 or more candidates receive the same number of votes for the final position on the Board of Directors or	- Separate the election of members of the Board of Directors and the Board of Supervisor into an independent clause 3 and divide them into two different election methods and determination procedures for greater clarity. - Legal basis: Clause 1, clause 2, and clause 3 of Article 148 of the Law on Enterprises, Article 21 of the Model Charter - Circular No. 116/2020/TT-BTC.
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		the Board of Supervisor, a re-election shall be conducted among the candidates with equal votes, or the selection shall be made based on criteria stipulated in the election regulations or the Group Charter. - Renumber clause 3 to clause 4.	
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Article 26	<i>Article 26. Composition and term of members of the Board of Directors</i> 3. The composition of the Board of Directors is as follows: The composition of the Group's Board of Directors must ensure that at least 1/3 of the total members are non-executive members.	* Amend clause 3 of Article 26 as follows: 3. The composition of the Board of Directors is as follows: a. The number of non-executive members of the Group's Board of Directors must ensure the following provisions: - There must be at least 01 non-executive member in the case where the Group has from 03 to 05 members on the Board of Directors; - There must be at least 02 non-executive members in the case where the Group has from 06 to 08 members on the Board of Directors; - There must be at least 03 non-executive members in the case where the Group has from 09 to 11 members on the Board of Directors. " The Group shall minimize the number of Board members concurrently holding executive positions within the Group to ensure the independence of the Board of Directors. * Add new clause 7: 7. A member of the Group's Board of Directors may only concurrently serve as a member of the Board of Directors or <i>the Board of Members</i> at a maximum of 05 other companies.	- Amend clause 3 to align with the new regulations in clause 79 of Article 1 of Decree No. 245/2025/ND-CP, which amends and supplements clause 2 of Article 276 of Decree No. 155/2020/ND-CP. - Add new clause 7 to align with the new regulations in clause 78 of Article 1 of Decree No. 245/2025/ND-CP, which amends and supplements clause 3 of Article 275 of Decree No. 155/2020/ND-CP.
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Article 27	Article 27. Powers and obligations of the Board of Directors 2. The powers and obligations of the Board of Directors are prescribed by law, the Company Charter, and the General Meeting of Shareholders. Specifically, the Board of Directors has the following powers and obligations: j) Elect, dismiss, or remove the Chairman of the Board of Directors; appoint, dismiss, sign contracts with, or terminate contracts with the General Director, Deputy General Directors, and Chief Accountant, and decide on the salaries, remuneration, bonuses, and other benefits of those managers; appoint authorized representatives for capital at entities where the Group has capital contributions.	- Amend point j) of clause 2 as follows: j) Elect, dismiss, or remove the Chairman of the Board of Directors; appoint, dismiss, sign contracts with, or terminate contracts with the General Director, Deputy General Directors, and Chief Accountant, and decide on the salaries, remuneration, bonuses, and other benefits of those managers; appoint Representative of the Group's capital to participate in the Board of Members or the General Meeting of Shareholders at other companies, and decide on the remuneration and other benefits of those individuals; - Add points y and z after point x of clause 2 as follows: y) Organize training and workshops on corporate governance and necessary skills for members of the Board of Directors, the General Director, the Person in charge of corporate governance, and other managers of the Group". z) Carry out dividend payments to shareholders in accordance with the law after being approved by the Annual General Meeting of Shareholders.	- Amend point j of clause 2 to ensure compliance with Article 14 and point i, clause 2 of Article 153 of the Law on Enterprises No. 59/2020/QH14. - Add points y and z to clause 2 to ensure alignment with the new regulations in clause 81 of Article 1 of Decree No. 245/2025/ND-CP, which amends and supplements clause 8 and clause 9 of Article 278 of Decree No. 155/2020/ND-CP.
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Article 30.	Article 30. Meetings of the Board of Directors 6.The Chairman of the Board of Directors or the person convening the Board meeting must send the notice of meeting at least 05 working days before the meeting date. 11. Voting b) A member of the Board of Directors shall not vote on contracts, transactions, or proposals in which that member or their related person has an interest, and such interest conflicts or may conflict with the interests of the Company. A member of the Board of Directors shall not be counted towards the minimum number of members present to hold a meeting of the Board of Directors regarding decisions on which that member is not entitled to vote;	- Amend point b of clause 11 as follows: 6.The Chairman of the Board of Directors or the person convening the Board meeting must send the notice of meeting at least 03 working days before the meeting date. 11. Voting b) A member of the Board of Directors shall not vote on transactions that provide benefits to that member or their related person in accordance with the Law on Enterprises and the Group Charter. - Add new clause 17 as follows: 17. Meetings of the Board of Directors must be recorded in minutes and may be audio-recorded, or recorded and stored in other electronic forms. The minutes must be prepared in Vietnamese and may also be prepared in a foreign language (if necessary), containing the main contents stipulated in Article 158 of the Law on Enterprises. The Chairman of the Board of Directors is responsible for delivering the minutes of the Board of Directors' meetings to the members, and such minutes shall serve as authentic evidence of the work conducted in those meetings unless an objection to the content of the	- Clause 3, Article 167 of the Law on Enterprises No. 59/2020/QH14 and Clause 4, Article 291 of Decree No. 155/2020/ND-CP only stipulate that a member of the Board of Directors may not vote on transactions that bring benefits to that member or their related persons, but there is no provision stating that a member of the Board of Directors cannot be counted in the minimum member ratio required to organize a Board of Directors' meeting regarding decisions for which that member does not have the right to vote.
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		minutes is raised within ten (10) days from the date of dispatch. The minutes of the Board of Directors' meeting must be signed by the chairperson and the secretary of the meeting; the chairperson and the secretary of the meeting shall be responsible for the truthfulness and accuracy of the content of the minutes. In case the chairperson or the minute-taker refuses to sign the meeting minutes, but the minutes are signed and approved by all other members of the Board of Directors who attended and contain full content as prescribed in points a, b, c, d, dd, e, g, and h of Clause 1, Article 158 of the Law on Enterprises, then these minutes shall be effective. The meeting minutes shall clearly state the refusal of the chairperson or the minute-taker to sign. The signatories of the meeting minutes shall be jointly responsible for the accuracy and truthfulness of the content of the Board of Directors' meeting minutes. The chairperson and the minute-taker shall be personally liable for damages caused to the enterprise due to their refusal to sign the meeting minutes in accordance with the Law on Enterprises, the Group's Charter, and relevant laws. The Board of Directors' meeting minutes and documents used in the meeting must be kept at the Group's headquarters.	- Clause 2, Article 158 of the Law on Enterprises No. 59/2020/QH14.
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Article 35.	<i>Article 35. Appointment, dismissal, rights, and obligations of the General Director</i>	Add Clause 6 to Article 35 as follows: “6. The General Director must manage the daily business operations of the Group in accordance with the provisions of the law, the Group's Charter, the labor contract signed with the Group, and the resolutions and decisions of the Board of Directors. In case of managing contrary to the provisions of this clause, causing damage to the Group, the General Director shall be responsible before the law and must compensate the Group for the damage.”	This addition of Clause 6 is intended to further clarify the responsibilities of the General Director when managing the daily business operations of the company, in the spirit of the provisions in Clause 4, Article 162 of the Law on Enterprises No. 59/2020/QH14.
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Article 37	Article 37. Candidacy and nomination of Controllers 1. The candidacy and nomination of Controllers shall be carried out similarly to the provisions in Clause 1, Article 25 of this Charter. A shareholder or a group of shareholders holding from 10% to less than 20% of the total voting shares has the right to nominate one (01) candidate; from 20% to less than 30% may nominate a maximum of two (02) candidates; from 30% to less than 50% may nominate a maximum of three (03) candidates; from 50% or more may nominate a maximum of four (04) candidates. 2. In case the number of candidates for the Board of Supervisor through nomination and candidacy is not sufficient, the incumbent Board of Supervisor may nominate additional candidates. The introduction of additional candidates by the incumbent Board of Supervisor must	<i>* Amend the title of Article 37 as follows: “Article 37. Candidacy and nomination of members of the Board of Supervisor (Controllers)”</i> <i>*Amend Clause 1 and Clause 2 of Article 37 as follows:</i> 1. The candidacy and nomination of members of the Board of Supervisor shall be carried out similarly to the provisions in Clause 1, Article 25 of this Charter. A shareholder or a group of shareholders holding from 10% to less than 20% of the total voting shares has the right to nominate one (01) candidate; from 20% to less than 30% may nominate a maximum of two (02) candidates; from 30% to less than 40% may nominate a maximum of three (03) candidates; from 40% to less than 50% may nominate a maximum of four (04) candidates; from 50% to less than 60% may nominate a maximum of five (05) candidates; from 60% to less than 70% may nominate a maximum of six (06) candidates; from 70% to 80% may nominate a maximum of seven (07) candidates; and from 80% or more may nominate a maximum of eight (08) candidates. 2. In case the number of candidates for the Board of Supervisor through nomination and candidacy is not sufficient, the incumbent Board of	- Amend the title of Article 37 to be consistent with Clause 5, Article 115 of the Law on Enterprises No. 59/2020/QH14; Article 285 of Decree No. 155/2020/ND-CP; Article 36 of the Model Charter for public companies issued with Circular No. 116/2020/TT-BTC. - Amend Clause 1 and Clause 2 of Article 37 to be consistent with the right to nominate candidates for the Board of Directors (BOD) as stipulated in Clause 2, Article 25 of the Group's Charter, because both the Board of Supervisor (BOS) and the BOD are elected by the General Meeting of Shareholders, so the nomination process needs to be unified.
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	be clearly announced before the General Meeting of Shareholders votes to elect Controllors in accordance with the law.	Supervisor may nominate additional candidates. The introduction of additional candidates by the incumbent Board of Supervisor must be clearly announced before the General Meeting of Shareholders votes to elect members of the Board of Supervisor in accordance with the law.	
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Article 43	Article 43. Duty of honesty and avoidance of conflicts of interest 6. Transactions between the Group and one or more members of the Board of Directors, Controllors, the General Director, other managers, and individuals or organizations related to these subjects shall not be void in the following cases: a) For transactions with a value less than or equal to 35% of the total asset value recorded in the most recent financial statements, the important contents of the contract or transaction as well as the relationships and interests of the members of the Board of Directors, Controllors, the General Director, and other managers have been reported to the Board of Directors and approved by the Board of Directors with a majority vote of the members of the Board of Directors who have no related interests;	* Remove Clause 6 * Add new clauses from Clause 6 to Clause 10 after Clause 5 of Article 43 as follows (after removing Clause 6): 6. The Group shall not provide loans or guarantees to shareholders who are individuals and related persons of such individual shareholders. 7. The Group shall not provide loans or guarantees to shareholders who are organizations and related persons of such individual shareholders, except for shareholders that are subsidiaries in cases where the subsidiary is a company without state-owned shares or capital contributions and has contributed capital or purchased shares of the Group before July 1, 2015. 8. The Group shall not provide loans or guarantees to related persons of shareholders that are organizations, except in the following cases: a) The Group and the organization that is a related person of the shareholder are companies in the same group or companies operating under a group of companies model, including parent company -	- Remove Clause 6 because only the law (Civil Code, Law on Enterprises, etc.) can stipulate which contracts or transactions are void or not void (effective). The Group's Charter is merely an internal document of the Group (a commercial legal entity) and therefore lacks the authority to stipulate which contracts or transactions are void or not void. - Clause 84, Article 1 of Decree No. 245/2025/ND-CP supplements several clauses of Article 293 of Decree No. 155/2020/ND-CP. - Clause 83, Article 1 of Decree No. 245/2025/ND-CP adds Clause 6 after Clause 5 of Article 291 of Decree No. 155/2020/ND-CP.
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	b) For transactions with a value greater than 35% of transactions leading to a total transaction value arising within 12 months from the date of the first transaction that is greater than 35% of the total asset value recorded in the most recent financial statements, the important contents of this transaction as well as the relationships and interests of the members of the Board of Directors, Controllers, the General Director, and other managers have been disclosed to shareholders and approved by the General Meeting of Shareholders by the votes of shareholders who have no related interests. c) Such contract or transaction is considered fair and reasonable in all respects related to the Group's shareholders by an independent consulting organization at the time the transaction or contract is approved by the Board of Directors or the General Meeting of Shareholders. d) Contracts or transactions for borrowing or selling assets with a	subsidiary, economic groups, and this transaction must be approved by the General Meeting of Shareholders or the Board of Directors in accordance with the Group's Charter; at the same time, the organization that is a related person is not a shareholder of the Group as stipulated in Clause 7 of this Article. b) Cases where the law provides otherwise. 9. The Group shall only perform the following transactions when approved by the General Meeting of Shareholders: a) Granting loans or guarantees to members of the Board of Directors, members of the Board of Supervisor, the General Director, and other managers who are not shareholders and related individuals or organizations of these subjects. In case of granting loans or guarantees to an organization related to a member of the Board of Directors, a member of the Board of Supervisor, the General Director, or other managers where the public company and the organization (except for the case where the organization is a shareholder of the Group as stipulated in Clause 7 of this Article) are companies in the same group or companies	
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	value greater than 10% of the total asset value recorded in the most recent financial statements between the Group and a shareholder owning 51% or more of the total voting shares or a related person of that shareholder have been disclosed to shareholders and approved by the General Meeting of Shareholders by the votes of shareholders who have no related interests.	operating under a group of companies model, including parent company - subsidiary, economic groups, the General Meeting of Shareholders or the Board of Directors shall approve in accordance with the Group's Charter. b) Transactions with a value of thirty-five percent (35%) or more or transactions leading to a total transaction value arising within 12 months from the date of the first transaction that is thirty-five percent (35%) or more of the total asset value recorded in the most recent financial statements or another smaller ratio or value as stipulated in the Group's Charter between the Group and one of the following subjects: - Members of the Board of Directors, members of the Board of Supervisor, the General Director, other managers, and related persons of these subjects. - Shareholders, authorized representatives of shareholders owning over ten percent (10%) of the company's total common shares, and their related persons;	
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		- Enterprises related to the subjects specified in Clause 2, Article 164 of the Law on Enterprises; c) Loan contracts and transactions, or asset sales with a value greater than ten percent (10%) of the total asset value recorded in the most recent financial statements between the Group and a shareholder owning fifty-one percent (51%) or more of the total voting shares, or a related person of such shareholder. 10. The Board of Directors shall approve contracts and transactions specified in Point b, Clause 8 of this Article with a value less than 35% of the total asset value recorded in the most recent financial statements, or another lower ratio or value as stipulated in the Group's Charter. * Add a new Clause 11 after Clause 10 as follows: 11. The General Director must not be a related person of the corporate manager, the Board of Supervisor member of the Group and the parent company, the representative of state capital, or the representative of the enterprise's capital at the Group and the parent company as prescribed in	
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		Point d, Clause 46, Article 4 of the Law on Securities.	
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Article 55.	Article 55. Dissolution of the Group 1. The Group may be dissolved or cease operations in the following cases: a) Expiration of the operating duration stated in the Group's Charter without a decision on extension; b) Pursuant to a resolution or decision of the General Meeting of Shareholders; c) Revocation of the Enterprise Registration Certificate, except as otherwise provided by the Law on Tax Administration; d) Other cases as prescribed by law.	<i>Amend Clause 1, Article 55 as follows:</i> 1. The Group shall be dissolved in the following cases: a) Expiration of the operating duration stated in the Group's Charter without a decision on extension; b) Pursuant to a resolution or decision of the General Meeting of Shareholders; c) The Group no longer meets the minimum number of shareholders as required by the Law on Enterprises for a period of 06 consecutive months without completing procedures to change the type of enterprise; d) Revocation of the Enterprise Registration Certificate, except as otherwise provided by the Law on Tax Administration.	Article 207 of the Law on Enterprises No. 59/2020/QH14, Article 59 of the Model Charter - Circular No. 116/2020/TT-BTC
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Article 56.	<i>Article 56. Extension of operation</i> 1. The Board of Directors shall convene the General Meeting of Shareholders at least 7 months before the end of the operating duration so that shareholders can vote on the extension of the Company's operation as proposed by the Board of Directors. 2. The operating duration is extended when shareholders representing 65% or more of the total voting shares of all shareholders attending the General Meeting of Shareholders approve.	<i>Remove Article 56</i>	Remove Article 56 because the Group's operating duration is indefinite according to Clause 4, Article 2 of the Group's Charter.
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Article 58	<i>Article 58. Settlement of internal disputes</i> 2. In case a conciliation decision is not reached within 06 weeks from the commencement of the conciliation process, or if the mediator's decision is not accepted by the parties, a party may refer the dispute to Arbitration or a Court.	Amend the clause of Article 58 as follows: 2. In case a conciliation decision is not reached within 06 weeks from the commencement of the conciliation process, or if the mediator's decision is not accepted by the parties, a party may refer the dispute for resolution at a competent Arbitration or Court. In case of dispute resolution by arbitration, the venue for dispute resolution shall be Ho Chi Minh City.	Article 11 of the Law on Commercial Arbitration 2010 No. 54/2010/QH12.
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Article 60.	Article 60. Effective date 1. This Charter consists of 21 chapters and 60 articles, issued pursuant to the Resolution of the Extraordinary General Meeting of Shareholders No. 02/2025/NQ-ĐHĐCĐ (YKVB) dated September 30, 2025, and takes effect from the date of signing. 2. The Charter is made in 10 copies, each having equal validity, and must be kept at the Group's headquarters. 3. This Charter is the sole and official Charter of the Group. 4. Copies or excerpts of the Group's Charter are valid when signed by the Chairman of the Board of Directors or at least 1/2 of the total members of the Board of Directors.	<i>Amend Article 60 as follows:</i> 1. This Charter consists of 21 sections and 59 articles, unanimously approved by the 2026 Annual General Meeting of Shareholders of the Group pursuant to Resolution No. dated ... month ... year 2026. Accordingly, this Charter takes effect from ... month ... year 2026 and replaces all versions of the Group's Charter issued before the effective date of this Charter. 2. The Charter is made in 10 copies, each having equal validity, and must be kept at the Group's headquarters. 3. This Charter is the sole and official Charter of the Group. 4. Copies or excerpts of the Group's Charter are valid when signed by the Chairman of the Board of Directors or at least 1/2 of the total members of the Board of Directors.	Amend to align with Article 64 of the Model Charter - Circular No. 116/2020/TT-BTC)
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APPENDIX II SUMMARY TABLE
AMENDMENTS AND SUPPLEMENTATIONS TO THE INTERNAL REGULATIONS ON CORPORATE GOVERNANCE –
BECAMEX INVESTMENT AND INDUSTRIAL DEVELOPMENT GROUP

Provisio n	CURRENT REGULATION <i>(Contents not mentioned in this column are to be kept as they are in the current Regulation)</i>	AMENDED AND SUPPLEMENTED REGULATION	EXPLANATION OF REASONS AND LEGAL BASIS
	CHAPTER 1 – GENERAL PROVISIONS		
Article 2	Article 2. Interpretation of terms and abbreviations “Delegate” means a Shareholder or an authorized representative (proxy). Corporation: means Becamex Investment and Industrial Development Group Candidacy: means self-nomination VSD: means Vietnam Securities Depository and Clearing Corporation	Article 2. Interpretation of terms and abbreviations “Delegate” means a Shareholder or a representative (person authorized by a shareholder). “The Group” means Becamex Investment and Industrial Development Group (Becamex Group) “Candidacy” means the act of a shareholder self-nominating. “VSDC” means Vietnam Securities Depository and Clearing Corporation.	Adjust several terms for consistency and add new terms to facilitate expression and referencing in the provisions of this Regulation.



		“Law on Enterprises” means the Law on Enterprises No. 59/2020/QH14 passed by the National Assembly of the Socialist Republic of Vietnam on June 17, 2020, and its amendments, supplements, or replacements (if any) from time to time. “Law on Securities” means the Law on Securities No. 54/2019/QH14 passed by the National Assembly of the Socialist Republic of Vietnam on November 26, 2019, and its amendments, supplements, or replacements (if any) from time to time. “Decree No. 155/2020/ND-CP” means Decree No. 155/2020/ND-CP dated December 31, 2020, of the Government detailing the implementation of a number of articles of the Law on Securities, and its amendments, supplements, or replacements (if any) from time to time. “Charter” means the Charter of Becamex Investment and Industrial Development Group “OC” means the Organizing Committee of the General Meeting of Shareholders	Adjust the term 'General Corporation' to 'the Group' and make necessary adjustments to ensure consistency with Article 14 of the draft amended Charter.
Article 3	Article 3. Authority to convene the General Meeting of Shareholders Điều 1. Authority to convene the General Meeting of Shareholders 1. <i>Authority to convene the Annual General Meeting of Shareholders..</i> 2. <i>Authority to convene the Extraordinary General Meeting of Shareholders:</i> a. .. b. ..	Article 3. Authority to convene the General Meeting of Shareholders 1. <i>Authority to convene the Annual General Meeting of Shareholders..</i> 2. <i>Authority to convene the Extraordinary General Meeting of Shareholders:</i> a. .. b. ..	



	b. ... c. In case the Board of Supervisor fails to convene the Meeting of Shareholders as prescribed in Point b, Clause 4, Article 14 of the Group's Charter, the shareholder or group of shareholders specified in Point c, Clause 3, Article 14 of the Group's Charter <i>has the right to request the Group's representative to convene the General Meeting of Shareholders as prescribed by the Law on Enterprises.</i> ...	c. In case the Board of Supervisor fails to convene the General Meeting of Shareholders as prescribed in Point b, Clause 4, Article 14 of the Group's Charter, the shareholder or group of shareholders specified in Point c, Clause 3, Article 14 of the Group's Charter <i>has the right to represent the Group to convene the General Meeting of Shareholders as prescribed by the Law on Enterprises.</i> ...	
Article 11	Article 11. Matters approved at the General Meeting of Shareholders	Remove clause 15 as it duplicates the content of clause 16.	According to Clause 31, Article 4 of the Law on Enterprises No. 59/2020/QH14, 'Corporate reorganization' means the division, separation, consolidation, merger, or conversion of the type of enterprise.
Article 12	Article 12. Voting to approve matters at the meeting	Add provisions regarding the 'Voting Card': 'Voting Card' is a tool issued by the Group to shareholders or their legally authorized representatives attending the meeting to exercise their voting rights on matters under the authority of the General Meeting of Shareholders. The Voting Card displays identification information of the voter, the number of shares or the percentage of voting rights	Add the 'Voting Card' definition because the Regulations mention it but do not explain it clearly.



		represented, the voting content, and voting options. It serves as a legal basis for determining voting intent, facilitating vote counting, determining the approval rate of resolutions, and archiving records in accordance with the Group's regulations and relevant laws. It may be issued in electronic form consistent with meeting organization conditions and the Group's internal regulations.	
Article 13	Article 13. Voting methods 2. Voting methods a. Voting by Voting Card: When voting by raising the Card, the front of the Voting Card must be raised facing the Presidium. In case a delegate does not raise the Voting Card during any of the three rounds of voting for 'In favor', 'Against', or 'Abstain' on a matter, it shall be considered as not raising the Voting Card during any of the three rounds of voting for 'In favor', 'Against', or 'Abstain' on a matter, it shall be considered as <i>not voting</i>. ...	- Amend clause 2 as follows: 2. Voting methods a. Voting by Voting Card: When voting by raising the Voting Card, the front of the Voting Card must be raised facing the Presidium. <i>In case a delegate does not raise the Voting Card during any of the three rounds of voting for 'In favor', 'Against', or 'Abstain' on a matter, it shall be considered as not voting.</i> ...	In case a delegate does not raise the Voting Card during any of the three rounds of voting for 'In favor', 'Against', or 'Abstain' on a matter, it shall be considered as not raising the Voting Card during any of the three rounds of voting for 'In favor', 'Against', or 'Abstain' on a matter, it shall be considered as a vote 'In favor' of that matter, as silence (not voting or waiving the voting right) is a shareholder's right.
Article 15	Article 15. Vote counting method The vote counting method is conducted by aggregating the voting cards/ballots for 'In favor', 'Against', and 'Abstain'.	Amend Article 15 as follows: 'Article 15. Vote counting method The vote counting method is conducted by aggregating the voting cards/ballots for 'In favor', 'Against', and 'Abstain.'	Remove the paragraph: 'For sensitive matters and if requested by the shareholders, the



	For sensitive matters and if requested by shareholders, the Company must appoint an independent organization to perform the collection and counting of votes.		Company must appoint an independent organization to perform the collection and counting of votes.' because this is an old regulation in Circular 121/2012/TT-BTC on corporate governance applicable to public companies, which has expired.
Article 16	Article 16. Conditions for approval of resolutions 1. Resolutions on the following matters are approved if they are approved by shareholders representing 65% or more of the total voting shares of all shareholders attending the meeting, except for cases specified in Clauses 3, 4, and 6 of Article 148 of the Law on Enterprises: ... 2. Resolutions are approved when they are approved by shareholders owning over 50% of the total voting shares of all shareholders attending the meeting, except for cases specified in Clause 1 of this Article and Clauses 3, 4, and 6 of Article 148 of the Law on Enterprises. ...	Amend Clause 1 and Clause 2 as follows: 1. Resolutions on the following matters are approved if they are approved by shareholders representing 65% or more of the total voting shares of all shareholders attending the meeting and voting in favor, except for cases specified in Clauses 3, 4, and 6 of Article 148 of the Law on Enterprises: ... 2. Resolutions are approved when they are approved by shareholders owning over 50% of the total voting shares of all shareholders attending the meeting and voting in favor, except for cases specified in Clause 1 of this Article and Clauses 3, 4, and 6 of Article 148 of the Law on Enterprises. ...	This adjustment (adding the phrase 'and voting') is to comply with legal regulations (Article 148 of the Law on Enterprises No. 59/2020/QH14 and Article 21 of the Group's Charter.)



Article 22	Article 22. Sequence and procedures for the General Meeting of Shareholders to approve resolutions by collecting written opinions 7. Request to cancel a Decision of the General Meeting of Shareholders approved by collecting written opinions Within 90 days from the date of receiving the minutes of the General Meeting of Shareholders or the minutes of the vote counting results of the General Meeting of Shareholders, shareholders or groups of shareholders specified in Clause 2, Article 115 of the Law on Enterprises have the right to request the Court or Arbitration to consider and cancel the resolution or a part of the content of the resolution of the General Meeting of Shareholders in the following cases:	Amend Clause 7 as follows: <i>'7. Request to cancel a Decision of the General Meeting of Shareholders approved by collecting written opinions</i> Within 90 days from the date of receiving the resolution or the minutes of the vote counting results of the General Meeting of Shareholders, shareholders or groups of shareholders specified in Clause 2, Article 115 of the Law on Enterprises have the right to request the Court or Arbitration to consider and cancel the resolution or a part of the content of the resolution of the General Meeting of Shareholders in the following cases:	Adjust Clause 7 to be consistent with the method of collecting written opinions from shareholders as prescribed in Article 149 of the Law on Enterprises No. 59/2020/QH14.
Article 26	Article 26. Authorization for representatives to attend the General Meeting of Shareholders online 2. Some regulations to note when performing online authorization: .. Validity of online authorization: the authorization only has legal effect when the following conditions are met: - When the shareholder fills in all information according to the online authorization form and completes the online authorization process.	- Amend Clause 2 as follows: 2. Some regulations to note when performing online authorization: ... Validity of online authorization: the authorization only has legal effect when the following conditions are met: - When the shareholder fills in all information according to the online authorization form issued by the Group or in accordance with civil law regulations and completes the online authorization process.	Clause 2, Article 144 of the Law on Enterprises No. 59/2020/QH14 stipulates: 'The authorization document shall be made in accordance with civil law and must clearly state the name of the authorized individual or organization and the number of authorized shares.' Therefore, the



			Group must not require shareholders to use the authorization form issued by the Group, even for online meeting authorization.
Article 45	Article 45. Role, Rights, and Obligations of the Board of Directors 8. Organize training and coaching on corporate governance and necessary skills for members of the Board of Directors, the General Director, and other managers of the Group;	Amend Clause 8, Article 45 as follows: 8. Organize training and coaching on the Group's governance and necessary skills for members of the Board of Directors, the General Director, the Person in charge of the Group's governance , and other managers of the Group;	Clause 81, Article 1 of Decree 245/2025/NĐ-CP dated September 11, 2025, of the Government amending and supplementing a number of articles of Decree No. 155/2020/NĐ-CP dated December 31, 2020, of the Government detailing the implementation of a number of articles of the Law on Securities ('Decree 245/2025/NĐ-CP').
Article 46	Article 46. Rights, obligations, and responsibilities of Board members 2. Members of the Board of Directors have obligations as prescribed in the Group's Charter and the following obligations: c. Report promptly and fully to the Board of Directors on remuneration received from subsidiaries, affiliated companies, and other organizations;	- Amend points c, d, and f of Clause 2 as follows: c. Report promptly and fully to the Board of Directors on remuneration received from subsidiaries, affiliated companies, and other organizations; d. Report to the Board of Directors at the most recent meeting on transactions between the Group, its subsidiaries, companies controlled by the Group with 50% or more of charter capital, and members of the	Amend points c, d, and f of Clause 2 to comply with Article 195 of the Law on Enterprises No. 59/2020/QH14 and Clause 8, Article 1 of Decree 245/2025/NĐ-CP.



	d. Report to the Board of Directors at the nearest meeting on transactions between the Group, subsidiaries, corporations controlled by the Group with 50% or more of charter capital, and members of the Board of Directors and their related persons; transactions between the Group and a corporation in which the Board member is a founding member or a corporate manager within the 03 years immediately preceding the transaction. f) The independent member of the Board of Directors must prepare an evaluation report on the activities of the Board of Directors.	Board of Directors and their related persons; transactions between the Group and companies where a member of the Board of Directors is a founding member or a corporate manager within the 03 years immediately preceding the transaction; f. Each independent member of the Board of Directors of the Group must prepare an evaluation report on the activities of the Board of Directors.	
Article 47	Article 47. Number, term, and structure of members of the Board of Directors	Amend Clause 3 and add Clauses 4, 5, and 6 as follows: 3. The structure of the Board of Directors is as follows: a. The number of non-executive members of the Board of Directors of the Group must ensure the following regulations: - There must be at least 01 non-executive members in case the Group has from 03 to 05 Board members; - There must be at least 02 non-executive members in case the Group has from 06 to 08 Board members; - There must be at least 03 non-executive members in case the Group has from 09 to 11 Board members. The Group limits the number of Board members concurrently holding executive positions within the Group to the maximum extent possible to ensure the independence of the Board of Directors.	Amend Clause 3 and add Clauses 4, 5, and 6 to comply with the corresponding clauses of Article 26 of the Draft Amended Charter and Article 160 of the Law on Enterprises No. 59/2020/QH14.



		b. The number of independent members of the Board of Directors of the Group must ensure the following regulations: - There must be at least 01 independent member in case the Group has from 03 to 05 Board members; - There must be at least 02 independent members in case the Group has from 06 to 08 Board members; - There must be at least 03 independent members in case the Group has from 09 to 11 Board members. The rights, obligations, and methods of organizing and coordinating the activities of independent members of the Board of Directors shall be specifically stipulated in the Operating Regulations of the Board of Directors. 4. A member of the Board of Directors shall lose their status as a member of the Board of Directors if they are dismissed, removed, or replaced by the General Meeting of Shareholders in the following cases: a) In accordance with the provisions of Article 160 of the Law on Enterprises. b) Providing false personal information when submitting to the Group as a candidate for the Board of Directors; 5. The appointment of members of the Board of Directors must be disclosed in accordance with the law on information disclosure in the securities market. 6. Members of the Board of Directors are not required to be shareholders of the Group.	
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Article 48	Article 48. Standards and conditions for members of the Board of Directors 1. Members of the Board of Directors must meet the standards and conditions prescribed in Clause 1, Article 155 of the Law on Enterprises and the Charter of the Group. 2. The Chairman of the Board of Directors shall not concurrently hold the position of General Director of a public corporation. 3. A member of the Board of Directors of a public corporation may only concurrently serve as a member of the Board of Directors at a maximum of 05 other corporations.	Amend Article 48 as follows: Article 48. Standards and conditions for members of the Board of Directors 1. Members of the Board of Directors must meet the standards and conditions prescribed in Clause 1, Article 2, Article 155 of the Law on Enterprises and the Charter of the Group. 2. The Chairman of the Board of Directors shall not concurrently hold the position of General Director of the Group. 3. A member of the Board of Directors of the Group may only concurrently serve as a member of the Board of Directors or the Board of Members at a maximum of 05 other companies.	- Amend Clause 1 and Clause 2 to comply with Articles 155 and 156 of the Law on Enterprises No. 59/2020/QH14. - Amend Clause 3 to comply with Clause 7, Article 26 of the Draft Amended Charter.
Article 60	Article 60. Voting methods 3. Voting b. A member of the Board of Directors 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 Group. A member of the Board of Directors shall not be counted in the quorum of members present to hold a meeting of the Board of Directors regarding decisions on which that member does not have the right to vote;	Amend point b, Clause 3, Article 59 as follows: “b. A member of the Board of Directors shall not vote on transactions that bring benefits to that member or their related person in accordance with the Law on Enterprises and the Charter of the Group.”	Remove the phrase: “A member of the Board of Directors shall not be counted in the quorum of members present to hold a meeting of the Board of Directors regarding decisions on which that member does not have the right to vote” to ensure consistency with point b, Clause 11, Article 30 of the Draft Amended Charter.



Article 64	Article 64. Cases where the chairperson and/or secretary refuses to sign the minutes of the Board of Directors meeting In case the chairperson or the person recording the minutes refuses to sign the meeting minutes, but the minutes are signed by all other members of the Board of Directors attending the meeting and contain full content as prescribed in points a, b, c, d, e, g, and h of Article 63 of these Regulations, the minutes shall be valid.	Amend Article 64 as follows: Article 64. Cases where the chairperson and/or secretary refuses to sign the minutes of the Board of Directors meeting In case the chairperson or the person recording the minutes refuses to sign the meeting minutes, but the minutes are signed by all other members of the Board of Directors attending and agreeing to approve the minutes, and contain full content as prescribed in points a, b, c, d, e, g, and h of Clause 1, Article 158 of the Law on Enterprises, the minutes shall be valid. The meeting minutes shall clearly state that the chairperson or the person recording the minutes refused to sign. The persons signing the meeting minutes shall be jointly responsible for the accuracy and honesty of the content of the Board of Directors meeting minutes. The chairperson and the person recording the minutes shall be personally responsible for damages caused to the enterprise due to their refusal to sign the meeting minutes in accordance with the Law on Enterprises, the Company Charter, and relevant laws.	Amend to comply with Clause 17, Article 30 of the Draft Amended Charter and Clause 2, Article 158 of the Law on Enterprises No. 59/2020/QH14.
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Article 69	Article 69. Cases for dismissal of the Corporate Governance Officer 1. The Board of Directors may remove/dismiss the Corporate Governance Officer when necessary, provided it does not contravene current labor laws. 2. The Corporate Governance Officer may be removed by a resolution of the General Meeting of Shareholders	Article 69. Cases for dismissal of the Group's Corporate Governance Officer The Board of Directors may dismiss or remove the Group's Corporate Governance Officer when deemed necessary, provided it does not contravene current labor laws.	Remove Clause 2 because the General Meeting of Shareholders does not have this authority under Article 138 of the Law on Enterprises No. 59/2020/QH14 and the Charter; furthermore, this avoids overlapping authority where one position is subject to dismissal decisions by two different BODies.
Article 74	Article 74. Standards and conditions for members of the Board of Supervisor 1. A Supervisor must meet the following standards and conditions: f. Not be a member or employee of an independent audit firm performing audits of the Group's financial statements in the 03 consecutive years prior.	Amend point f, Clause 1, Article 73 as follows: f. Not be a member or employee of an approved audit organization performing audits of the Group's financial statements in the 03 consecutive years prior.”	Article 168 of the Law on Enterprises No. 59/2020/QH14; Article 287, Article 286 of Decree No. 155/2020/NĐ-CP.
Article 75	Article 75. Nomination and candidacy for members of the Board of Supervisor 1. The candidacy and nomination of members of the Board of Supervisor shall be carried out similarly to the provisions in Clause 1, Article 25 of the Group's Charter. Shareholders holding voting shares have the right to aggregate their	Article 75. Nomination and candidacy for members of the Board of Supervisor 1. The candidacy and nomination of members of the Board of Supervisor shall be conducted similarly to the provisions in Clause 1, Article 25 of the Company	Amend this Clause 1 to align with Clause 1, Article 37 of the Draft Amended Charter.



	voting rights to nominate Supervisors. A shareholder or group of shareholders holding from 10% to less than 20% of the total voting shares may nominate one (01) candidate; from 20% to less than 30% may nominate a maximum of two (02) candidates; from 30% to less than 50% may nominate a maximum of three (03) candidates; from 50% or more may nominate a maximum of four (04) candidates.	Charter. Shareholders holding voting shares have the right to aggregate their voting rights to nominate Controllers. A shareholder or a group of shareholders holding from 10% to less than 20% of the total voting shares may nominate one (01) candidate; from 20% to less than 30% may nominate a maximum of two (02) candidates; from 30% to less than 40% may nominate a maximum of three (03) candidates; from 40% to less than 50% may nominate a maximum of four (04) candidates; from 50% to less than 60% may nominate a maximum of five (05) candidates; from 60% to less than 70% may nominate a maximum of six (06) candidates; from 70% to 80% may nominate a maximum of seven (07) candidates; and from 80% or more may nominate a maximum of eight (08) candidates.	
Article 81	Article 81. Term, standards, and conditions of the General Director The term of the General Director shall not exceed 05 years and they may be reappointed for an unlimited number of terms. The General Director must meet the following standards and conditions: - Not fall into the categories specified in Clause 2, Article 17 of the Law on Enterprises; - Must not be a person with family relations to the manager or Controller of the Group and the parent corporation; a representative of state capital, or a	Article 81. Term, standards, and conditions of the General Director - The term of the General Director shall not exceed 05 years and they may be reappointed for an unlimited number of terms. - The General Director must meet the following standards and conditions: - Not fall into the categories specified in Clause 2, Article 17 of the Law on Enterprises; - Must not be a person with family relations to the corporate manager or Controller of the Group and the	- Restructured into two separate clauses due to the distinct nature of these two contents. - Phrased to align with Article 162 of the Law on Enterprises No. 59/2020/QH14.



	representative of the enterprise's capital at the Group and the parent corporation; c. Possess professional qualifications and experience in the corporate management of the Group.	parent company; a representative of state capital, or a representative of the enterprise's capital at the Group and the parent company; c. Possess professional qualifications and experience in the corporate management of the Group.	
Article 92	Article 92. Matters the General Director must report, provide information on, and the method of notification to the Board of Directors and Board of Supervisor 1. Matters the General Director must report, provide information on, and the method of notification to the Board of Directors b. The General Director is obligated to notify the Board of Directors of transactions between the Group, its subsidiaries, or other companies controlled by the Group with over 50% of charter capital, with those entities themselves or with their related persons as prescribed by law.	Amend Point b, Clause 1 as follows: "The General Director is obligated to notify the Board of Directors of transactions between the Group, its subsidiaries, or other companies controlled by the Group with over 50% of charter capital, with those entities themselves or with their related persons as prescribed by law."	Amended to align with Clause 3, Article 291 of Decree No. 155/2020/ND-CP.
Article 98	Article 98. Effective date 1. This Regulation consists of 08 Chapters and 98 Articles, unanimously approved by the General Meeting of Shareholders of the Becamex Investment and Industrial Development Group on [Date] 2021, and the full text of these regulations is hereby accepted as effective. 2. This Regulation is the sole and official regulation of the Group.	Article 98. Effective date 1. This Regulation consists of 08 Chapters and 97 Articles, unanimously approved by the Annual General Meeting of Shareholders of Becamex Investment and Industrial Development Group on [Date] 2026, and the full text of these regulations is hereby accepted as effective. 2. This Regulation is the sole and official regulation of the Group. 3. Copies or extracts of this Regulation of the Group must be signed by the Chairman of the Board of Directors.	Adjusted to update the timing of the GMS approval of this regulation.



	3. Copies or extracts of the Regulation on Corporate Governance must be signed by the Chairman of the Board of Directors.		
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APPENDIX III SUMMARY TABLE

**AMENDMENTS AND SUPPLEMENTATIONS TO THE OPERATIONAL REGULATIONS OF THE BOARD OF DIRECTORS -
BECAMEX INVESTMENT AND INDUSTRIAL DEVELOPMENT GROUP**



Provisi on	CURRENT REGULATION <i>(Contents not mentioned in this column shall remain as they are in the current Regulation)</i>	AMENDED AND SUPPLEMENTED REGULATION	EXPLANATION OF REASONS AND LEGAL BASIS
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LEGAL BASIS		Amend and supplement the Legal Basis section as follows: - Pursuant to the Law on Enterprises No. 59/2020/QH14 passed by the National Assembly on June 17, 2020; - Pursuant to the Law on Securities No. 54/2019/QH14 passed by the National Assembly on November 26, 2019; - Pursuant to Decree No. 155/2020/NĐ-CP dated December 31, 2020, of the Government detailing the implementation of a number of articles of the Law on Securities; - Pursuant to Decree No. 245/2025/NĐ-CP dated September 11, 2025, of the Government amending and supplementing a number of articles of Decree No. 155/2020/NĐ-CP dated December 31, 2020, of the Government detailing the implementation of a number of articles of the Law on Securities; - Pursuant to Circular No. 116/2020/TT-BTC dated December 31, 2020, of the Ministry of Finance guiding a number of articles on corporate governance applicable to public companies in Decree No. 155/2020/NĐ-CP dated December 31, 2020, of the Government detailing the implementation of a number of articles of the Law on Securities;	Supplement and update with new relevant legal documents.
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		- Pursuant to the Charter of Organization and Operation of Becamex Investment and Industrial Development Group (BECAMEX GROUP); - Pursuant to Resolution No. .../2026/NQ-DHDCĐ dated [Date] 2026, of the 2026 Annual General Meeting of Shareholders of BECAMEX GROUP regarding the approval of the Operational Regulation of the Board of Directors of Becamex Investment and Industrial Development Group.	<i>Pursuant to the Charter of Organization and Operation of Becamex Investment and Industrial Development Group (BECAMEX GROUP);</i> - Pursuant to Resolution No. .../2026/NQ-DHDCĐ dated [Date] 2026, of the 2026 Annual General Meeting of Shareholders of BECAMEX GROUP regarding the approval of the Operational Regulation of the Board of Directors of Becamex Investment and Industrial Development Group.	Amended to align with Article 195 of the Law on Enterprises No. 59/2020/QH14 and Clause 80, Article 1 of Decree 245/2025/NĐ-CP.
Article 3	Article 3. Rights and obligations of members of the Board of Directors 1. Members of the Board of Directors have full rights and responsibilities as prescribed by the Law on Enterprises, relevant laws, and the Charter of the Group, including the right to be provided with information and documents regarding the financial situation and business operations of the Group and its units. 2. Members of the Board of Directors have obligations as prescribed by the Law on Enterprises, the Charter of the Group, and the following obligations: a) Perform their duties honestly and carefully for the best interests of the shareholders and the Group; b) Attend all meetings of the Board of Directors and express opinions on matters discussed;	Article 3. Rights and obligations of members of the Board of Directors 1. Members of the Board of Directors have full rights and responsibilities as prescribed by the Law on Enterprises, the Law on Securities, relevant laws, and the Charter of the Group, including the right to be provided with information and documents regarding the financial situation and business operations of the Group and its units. 2. Members of the Board of Directors have obligations as prescribed by the Law on Enterprises, the Charter of the Group, and the following obligations: a) Perform their duties honestly and carefully for the best interests of the shareholders and the Group; b) Attend all meetings of the Board of Directors and express opinions on matters discussed;	Article 3. Rights and obligations of members of the Board of Directors 1. Members of the Board of Directors have full rights and responsibilities as prescribed by the Law on Enterprises, the Law on Securities, relevant laws, and the Charter of the Group, including the right to be provided with information and documents regarding the financial situation and business operations of the Group and its units. 2. Members of the Board of Directors have obligations as prescribed by the Law on Enterprises, the Charter of the Group, and the following obligations: a) Perform their duties honestly and carefully for the best interests of the shareholders and the Group;	Amended to align with Article 195 of the Law on Enterprises No. 59/2020/QH14 and Clause 80, Article 1 of Decree 245/2025/NĐ-CP.



	c) Report promptly and fully to the Board of Directors the remuneration received from subsidiaries, associate companies, and other organizations; d) Report to the Board of Directors at the nearest meeting transactions between the Group, its subsidiaries, or other companies controlled by the Group with over 50% of charter capital, with their related persons; transactions between the Group and companies in which a member of the Board of Directors is a founding member or a corporate manager within the 03 most recent years prior to the transaction; đ) Perform information disclosure when trading shares of the Group in accordance with the law. 3. Independent members of the Board of Directors of the Group must prepare an evaluation report on the activities of the Board of Directors.	b) Attend all meetings of the Board of Directors and express opinions on matters discussed; c) Report promptly and fully to the Board of Directors the remuneration received from subsidiaries, associate companies, and other organizations; d) Report to the Board of Directors at the nearest meeting transactions between the Group, its subsidiaries, or other companies controlled by the Group with over 50% of charter capital, with members of the Board of Directors and their related persons; transactions between the Group and companies in which a member of the Board of Directors is a founding member or a corporate manager within the 03 most recent years prior to the transaction; đ) Perform information disclosure when trading shares of the Group in accordance with the law. 3. Each independent member of the Board of Directors of the Group must prepare an evaluation report on the activities of the Board of Directors.	Amendment to detail the process of providing, using, and maintaining the confidentiality of information.
Article 4	<i>Article 4. Right of members of the Board of Directors to be provided with information</i> 1. Members of the Board of Directors have the right to request the General Director, Deputy General Directors, and other corporate managers within the General	<i>Article 4. Right of Board of Directors members to be provided with information</i> 1. Members of the Board of Directors have the right to request the General Director, Deputy General Directors, and other corporate managers	



	Corporation to provide information and documents regarding the financial status and business operations of the General Corporation and its entities. 2. Corporate managers are required to provide information and documents in a timely, complete, and accurate manner upon the request of members of the Board of Directors. The sequence and procedures for requesting and providing information are stipulated as follows: - Members of the BOD must submit the content of the BOD of the General Corporation. - If deemed necessary, the BOD will convene a meeting to seek opinions within 07 working days from the date of receiving the request from a BOD member regarding the information requested. - If the above content is approved by the BOD, the corporate manager requested to provide information shall provide the requested information within 07 days.	within the Group to provide information and documents regarding the financial status and business operations of the Group and its entities. 2. Corporate managers are required to provide information and documents in a timely, complete, and accurate manner upon the request of members of the Board of Directors. The sequence and procedures for requesting and providing information are stipulated as follows: - Members of the BOD must submit the content of the request to the BOD of the Group. - If deemed necessary, the BOD will convene a meeting to seek opinions within 07 working days from the date of receiving the request from a BOD member regarding the information requested. - If the above content is approved by the BOD, the corporate manager requested to provide information shall provide the requested information within 07 days and be responsible for explaining any inquiries from BOD members regarding the requested information. - After using the information, the BOD member who requested it shall report to the BOD (if deemed necessary) and ensure the confidentiality of the information.	
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Article 5	<i>Article 5. Number, term, and structure of the Board of Directors</i> 4. Structure of the Board of Directors: a) The structure of the Board of Directors of the General Corporation must ensure that at least 1/3 of the total number of members of the Board of Directors are non-executive members. The General Corporation shall minimize the number of BOD members concurrently holding executive positions within the General Corporation to ensure the independence of the Board of Directors. The total number of independent members of the Board of Directors must comply with the following regulations: - There shall be at least 01 independent member in case the company has from 03 to 05 members of the Board of Directors; - There shall be at least 02 independent members in case the company has from 06 to 08 members of the Board of Directors; - There shall be at least 03 independent members in case the company has from 09 to 11 members of the Board of Directors. 5. Independent members of the Board of Directors have full rights and obligations of members of the Board of Directors as stipulated by the Law on Enterprises, the Law on	<i>Article 5. Number, term, and structure of the Board of Directors</i> 4. The structure of the Board of Directors is as follows: a. The number of non-executive members of the Board of Directors of the Group must comply with the following regulations: - There shall be at least 01 non-executive member in case the Group has from 03 to 05 members of the Board of Directors; - There shall be at least 02 non-executive members in case the Group has from 06 to 08 members of the Board of Directors; - There shall be at least 03 non-executive members in case the Group has from 09 to 11 members of the Board of Directors. The Group shall minimize the number of BOD members concurrently holding executive positions within the Group to ensure the independence of the Board of Directors. b. The number of independent members of the Board of Directors of the Group must comply with the following regulations: - There shall be at least 01 independent member in case the Group has from 03 to 05 members of the Board of Directors;	- Amendment to Clause 1 and Clause 4 to align with Article 26 of the Draft Amended Charter.
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	Securities, the Charter of the General Corporation, and these regulations. 6. Independent members of the Board of Directors shall be organized and coordinate their activities according to the following principles: a) Perform assigned rights and obligations honestly, carefully, and in the best manner to ensure the maximum legitimate interests of the General Corporation; b) Be loyal to the interests of the General Corporation and shareholders; not use information, know-how, business opportunities of the General Corporation, position, title, or assets of the General Corporation for personal gain or to serve the interests of other organizations or individuals; c) All activities of independent members of the Board of Directors must ensure compliance with the provisions of the law and the Charter of the General Corporation.	- There shall be at least 02 independent members in case the Group has from 06 to 08 members of the Board of Directors; - There shall be at least 03 independent members in case the Group has from 09 to 11 members of the Board of Directors. 5. Independent members of the Board of Directors have full rights and obligations of members of the Board of Directors as stipulated by the Law on Enterprises, the Law on Securities, the Charter of the Group, and these regulations. 6. Independent members of the Board of Directors shall be organized and coordinate their activities according to the following principles: a) Perform assigned rights and obligations honestly, carefully, and in the best manner to ensure the maximum legitimate interests of the Group; b) Be loyal to the interests of the Group and shareholders; not use information, know-how, business opportunities of the Group, position, title, or assets of the Group for personal gain or to serve the interests of other organizations or individuals; c) All activities of independent members of the Board of Directors must ensure compliance with	
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	Article 6 <i>Article 6. Standards and conditions for members of the Board of Directors</i> 1. Members of the Board of Directors must meet the following standards and conditions: a) Not fall into the categories specified in Clause 2, Article 17 of the Law on Enterprises; b) Possess professional qualifications and experience in business administration or in the field, industry, or business line of the General Corporation and are not necessarily shareholders of the General Corporation, unless otherwise provided by the Charter of the General Corporation; c) Members of the Board of Directors of the General Corporation may concurrently be members of the Board of Directors of another General Corporation; d) For state-owned enterprises as stipulated in Point b, Clause 1, Article 88 of the Law on Enterprises and subsidiaries of state-owned enterprises as stipulated in Clause 1, Article 88 of the Law on Enterprises, members of the Board of Directors must not be related persons of the General Director and other corporate managers of the General Corporation; or of managers or persons with the authority to appoint managers of the parent company;	the provisions of the law and the Charter of the Group. <i>Article 6. Standards and conditions for members of the Board of Directors</i> 1. Members of the Board of Directors must meet the following standards and conditions: a) Not falling into the categories specified in Clause 2, Article 17 of the Law on Enterprises; b) Possessing professional qualifications and experience in business administration or in the field, industry, or business line of the Group, and not necessarily being a shareholder of the Group, unless otherwise provided by the Group's Charter; c) A member of the Board of Directors of the Group may concurrently serve as a member of the Board of Directors or the Board of Members at a maximum of 05 other companies; d) A member of the Board of Directors of the Group must not be a family member of the General Director or other managers of the Group; or of the manager or person authorized to appoint managers of the parent company; đ) Other standards and conditions as per the Group's Charter.	- Adjust Point c to align with Article 26 of the Draft Amended Charter and Article 155 of the Law on Enterprises No. 59/2020/QH14. - Adjust the wording in Point d to be more concise and reasonable.
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	đ) Other standards and conditions as per the Charter of the General Corporation.		
Article 7	<i>Article 7. Chairman of the Board of Directors</i> 3. The Chairman of the Board of Directors has the following rights and obligations: a) To establish the program and operational plan of the Board of Directors; b) To prepare the program, content, and documents for meetings; to convene, preside over, and act as the chair of Board of Directors meetings; c) To organize the approval of resolutions and decisions of the Board of Directors; d) To supervise the organization and implementation of resolutions and decisions of the Board of Directors; đ) To act as the chair of the General Meeting of Shareholders; e) To establish the work program and assign tasks to other members of the Board of Directors to manage the operations of the Group. To evaluate the performance of the Board of Directors and each member of the Board of Directors and report these evaluation results to the GMS. f) To sign documents on behalf of the GMS and the Board of Directors. g) To approve the annual regular operating budget of the Group and other extraordinary expenses, including	- Amend and repeal certain points of Clause 3, Article 7 as follows: + “g) Approve the annual regular operating budget of the Group and other extraordinary expenses, including extraordinary expenses incurred during the implementation of investment projects proposed by the General Director; except for cases falling under the authority of the Board of Directors. +h) “Approve the General Director’s proposal regarding the appointment, dismissal, removal, discipline, suspension, and salary levels of the following positions: Directors, Deputy Directors of functional departments, Directors, Deputy Directors of divisions, or Heads/Deputy Heads of branches/units directly under the Group.” + Repeal point “i) Approve investments of up to 10% of the annual business plan and budget value.” + Repeal point: “j) The valuation of non-cash assets contributed to the Group during the issuance of shares or bonds of the Group, including gold, land use rights, intellectual property rights, technology, and technological know-how.”	- Amend certain points of Clause 3, Article 7 to align with the provisions of the Law on Enterprises No. 59/2020/QH14 (Article 36, Article 138, Article 153, Article 162) and the Group’s Charter. Repeal points i and j as these matters fall under the authority of the Board of Directors. - Repeal Clause 6, Article 7 as it is inconsistent with the provisions of Clause 4, Article 156 of the Law on Enterprises No. 59/2020/QH14.



	extraordinary expenses incurred during the implementation of investment projects proposed by the General Director. h) To approve the General Director's proposal regarding the appointment, dismissal, removal, discipline, suspension, and salary levels of the following positions: Corporation Secretary, Directors, Deputy Directors of functional departments, Directors, Deputy Directors of divisions, or Heads/Deputy Heads of branches/units directly under the Group. i) To approve investments of up to 10% of the annual business plan and budget value. j) To value non-cash assets contributed to the Group during the issuance of shares or bonds of the Group, including gold, land use rights, intellectual property rights, technology, and technological know-how. k) To approve investment projects, business matters, or transactions for which the Board of Directors has approved the policy before the General Director proceeds with implementation. l) To approve, based on the proposal of the Board of General Directors, matters regarding recruitment, transfer, and arrangement of personnel within the Group. m) To approve policies regarding costs, expenses, etc., related to projects and works. n) To attend and provide comments and guidance at meetings of the Board of General Directors.	+ k) Approve investment projects, business matters, or transactions for which the Board of Directors has approved the policy before the General Director proceeds with implementation. + m) Approve policies regarding costs, expenses, etc., related to projects and works after the Board of Directors has approved the project policy. - Repeal Clause 6, Article 7	
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	o) Other rights and obligations as prescribed by the Law on Enterprises and the Group's Charter. 6. In the event that the Chairman of the Board of Directors is absent due to a business trip, the Vice Chairman of the Board of Directors is authorized to sign documents on behalf of the GMS and the Board of Directors.			
Article 11	<i>Article 11. Rights and obligations of the Board of Directors</i>	* Point i, Clause 2, Article 11 is amended as follows: *i) Appoint and remove, sign contracts, and terminate contracts with the General Director, Deputy General Directors, Chief Accountant, and <i>Corporation Secretary</i> of the Group; <i>appoint authorized representatives</i> at units where the Group has contributed capital. Designate and remove persons authorized by the Group to act as commercial representatives and lawyers of the Group; * Add points t and u after point s, Clause 2, Article 11, amended as follows: t) Approve investments of up to 10% of the annual business plan and budget value. u) The valuation of non-cash assets contributed to the Group during the issuance of shares or bonds of the Group, including gold, land use rights, intellectual property rights, technology, and technological know-how.	- Add the right to appoint the Group Secretary in point i and the rights in points t and u to align with the provisions of Article 156, Article 153, and Article 36 of the Law on Enterprises No. 59/2020/QH14. - Remove the phrase: “After obtaining the approval of the Owner” in point l, clause 2, Article 11, because Becamex Group is currently a joint stock company and does not apply the mechanism requiring owner approval as in the case of a single-member limited liability company. (Articles 76, 80, 138 of the Law on Enterprises No. 59/2020/QH14).	



		*Point 1, Clause 2, Article 11 is amended as follows: l) Decide on the organizational structure and internal management regulations of the Group; decide on the establishment of subsidiaries, branches, representative offices, research institutes, and schools; and decide on capital contribution and share purchases in other enterprises so that such enterprises become subsidiaries or associates of the Group. Approve the purchase or sale of shares of other companies established in Vietnam or abroad; * Change point t to point v.	
Article 16	Article 16. Board of Directors meetings 11. Voting b) Except for the provisions in point b, clause 11, Article 16 of this Regulation, each member of the Board of Directors or an authorized person as prescribed in clause 8 of this Article who is physically present in their personal capacity at the Board of Directors meeting shall have one (01) vote; b) A member of the Board of Directors shall not vote on contracts, transactions, or proposals in which that member or a related person to that member has an interest that conflicts or may conflict with the interests of the Group. A member of the Board of Directors shall not be counted	Article 16. Board of Directors meetings 11. Voting b) A member of the Board of Directors shall not vote on transactions that bring benefits to that member or a related person of that member in accordance with the Law on Enterprises and the Group's Charter.	- Remove the paragraph: “A member of the Board of Directors shall not be counted towards the minimum quorum required to hold a Board of Directors meeting regarding decisions for which that member does not have the right to vote;” in point b, clause 11, because Clause 3, Article 167 of the Law on Enterprises No. 59/2020/QH14 and Clause 4,



	towards the minimum quorum required to hold a Board of Directors meeting regarding decisions for which that member does not have the right to vote;		Article 291 of Decree No. 155/2020/ND-CP only stipulate that a member of the Board of Directors shall not vote on transactions that bring benefits to that member or a related person of that member, and there is no provision stating that a member of the Board of Directors shall not be counted towards the minimum quorum required to hold a Board of Directors meeting regarding decisions for which that member does not have the right to vote. Furthermore, this is to ensure consistency with point b, clause 11, Article 30 of the Draft Amended Charter.
Article 17	<i>Article 17. Minutes of Board of Directors meetings</i> 2. In case the chairperson or the minute-taker refuses to sign the meeting minutes, but if all other members of the Board of Directors attending the meeting sign and the minutes contain full content as prescribed in points a, b, c, d, d, e, g, and h of clause 1 of this Article, then these minutes shall be effective.	Amend clause 2, Article 17 as follows: “2. In case the chairperson or the minute-taker refuses to sign the meeting minutes, but if all other members of the Board of Directors attending and agreeing to approve the meeting minutes sign and the minutes contain full content as prescribed in points a, b, c, d, d, e, g, and h of clause 1 of this Article, then	Amend clause 2, Article 17 to be consistent with Article 158 of the Law on Enterprises and clause 17, Article 30 of the Charter.



		these minutes shall be effective. The meeting minutes shall clearly state that the chairperson or the minute-taker refused to sign the minutes. The signatories of the meeting minutes shall be jointly responsible for the accuracy and honesty of the content of the Board of Directors meeting minutes. The chairperson and the minute-taker shall be personally liable for damages caused to the enterprise due to their refusal to sign the meeting minutes in accordance with the Law on Enterprises, the Group's Charter, and relevant laws. The Board of Directors meeting minutes and documents used in the meeting must be kept at the Group's headquarters.”	
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APPENDIX IV SUMMARY TABLE
AMENDMENTS AND SUPPLEMENTATIONS TO THE OPERATIONAL REGULATIONS OF THE BOARD OF SUPERVISOR-
BECAMEX INVESTMENT AND INDUSTRIAL DEVELOPMENT GROUP

Clause	CONTENT OF THE BOARD OF SUPERVISOR OPERATING REGULATION			NOTES
	CURRENT REGULATION (Content not mentioned in this column shall remain as in the Current Regulation)	ADJUSTED REGULATION	EXPLANATION OF REASONS AND LEGAL BASIS	
	LEGAL BASIS			



		<i>Amended and supplemented as follows:</i> - Pursuant to the Law on Enterprises No. 59/2020/QH14 passed by the National Assembly on June 17, 2020; - Pursuant to the Law on Securities No. 54/2019/QH14 passed by the National Assembly on November 26, 2019; - Pursuant to Decree No. 155/2020/NĐ-CP dated December 31, 2020 of the Government detailing the implementation of a number of articles of the Law on Securities; - Pursuant to Decree No. 245/2025/NĐ-CP dated September 11, 2025 of the Government amending and supplementing a number of articles of Decree No. 155/2020/NĐ-CP dated December 31, 2020 of the Government detailing the implementation of a number of articles of the Law on Securities; - Pursuant to Circular No. 116/2020/TT-BTC dated December 31, 2020 of the Ministry of Finance guiding a number of articles on corporate governance applicable to public companies under Decree No. 155/2020/NĐ-CP dated December 31, 2020 of the Government detailing the implementation of a number of articles of the Law on Securities; - Pursuant to the Charter of Organization and Operation of Becamex Investment and Industrial Development Group (BECAMEX GROUP);	Supplement and update the latest relevant legal documents.	
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		- Pursuant to Resolution No. .../2026/NQ-GMS dated ..., 2026 of the 2026 Annual General Meeting of Shareholders of BECAMEX GROUP on the approval of the Operating Regulation of the Board of Directors of Becamex Investment and Industrial Development Group (BECAMEX GROUP).		
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DEFINITIONS AND TERMS	DEFINITIONS AND TERMS In this Regulation, the following terms shall be understood as follows: 1. <i>A member of the Board of Supervisor</i> is a Supervisor. 2. <i>The Company</i> is Becamex Investment and Industrial Development Group	DEFINITIONS AND TERMS In this Regulation, the following terms shall be understood as follows: 1. “Member of the Board of Supervisor” is a Supervisor. 2. “Charter” is the Charter of Becamex Investment and Industrial Development Group (BECAMEX GROUP). 3. “Group” is Becamex Investment and Industrial Development Group (BECAMEX GROUP). 4. “Law on Enterprises” is the Law on Enterprises No. 59/2020/QH14 passed by the National Assembly of the Socialist Republic of Vietnam on June 17, 2020, and its amendments, supplements, or replacements (if any) from time to time. 5. “Law on Securities” is the Law on Securities No. 54/2019/QH14 passed by the National Assembly of the Socialist Republic of Vietnam on November 26, 2019, and its amendments, supplements, or replacements (if any) from time to time.	Supplement definitions for several terms used repeatedly in the Regulation.	
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CHAPTER II. MEMBERS OF THE BOARD OF SUPERVISOR				
Article 5	Article 5. Standards and conditions for members of the Board of Supervisor 2. In addition to the standards and conditions prescribed in clause 1 of this Article, a member of the Board of Supervisor of the Company as prescribed in point b, clause 1, Article 88 of the Law on Enterprises shall not be a person with family relations to the corporate manager of the Company; or a representative of state capital in the Company.	Amend clause 2 as follows: 2. In addition to the standards and conditions prescribed in clause 1 of this Article, a member of the Board of Supervisor of the Group shall not be a person with family relations to the corporate manager of the Group and the parent company; or a representative of the enterprise's capital or a representative of state capital at the parent company and at the Group.	Amend clause 2 to be consistent with the provisions in clause 2, Article 169 of the Law on Enterprises No. 59/2020/QH14 and Article 286 of Decree No. 155/2020/NĐ-CP.	
Article 7	Article 7. Candidacy and nomination of members of the Board of Supervisor 1. Shareholders or groups of shareholders owning 10% or more of the total common shares have the right to nominate candidates for the Board of Supervisor. Shareholders holding voting shares have the right to aggregate their voting rights to nominate members of the Board of Supervisor. Shareholders or groups of shareholders holding from 10% to less than 20% of the total voting shares are entitled to nominate one (01) candidate; from 20% to less than 30% are entitled to nominate a maximum of two (02) candidates; from 30% to less than 50% are entitled to	Amend clause 1 as follows: 1. Shareholders or groups of shareholders owning 10% or more of the total common shares have the right to nominate candidates for the Board of Supervisor. Shareholders holding voting shares have the right to aggregate their voting rights to nominate members of the Board of Supervisor. Shareholders or groups of shareholders holding from 10% to less than 20% of the total voting shares are entitled to nominate one (01) candidate; from 20% to less than 30% are entitled to nominate a maximum of two (02)	Amend clause 1, Article 7 to be consistent with clause 1, Article 37 of the Draft Amended Charter.	



	nominate a maximum of three (03) candidates; from 50% or more are entitled to nominate a maximum of four (04) candidates.	candidates; from 30% to less than 40% are entitled to nominate a maximum of three (03) candidates; from 40% to less than 50% are entitled to nominate a maximum of four (04) candidates; from 50% to less than 60% are entitled to nominate a maximum of five (05) candidates; from 60% to less than 70% are entitled to nominate a maximum of six (06) candidates; from 70% to 80% are entitled to nominate a maximum of seven (07) candidates; and from 80% or more are entitled to nominate a maximum of eight (08) candidates.		
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