

CÔNG TY CỔ PHẦN
HALCOM VIỆT NAM
HALCOM VIETNAM JOINT
STOCK COMPANY

Số/ No. 162./2026/CV/HAL-BQT

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

Hà Nội, ngày 03 tháng 06 năm 2026
Hanoi, dated June 03, 2026

CÔNG TY CỔ PHẦN HALCOM VIỆT NAM

CÔNG BỐ THÔNG TIN ĐỊNH KỲ PERIODIC INFORMATION DISCLOSURE

Digitally signed by CÔNG TY CỔ PHẦN HALCOM VIỆT NAM
Date: 2026.06.03 17:56:18 +07'00'

To:

Ủy ban chứng khoán Nhà nước;
Sở Giao dịch chứng khoán thành phố Hồ Chí Minh.
The State Securities Commission;
The Stock Exchange of Ho Chi Minh city.

1. Tên tổ chức: CÔNG TY CỔ PHẦN HALCOM VIỆT NAM

Name of organization: HALCOM VIETNAM JOINT STOCK COMPANY

- Mã chứng khoán/ Stock Symbol: HID

- Địa chỉ: Tầng 9, Tòa nhà Hòa Bình, số 106 Hoàng Quốc Việt, Phường Nghĩa Đô, Thành phố Hà Nội

Address: Floor No.09, Hoa Binh Tower, No.106 Hoang Quoc Viet street, Nghia Do ward, Hanoi city

- Điện thoại liên hệ/ Telephone: 024 3562 4709

- Email: info@halcom.vn

2. Nội dung thông tin công bố/ Contents of disclosure: Thông báo mời họp và tài liệu họp Đại hội đồng cổ đông thường niên năm 2026/ Notice of Invitation and Meeting Materials for the 2026 Annual General Meeting of Shareholders.

3. Thông tin này đã được công bố trên trang thông tin điện tử của công ty vào ngày 03/06/2026 tại đường dẫn: <https://halcom.vn/category/quan-he-co-dong/dai-hoi-dong-co-dong/2026/>
This information was published on the company's website on June 03, 2026, as in the link <https://halcom.vn/category/quan-he-co-dong/dai-hoi-dong-co-dong/2026/>

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

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



Tài liệu đính kèm/ Attached documents:
Thông báo mời họp và tài liệu họp Đại
hội đồng cổ đông thường niên năm
2026/ *Notice of Invitation and Meeting
Materials for the 2026 Annual General
Meeting of Shareholders*

NGƯỜI ĐƯỢC ỦY QUYỀN CBTT/
Party authorized to disclose information



Nguyễn Thu Trang/
Nguyen Thu Trang





MEETING INVITATION ANNUAL GENERAL MEETING OF SHAREHOLDERS 2026

To: Shareholders of Halcom Vietnam Joint Stock Company

The Board of Directors of Halcom Vietnam Joint Stock Company (Halcom) respectfully invites shareholders to attend the 2026 Annual General Meeting of Shareholders (AGM). Details are as follows:

1. Meeting Format and Time

- **Online Meeting: June 25, 2026, at the specified time according to the attached meeting agenda.**
- The link to the online meeting will be posted on Halcom Vietnam Joint Stock Company's website at: www.halcom.vn

2. Participants

- All shareholders owning shares of Halcom (*or representatives duly authorized by shareholders*) as per the list of shareholders from the Vietnam Securities Depository Center, dated May 26th 2026 (Registration Date: May 25, 2026).
 - Authorization to attend: Shareholders may authorize others to attend the online AGM on their behalf. The authorization letter should follow the template (*attached in the AMG documents*) or in accordance with the legal regulations. The authorization must include full details (Name, ID, email, phone number) and the number of authorized shares.
- Note:** Shareholders or shareholder groups owning 5% or more of the company's total common shares may propose issues for inclusion in the AGM agenda. The proposal must be in writing, including shareholder information (Name, ownership registration number, email, phone number, number of shares, proposed issues), and must be sent to the company no later than **5:00 p.m. on June 22, 2026**).

3. Documents of the General Meeting of Shareholders

Meeting documents are available on the Halcom Vietnam Joint Stock Company website at: www.halcom.vn

4. Voting Instructions

- Shareholders can access the voting platform at: <http://hid.bvote.vn/> and use the username and password provided in the meeting invitation to vote.
- Shareholders use **the username and password provided in the Meeting Invitation** to attend the meeting online and vote remotely.

Notes: Shareholders are responsible for keeping their username, password, and other identification factors provided by the Company confidential to ensure that only shareholders use their login credentials.



- If shareholders authorize someone else to attend the AGM, they must send the authorization letter in the provided template to the address listed in Section 5 before **5:00 p.m. on June 22, 2026**, so that Halcom can issue a login account for the authorized person.
- The B-vote system will be open from **08:00 a.m. on June 24, 2026**.

5. Company Information and Contact Address:

Halcom Vietnam Joint Stock Company

Address: 9th Floor, Hoa Binh Building, No. 106 Hoang Quoc Viet Street, Nghia Do Ward, Hanoi

Business Registration Number: 0101143879

Phone: (024) 3562 4709/10

Email: Info@halcom.vn

We respectfully announce the meeting details./.

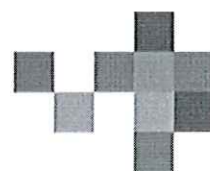
Recipient:

- *As To;*
- *SSC;*
- *HOSE;*
- *Office archiving.*

**FOR AND ON BEHALF OF BOD
CHAIRMAN**

(Signed)

Nguyen Quang Huan





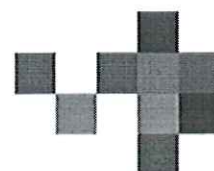
MEETING AGENDA ANNUAL GENERAL MEETING OF SHAREHOLDERS 2026

Time for holding the Online General Meeting: 25/6/2026

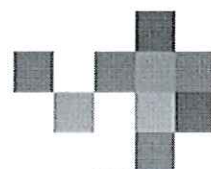
Electronic voting links: hid.bvote.vn

Online discussion session link: Published on the Company's website: www.halcom.vn

Time	Contents	Responsible party
Confirmation of attendance at the General Meeting and online voting – June 24, 2026 and June 25, 2026		
8:00 AM on June 24, 2026 – 11:20 AM on June 25, 2026	Shareholders shall confirm attendance at the 2026 Annual General Meeting of Shareholders by accessing and confirming through the Bvote system.	The Organizing Committee will assist shareholders in conducting voting procedures. For any inquiries, please contact: (024) 3562 4709/10 Ext:50 Email: info@halcom.vn Shareholders may review the voting contents and attached documents directly in the Voting Section on the Bvote system.
8:00 AM on June 24, 2026 – 09:00 AM on June 25, 2026	Shareholders shall cast votes electronically through the Bvote system on the following matters: - Election of the Committees assisting the General Meeting - Approval of the Meeting Agenda and the Working Regulations of the General Meeting.	
8:00 AM on June 24, 2026 – 11:00 AM on June 25, 2026	Shareholders shall cast votes electronically through the Bvote system on Reports, Proposals, and other matters submitted for voting at the General Meeting.	
Online Discussion Session - June 25, 2026		
08:30 – 09:00	Reception of delegates and verification of conditions for convening the General Meeting	Organizing Committee
09:00 – 09:30	- Introduction of the Presidium and election of the Committees assisting the General Meeting - Approval of the Meeting Agenda and the Working Regulations of the General Meeting - Opening of the General Meeting	Organizing Committee
09:30 – 10:00	Presentation of reports and proposals: - <i>Report on operational performance in 2025 and plan for 2026</i> - <i>Report on activities of the Supervisory Board in 2025 and plan for 2026</i> - <i>Other proposals, reports, and voting matters at the 2026 Annual General Meeting of Shareholders</i>	Organizing Committee
10:00 – 10:30	Discussion	Organizing Committee
10:30 – 11:00	Voting	Shareholders
Compilation of voting results		
11:00 – 11:10	Compilation of voting results on matters of the 2026 Annual General Meeting of Shareholders	Organizing Committee



11:10 – 11:20	Approval of voting results on matters through the Bvote system	Organizing Committee
11:20	Closing of the General Meeting	Organizing Committee





**REPORT ON
THE 2025 ACTIVITIES OF THE BOARD OF DIRECTORS AND
THE 2026 OPERATIONAL PLAN**

**To: ANNUAL GENERAL MEETING OF SHAREHOLDERS 2026
HALCOM VIETNAM JOINT STOCK COMPANY**

The Board of Directors (BOD) respectfully submits to the General Meeting of Shareholders of Halcom Vietnam Joint Stock Company the Report on the activities of the BOD during the fiscal year 2025 (from April 1, 2025 to December 31, 2025) and the operational orientation for 2026, with the following details:

I. PERFORMANCE RESULTS OF THE BOARD OF DIRECTORS IN 2025

1. Members of the BOD

The BOD maintained a structure of 03 members, including:

- | | | |
|-----------------------|---|---|
| Mr. Nguyen Quang Huan | - | Chairman of the BOD |
| Mr. Nguyen Viet Dung | - | Vice Chairman of the BOD |
| Mr. Nguyen Van Lam- | | Independent Member of the BOD |
| | | <i>(Term expired on September 12, 2025)</i> |
| Mr. Doan Nang Lien | - | Independent Member of the BOD |
| | | <i>(Elected to the BOD from September 12, 2025)</i> |

The BOD actively implemented, directed, supervised and managed the Company's operations in strict compliance with applicable laws and the Company's Charter on organization and operation.

2. Corporate governance

- In 2025, the BOD rigorously performed its supervisory role and closely coordinated with the Executive Board and affiliated units to ensure that all production and business activities strictly complied with legal regulations and aligned with the objectives set out in the Resolution of the General Meeting of Shareholders ("GMS"). The BOD issued a series of important Resolutions and Decisions regarding capital restructuring, transfer of capital contributions and consolidation of the organizational structure in line with the Company's actual development situation. At the same time, internal governance was strengthened through the improvement of internal regulations, the establishment of Representative Office, and the dismissal and appointment of senior personnel, thereby ensuring a strong and effective corporate governance foundation.
- The Chairman of the BOD effectively fulfilled the coordination role by chairing regular and extraordinary meetings of the BOD, while maintaining periodic working

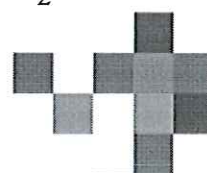


sessions with the Executive Board and leaders of member units. This approach enabled the BOD to closely monitor actual operations, provide timely strategic directions and effectively resolve bottlenecks in production and business activities.

- The BOD consistently encouraged and maintained a multidimensional dialogue mechanism, creating a favorable environment for employees at all levels to proactively contribute opinions and initiatives toward the Company's overall development.
- Through the Integrity Committee and the Board of Supervisors, the BOD directed the organization of thematic inspections and supervision on compliance with internal processes and regulations in order to assess and identify operational risks at an early stage, receive feedback from management levels and promptly adjust and update governance practices.
- Independent members of the BOD effectively promoted their objective advisory role by closely supervising strategic decisions and executive activities to maximize the interests of the Company and its shareholders while minimizing potential conflicts of interest. Detailed assessments are presented in the attached Reports of the Independent Members of the BOD.

3. Personnel work

- The BOD assigned clear responsibilities to each member and regularly supervised and evaluated the effectiveness of their performance. The planning and development of senior personnel were strongly implemented with a focus on rejuvenation and high professional expertise. This team has been cultivated based on the Company's core foundational values: business philosophy, corporate culture and the Corporate Compliance Program (CCP), in order to meet governance standards and adapt to increasingly demanding market conditions.
- The BOD established a long-term human resources strategy focusing on training and developing a successor workforce capable of flexibly adapting to business objectives in each phase. Internal training activities were strengthened, particularly in enhancing governance capacity and planning and supervision skills for key personnel and all employees.
- The BOD directed the Executive Board to closely coordinate with experts in developing a strategic roadmap, while focusing on consolidating and standardizing the organizational structure, optimizing the functions and duties of departments, updating the internal process system and improving the performance evaluation mechanism in a scientific and transparent manner.



4. Direction and orientation in production, business activities and project investment

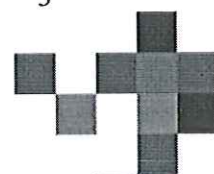
The direction and orientation toward investment in green and sustainable development projects remains the Company's consistent strategy. This orientation has increasingly demonstrated its appropriateness and strong compatibility with current development trends. In addition, digital economy, circular economy and green economy models have also been proactively studied by the BOD for integration into the Company's development roadmap.

Timely capturing market opportunities, the BOD directed the Executive Board to focus resources on developing key renewable energy and clean energy projects (including wind power, solar power, waste-to-energy, biomass power, hydropower and energy storage systems). At the same time, the BOD also oriented the expansion of selective infrastructure investment research in the fields of real estate, industrial clusters and mineral exploitation in order to diversify revenue sources and optimize asset utilization efficiency.

In 2025, the Board of Directors has concentrated its guidance on the following areas:

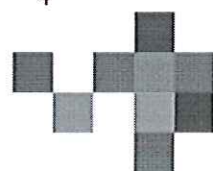
4.1. For plants/projects currently in operation and implementation:

- Continuing to optimize the operation of Phuong Mai 3 Wind Power Plant in Gia Lai Province and Thuan Thanh Water Plant in Bac Ninh Province (Phase 1), with a view to enhancing operational efficiency, ensuring safe and stable operation and maximizing project performance;
- Completing construction investment and commissioning Nhon Hoi Water Plant in Gia Lai Province (Phase 1, capacity of 10,000 m³/day and night) for commercial operation, thereby contributing stable revenue and improving the Company's operational efficiency in the water infrastructure sector;
- Focusing on finalizing legal procedures for Phase 2 while preparing necessary conditions for the implementation of the project to increase the capacity of Thuan Thanh Water Plant to 12,000 m³/day and night in order to meet the growing water demand in the region;
- Accelerating implementation and separation of legal dossiers for the Phuong Mai 3 Resort Project on the existing land area in accordance with the adjusted master planning policy of Nhon Hoi Economic Zone, thereby creating a basis for investment implementation and efficient land exploitation of the project.
- Continuing to promote legal procedures related to general and detailed planning in order to separate the area under the legal dossier of the Phuong Mai 3 Resort Project on the land area already approved under the existing master plan and currently operated by Central Wind Power Joint Stock Company.



4.2. Developing new projects:

- Focusing on accelerating the preparation of pre-feasibility studies, feasibility studies and legal procedures for waste-to-energy projects in Hanoi, Da Nang and several other localities. These are key projects of urgent importance in environmental treatment while also contributing additional energy supply to the nation and receiving significant attention and direction from the Government. The Company has conducted research and is currently submitting investment proposal dossiers for projects applying a combined technology model integrating two advanced technologies from Germany and Finland. This technological solution is considered suitable for the characteristics of municipal solid waste in Vietnam, ensuring effective waste treatment, optimizing energy recovery capacity and meeting stringent environmental protection requirements.
- Regarding the wind power sector: The Company continued to study mechanisms, policies, planning and relevant legal regulations while working with partners and potential investors to develop onshore and nearshore wind power projects. Including:
 - + For nearshore wind power: The Company is promoting M&A activities for several projects in Can Tho and Bac Lieu with an estimated total capacity of approximately 150 MW;
 - + For onshore wind power: The Company is implementing an investment proposal for a 100 MW wind power project in Can Tho City. The project has been included in the National Power Development Plan VIII and the national implementation plan of Power Development Plan VIII. At the same time, the Company is also studying and approaching M&A opportunities for several projects in Dak Lak and Gia Lai;
- Regarding the solar power sector: The Company is implementing an investment proposal for a 50 MW solar power project in Can Tho City. The project has been included in the National Power Development Plan VIII and the national implementation plan of Power Development Plan VIII; currently, the Company is continuing to complete the relevant dossiers and legal procedures for project implementation. In addition, the Company is also researching, approaching and promoting M&A activities for several projects in localities such as Gia Lai, Ninh Thuan and Quang Tri;
Toward 2030, the Company aims to develop total wind and solar power project capacity ranging from 400 MW to 600 MW, gradually expanding the scale of operations in the renewable energy sector;
- Continuing to study and assess the feasibility of several hydropower projects to expand the Company's energy ecosystem. Currently, the Company is discussing and



negotiating with relevant partners regarding several projects in the Central Highlands region and Da Nang;

- Approaching, researching and preparing to promote investment in several clean water supply projects in northern provinces;
- Completing the acquisition of capital contribution interest in Sao Phuong Bac Minerals Joint Stock Company to undertake the investment and development of a mineral exploitation project in Lai Chau Province, which has received approval of its investment policy and investor approval;
- Enhancing governance capacity and expanding the management team and experts in the fields of clean energy, clean water, real estate and minerals to meet development requirements in the coming period;
- Promoting the search for and cooperation with domestic and foreign strategic partners possessing strong financial capability, operational experience and advanced technologies in the Company's business sectors;
- Continuing to promote investment activities in the trading and mining sectors to diversify production and business activities and create growth momentum in the coming period.

4.3. For the consulting field

The BOD continues to identify consultancy services as a core strength for enhancing international cooperation, affirming the HALCOM brand, expanding markets and improving professional expertise for the workforce. This serves as a solid foundation to support and effectively implement the Company's investment activities.

In 2025, the Company continued implementing several consultancy service packages in the domestic market and in Laos. In the next phase, the BOD oriented the Executive Board to focus on participating in suitable international and domestic tenders and implementing consultancy packages for projects invested by the Company, while creating attractive mechanisms to attract leading experts to participate in the Company's business sectors.

5. Supervision results over the Executive Board (Board of Management)

- Throughout fiscal year 2025, the BOD performed its supervisory function in a strict, systematic and comprehensive manner over the Executive Board in implementing the Resolutions and Decisions of the GMS and the BOD. All major action plans and strategic objectives were concretized by the Executive Board into detailed directives for each department and member unit. The implementation process ensured consistency, synchronization and compliance with the Company Charter, internal regulations and the prevailing legal framework.



- The BOD acknowledged, commended and highly appreciated the governance capability, professional expertise and professional ethics of the Executive Board members. The Executive Board members effectively fulfilled their responsibilities in relation to the areas assigned and authorized by the BOD, maintaining the stability of the organizational structure and core personnel.
- The Executive Board seriously analyzed and absorbed warnings while fully recognizing the internal and external difficulties and challenges faced by the Company. Accordingly, in 2025, the Executive Board took decisive, proactive and flexible actions in response to market fluctuations. Through creative application and harmonious coordination of financial resources, technology and high-quality human resources, the Executive Board transformed challenges into opportunities and achieved the highest possible efficiency for the Company's production and business operations.

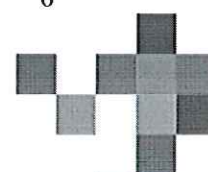
6. Business results in 2025

In fiscal year 2025 (under the transitional fiscal period comprising 09 months), the BOD and the Executive Board steadfastly implemented the strategy of restructuring and concentrating maximum resources (human resources, financial resources and physical resources) on the portfolio of long-term core projects, including: renewable energy, clean water, industrial park real estate and minerals. These large-scale infrastructure and industrial projects are characterized by concentrated initial investment capital requirements and long-term revenue/profit generation cycles. Therefore, the financial results of 2025 accurately reflected the Company's accumulation and foundational investment phase.

The main business targets achieved in 2025 are as follows:

Unit: VND

No.	Indicators	Consolidated
I	Revenue from sale of goods and rendering of services	421,236,018,864
II	Cost of goods sold	303,199,178,782
III	Gross profit	118,036,840,082
	Financial income	556,291,939
	Financial expenses	93,296,710,068
	- Interest expense	25,647,574,281
	Profit (loss) of subsidiaries, affiliates	(10,723,315,723)
	General and administrative expenses	68,165,537,444



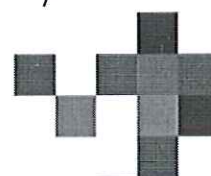
IV	Operating profit	(53,592,431,214)
	Other profits	(1,952,734,251)
V	Profit before tax	(55,545,165,465)
VI	Profit after tax	(74,268,081,866)
1	Net profit after tax attributable to shareholders of the parent	(40,666,447,883)
2	Net profit after tax attributable to non-controlling interests	(33,601,633,983)

7. Certain Key Achievements of the BOD in 2025

In 2025, amid an economy facing numerous fluctuations and complex challenges from the global market directly affecting the business community, the BOD demonstrated the highest sense of responsibility and made every effort to act in the best interests of the Company and its shareholders. Through highly practical and flexible strategic orientation together with close and decisive coordination with the Executive Board, the BOD made significant contributions toward achieving the key production and business objectives set forth.

Key operational achievements of the BOD during the past year included:

- Successfully organizing the 2025 Annual General Meeting of Shareholders in September 2025;
- Adjusting, optimizing and streamlining the organizational structure to enhance resource utilization efficiency and flexibly meet production and business requirements.
- Timely resolving investment capital contribution and capital mobilization plans within the authority approved/authorized by the GMS; directly participating in working sessions with domestic and foreign financial institutions to ensure optimal funding sources for project development and implementation.
- Proactively directing and supporting the Executive Board in standardizing internal processes and regulations; promoting professional activities in Marketing, development of the Halcom brand/image and sustainable human resource development strategies.
- Strengthening periodic inspection and supervision of subsidiaries and affiliated companies through representatives of contributed capital in order to preserve and develop Halcom's capital while making timely strategic adjustments.
- Directing the review and continued strict implementation of the Corporate Compliance Program in accordance with commitments made to the World Bank,



thereby affirming and maintaining the principle of integrity in all business operations.

- Information transparency: Transactions between BOD members, related persons and the Company and its member units were conducted in compliance with regulations and transparently disclosed in detail in the 2025 Corporate Governance Report and Annual Report.

Accordingly, although several targets were not fully achieved as expected by shareholders and employees in the context of unfavorable market conditions, the BOD fundamentally fulfilled the key duties assigned by the GMS, promptly addressed risks and warnings from competent authorities and maintained a stable foundation for the Company's development.

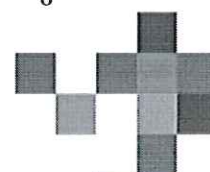
8. Board of Directors meetings

- Number of BOD meetings during the fiscal year 2025 (from April 1, 2025 to December 31, 2025):

No.	Board members	Number of Board of Directors meetings	Meeting attendance rate
1	Mr. Nguyen Quang Huan	34	100%
2	Mr. Nguyen Viet Dzung	34	100%
3	Mr. Nguyen Van Lam	19	100%
4	Mr. Doan Nang Lien	15	100%

- Contents and results of meetings:

No.	Resolution No.	Date	Contents	Percentage of votes in favor
1	07/2025/NQ-HDQT/HALCOM	01/04/2025	Resolution of the BOD on adjustment of the organizational structure of Halcom Vietnam Joint Stock Company	100%
2	08/2025/NQ-HDQT/HALCOM	08/04/2025	Resolution of the BOD on dismissal of the Chief Financial Officer and appointment of a Deputy General Director	100%



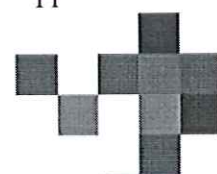
3	09/2025/NQ-HDQT/HALCOM	08/04/2025	Resolution of the Board of Directors on the establishment of a representative office in Hau Giang province	100%
4	10/2025/NQ-HDQT/HALCOM	10/04/2025	Resolution of the Board of Directors on approval of transactions with related parties	100%
5	11/2025/NQ-HDQT/HALCOM	21/04/2025	Resolution of the Board of Directors on appointment of Acting General Director	100%
6	12/2025/NQ-HDQT/HALCOM	22/05/2025	Resolution of the Board of Directors on capital contribution to establish a subsidiary	100%
7	13/2025/NQ-HDQT/HALCOM	06/06/2025	Resolution of the Board of Directors on adjusting the progress of the investment project to construct the Nhon Hoi Economic Zone Water Supply System Project, Binh Dinh Province	100%
8	14/2025/NQ-HDQT/HALCOM	10/06/2025	Resolution of the Board of Directors on extending the date for holding the 2025 Annual General Meeting of Shareholders	100%
9	15/2025/NQ-HDQT/HALCOM	26/06/2025	Resolution of the Board of Directors on commitment to ensure capital arrangement for Vi Binh Industrial Cluster Project, Vi Thuy District, Hau Giang Province	100%



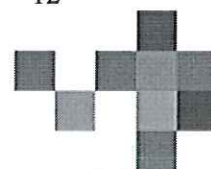
10	16/2025/NQ-HDQT/HALCOM	26/06/2025	Resolution of the Board of Directors on commitment to ensure capital arrangement for Vinh Vien Industrial Cluster Project, Long My district, Hau Giang province	100%
11	17/2025/NQ-HDQT/HALCOM	01/07/2025	Resolution of the BOD on dismissal of the Acting General Director and appointment of a Deputy General Director	100%
12	18/2025/NQ-HDQT/HALCOM	01/07/2025	Resolution of the BOD on appointment of a Deputy General Director cum Chief Financial Officer	100%
13	19/2025/NQ-HDQT/HALCOM	04/07/2025	Resolution of the BOD on dismissal and appointment of the Compliance Director	100%
14	20/2025/NQ-HDQT/HALCOM	22/07/2025	Resolution of the BOD on organizing the 2025 Annual General Meeting of Shareholders	100%
15	21/2025/NQ-HDQT/HALCOM	22/07/2025	Resolution of the BOD on approving the 2025 Business and Production Plan	100%
16	22/2025/NQ-HDQT/HALCOM	15/08/2025	Resolution of the BOD on the agenda of the 2025 Annual General Meeting of Shareholders	100%
17	23/2025/NQ-HDQT/HALCOM	21/08/2025	Resolution of the BOD on approving the documents for the 2025 Annual General Meeting of Shareholders	100%



18	23A/2025/NQ-HDQT/HALCOM	08/09/2025	Resolution of the BOD on the appointment of the capital management representative at Halcom – Hau Giang Solar Power Joint Stock Company	100%
19	24/2025/NQ-HDQT/HALCOM	12/09/2025	Resolution of the Board of Directors on capital increase at Northern Investment and Technology Application Environment Company Limited	100%
20	25/2025/NQ-HDQT/HALCOM	15/09/2025	Resolution of the BOD on the election of the Chairman and Vice Chairman of the Board of Directors of Halcom Vietnam Joint Stock Company	100%
21	25A/2025/NQ-HDQT/HALCOM	16/09/2025	Resolution of the BOD on approving the remuneration of the Board of Directors	100%
22	26/2025/NQ-HDQT/HALCOM	29/09/2025	Resolution of the BOD on the transfer of a portion of the contributed capital in Northern Environmental Technology Application and Investment Co., Ltd	100%
23	27/2025/NQ-HDQT/HALCOM	08/10/2025	Resolution of the BOD on approving the auditor for the 2025 financial statements	100%
24	28/2025/NQ-HDQT/HALCOM	23/10/2025	Resolution of the BOD on adjustment of the capital contribution plan of	100%



			Northern Environmental Technology Application and Investment Co., Ltd. into An Thuan Phat Technology Development and Construction Investment Co., Ltd	
25	29/2025/NQ-HDQT/HALCOM	14/11/2025	Resolution of the Board of Directors on the dismissal and appointment of the Chief Accountant	100%
26	30/2025/NQ-HDQT/HALCOM	27/11/2025	Resolution of the BOD on approving capital reduction and transfer of contributed capital and shares in subsidiaries and associates	100%
27	30A/2025/NQ-HDQT/HALCOM	27/11/2025	Resolution of the BOD on the appointment of the capital management representative at Northern Environmental Technology Application and Investment Co., Ltd	100%
28	31/2025/NQ-HDQT/HALCOM	28/11/2025	Resolution of the BOD on approving capital contribution transactions	100%
29	32/2025/NQ-HDQT/HALCOM	28/11/2025	Resolution of the BOD on approving the acquisition of shares in Sao Phuong Bac Minerals Joint Stock Company	100%
30	32A/2025/NQ-HDQT/HALCOM	28/11/2025	Resolution of the BOD on approving the results of the share acquisition transaction in Sao Phuong Bac Minerals Joint Stock Company	100%



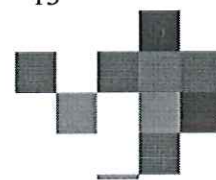
31	33/2025/NQ-HDQT/HALCOM	10/12/2025	Resolution of the BOD on approving the internal regulations on capital representation and governance of subsidiaries and associates	100%
32	34/2025/NQ-HDQT/HALCOM	10/12/2025	Resolution of the BOD on approving the acquisition of shares in Halcom – Hau Giang Solar Power Joint Stock Company	100%
33	35/2025/NQ-HDQT/HALCOM	11/12/2025	Resolution of the BOD on the borrowing plan, guarantees, credit commitment confirmations, and asset pledges with Military Commercial Joint Stock Bank	100%
34	36/2025/NQ-HDQT/HALCOM	25/12/2025	Resolution of the BOD on the dismissal of the Chief Financial Officer	100%

9. Salary and remuneration expenses for the Board of Directors and the Supervisory Board

Based on the approval of the General Meeting of Shareholders at the 2025 Annual General Meeting, the Board of Directors reports to the General Meeting on the payment of remuneration to the Board of Directors and the Board of Supervisors as follows:

- The total estimated salary and remuneration for the Chairman of the BOD, members of the BOD and the Board of Supervisors in 2025 shall not exceed VND 5 billion.
- The actual amount paid in 2025 is:
 - + Board of Directors: VND 1,885,344,316
 - + Board of Supervisors: VND 150,039,998

10. Matters approved under the Resolutions of the 2025 Annual General Meeting of Shareholders that have not yet been implemented



- In fiscal year 2025, the BOD and the Executive Board focused on comprehensively implementing the contents of the Resolution of the General Meeting of Shareholders. Despite facing an unstable market environment and significant financial volatility, the Company maintained stability in its core production and business operations and ensured uninterrupted system operations. Through the extraordinary joint efforts of all employees, the key assigned tasks were fundamentally accomplished. Regarding business performance, the loss recorded in the audited financial statements mainly arose from the Company's provision for impairment of long-term financial investments in subsidiaries in accordance with prevailing accounting regulations.
- In addition, the implementation progress of several 2025 targets was delayed compared to initial expectations due to force majeure factors arising from the external environment. Specifically, these included the adverse impacts of geopolitical conflicts in the Middle East on global supply chains, combined with administrative boundary changes and the restructuring of the two-tier local government system in project areas. To address these delays, the BOD closely coordinated with the Executive Board to accelerate implementation progress and strive for breakthroughs in 2026.

II. BOARD OF DIRECTORS' ACTION PLAN TO 2030

1. General strategy

The Company's strategy is to continue leveraging the advantages of implementing the Corporate Compliance Program in management and operations, along with more than 25 years of experience in providing consulting services for ODA development projects. The focus will be on being proactive, enhancing financial capacity, fostering innovative thinking, and applying scientific and technological knowledge and skills in every project the Company undertakes as an Investor. Additionally, the Company will provide consulting services aimed at establishing Halcom as a pioneer in the field of sustainable infrastructure development and investment in green projects (such as renewable energy, waste-to-energy, and water supply and drainage), with a regional reach and a reputation that attracts and encourages cooperation with numerous international partners.

- About investment:

In the field of clean energy: By 2030, the Company will invest in clean energy projects with a total capacity of 400–600 MW, in which the Company will hold a controlling stake in at least two projects with a capacity of 100 MW or more, and secure sufficient funding of approximately USD 1.5 billion for implementation.

In the field of water supply: By 2030, the Company will invest in at least one additional water supply plant with a capacity of 50,000–100,000 m³ per day and night.

In the field of real estate: By 2030, the Company will complete key construction components such as transportation, landscaping, lighting, and service areas of the Phuong Mai 3 Resort project, with a total investment capital of approximately VND 5,000 billion.

- **About Consulting:** Gradually increase annual revenue, aiming for at least 100 billion VND in consulting revenue per year by 2030, and implement a number of additional ODA consulting contracts in foreign markets.
- **In the field of commerce:** Sustain and further enhance trading activities in water industry equipment and construction materials.

2. Plan for 2026

2.1. Business activities

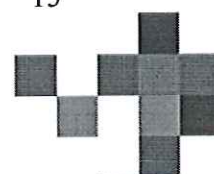
Build upon the existing foundations and core strengths, and with the highest sense of responsibility toward shareholders, the BOD proposes the following key orientations and business plans for 2026:

a) Business plan for fiscal year 2026:

Unit: Million Dong

No.	INDICATORS	CONSOLIDATED
I	Revenue from sale of goods and rendering of services	595.390
II	Cost of goods sold	528.634
III	Gross profit	66.756
	Financial revenue	86.200
	Financial expenses	78.518
	- Interest expense	77.098
	- Other expenses	1.420
	Selling expenses	739
	General and administrative expenses	55.121
IV	Operating profit	18.578
	Other profits	-
V	Profit before tax	18.578

The Company targets achieving positive profit in 2026 in order to remedy accumulated losses and satisfy the criteria for removing the Company's shares from the warning list of HOSE. At the same time, the Company will implement solutions



to comprehensively resolve the audit qualifications noted in the 2025 financial statements.

b) Promote investment projects:

- The Nhon Hoi Water Supply System Project has completed Phase I investment with a capacity of 10,000 m³/day and night and is currently operating stably, contributing revenue and cash flow to the Company. In the coming period, the Company plans to develop an expansion investment plan to increase the project's capacity to 20,000 m³/day and night for implementation in 2027 to meet regional water demand;
- Accelerating the completion of legal procedures related to increasing the capacity of Thuan Thanh Water Plant to 12,000 m³/day and night, while studying the application of new water treatment technologies to enhance operational efficiency, optimize costs and ensure water quality;
- Focusing on completing legal procedures for target projects to establish the basis for investment implementation and preparation for construction commencement in localities such as Can Tho, Quang Tri, Quang Binh, Gia Lai, Khanh Hoa, Hanoi and several other provinces and cities;
- For industrial park and industrial cluster projects in Can Tho and Thai Nguyen, the Company expects to complete necessary legal procedures and gradually commence construction investment activities in 2026;
- Completing investment legal procedures for the mineral exploitation project in Lai Chau Province, while preparing the necessary conditions for project implementation as planned in 2026;
- Continuing to promote and research investment opportunities in the Cambodian market, while accelerating sand trading activities to meet domestic infrastructure and construction development demand in the coming period.
- Continuing to research several projects in Cambodia and raw material trading activities to meet current domestic infrastructure development demand.

c) Consulting activities:

- In addition to focusing on developing consultancy services for ODA projects financed by reputable international organizations such as the World Bank (WB) and the Asian Development Bank (ADB), the Company also emphasizes cooperation with companies possessing strong brands, long histories of establishment and development and extensive experience in providing consultancy services in Vietnam and regional countries for large-scale infrastructure and urban development projects, in order to focus on researching and bidding for FDI-funded and private sector projects.

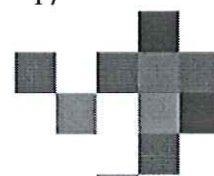


- Under the strategic orientation for the next phase, the Company identifies Investment Consultancy and Project Management for renewable energy projects (wind power and solar power) and water supply projects as key growth drivers. This expansion is a strategic step toward mastering the industry value chain and transforming from a pure technical service provider into a partner of project investors.
- Research and develop new products based on projects being developed by the Company.
- Scientific and technological research for projects on batteries and storage devices to optimize clean energy sources. The Company is completing scientific topics to register with the Ministry of Science and Technology and proceed with the next steps.

2.2. Governance activities

In 2026, the BOD will continue to consolidate and enhance system governance capacity and standardize the Company's operational management in line with the following key objectives:

- Improving the governance system and departmental functions toward a streamlined, efficient and flexible structure; focusing on attracting and strengthening highly qualified personnel and applying digital transformation in key departments (Research and Business Development, Finance, Investment Management and Consultancy);
- Building and expanding a network of reputable strategic partners in investment and consultancy in order to optimize project progress, quality and efficiency while affirming the prestige of the Halcom brand;
- Proactively cooperating with major and reputable training institutions to organize comprehensive training programs for employees, thereby enhancing management capacity, teamwork skills and long-term strategic thinking;
- Reviewing, supplementing and promptly updating internal regulations and procedures in line with the new market context; improving control mechanisms and synchronized reporting systems throughout the Company;
- Researching and applying modern technological solutions in governance activities to enhance transparency in operational processes and improve labor productivity;
- Enhancing the Halcom brand to meet long-term sustainable development objectives, while steadfastly maintaining and promoting corporate culture based on four core values; creating breakthroughs in 2026 by promoting market-oriented culture and innovation culture;



- Applying the Corporate Compliance Program (CCP) in accordance with World Bank standards, maintaining smooth operation of the information receiving channel under the close supervision of the Integrity Committee; while widely communicating the CCP program to partners, customers and the community.
- Optimizing the resources of the network of domestic and international advisors and experts to comprehensively support the Company's activities. This is a core competitive advantage that enhances the brand associated with international-standard quality and narrows the gap with global corporations.

2.3. Human resource development

Recognizing that people are valuable assets and the core driving force for sustainable development, the BOD directs the human resource development strategy for 2026 to focus on the following strategic solutions:

- Proactively recruiting and supplementing key personnel with outstanding professional competence and strong ethical standards to timely meet the Company's business expansion requirements;
- Strengthening training and capacity building for the current management team, while identifying and nurturing young and talented personnel as a strategic succession resource ready for long-term development objectives;
- Proactively connecting and expanding the network of high-quality international experts and collaborators. Prioritizing strategic cooperation models and technology transfer from major partners to optimize the implementation capacity of international-scale investment and consultancy projects;
- Completing and applying a Core Competency Framework for each position as the basis for developing clear training and promotion roadmaps, thereby creating sustainable human resource competitive advantages for the Company;
- Optimizing employee work efficiency through the gradual implementation of a KPI-based salary fund allocation mechanism linked to the value chain; creating breakthrough motivation, enhancing labor productivity and appropriately recognizing employees' contributions.

The above is the Report on operational results in 2025 and the strategic plan and orientations for 2026 of the Board of Directors of Halcom Vietnam Joint Stock Company.

In order to realize the key objectives for 2026, the BOD sincerely appreciates and looks forward to continuing to receive the valuable support and companionship of shareholders, strategic partners and the dedicated efforts and contributions of all employees of the Company.

We sincerely thank the General Meeting of Shareholders!



Recipients:

- *As To;*
- *Information disclosure;*
- *Office archiving*

**FOR AND ON BEHALF OF BOD
CHAIRMAN**

(Signed)

NGUYEN QUANG HUAN

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Hanoi, May 31, 2026

REPORT OF THE INDEPENDENT MEMBER OF THE BOARD OF DIRECTORS ON THE ACTIVITIES OF THE BOARD OF DIRECTORS IN 2025

Respectfully submitted to: Shareholders of Halcom Vietnam Joint Stock Company

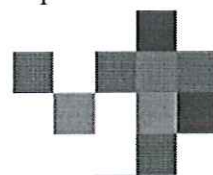
In my capacity as an Independent Member of the Board of Directors (BOD) of Halcom Vietnam Joint Stock Company (term 2020–2025, which expired on September 12, 2025), during my tenure in 2025, I fully and diligently performed my duties and exercised my powers in strict compliance with applicable requirements. I participated in providing macro strategic direction, supervising executive operations, overseeing legal compliance, and offering objective and independent opinions on the Company's decisions and policies in order to maximize the legitimate interests of Halcom and its Shareholders, while ensuring compliance with applicable laws and the Company's Charter on organization and operation.

I would like to respectfully present to the Shareholders my independent assessment of the BOD's activities during the fiscal year 2025 as follows:

1. General Assessment of the BOD's Activities

The year 2025 witnessed significant fluctuations in both the global and domestic economies, creating numerous challenges for business operations. Against such challenging circumstances, the BOD demonstrated effective governance capacity through the following outstanding achievements:

- The BOD promptly provided direction and instructed the Executive Board to restructure the management and operational model in order to optimize costs and proactively minimize risks arising from the market as well as exchange rate pressures.
- Although the number of BOD members remained limited in terms of personnel scale, the entire BOD worked with the highest sense of responsibility, consistently placing the interests of the Company, its Shareholders, and the community at the center of all activities.
- The BOD promptly issued Resolutions and Decisions within its authority and closely coordinated with the Board of Management to timely resolve bottlenecks and maintain the stability of core business operations.
- Although certain business targets were not fully achieved due to force majeure factors from the market, overall, the BOD successfully fulfilled the key objectives entrusted by the General Meeting of Shareholders (GMS).



2. Assessment of the Organization of BOD Meetings

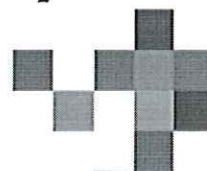
- The convening of all BOD meetings (including regular and extraordinary meetings) in 2025 was conducted in strict compliance with applicable regulations. The meeting agenda was clearly prepared, and all meeting materials were thoroughly compiled and delivered to members within the prescribed timelines, ensuring legal validity and compliance with internal regulations.
- All meetings were conducted in a democratic, candid, and constructive spirit. BOD members actively engaged in discussions and provided multidimensional analytical and critical opinions from financial, legal, and technical perspectives prior to approving new investment portfolios, thereby effectively controlling systemic risks.
- Each BOD member consistently upheld discipline, fully attended meetings, and contributed valuable professional opinions, thereby helping shape Halcom's sustainable development strategy.

3. Assessment of Supervisory Activities over the Executive Board

- The BOD effectively performed its highest supervisory function over the Executive Board, ensuring that all production and business activities complied with the directions set out in the GMS Resolutions, while also providing flexible adjustments in response to market fluctuations.
- Through direct participation in periodic operational meetings of the Executive Board and leaders of member units, the BOD closely monitored actual operations and jointly proposed timely solutions to difficulties arising in projects.
- The BOD also assisted the Executive Board in identifying and forecasting risks related to cash flow and project legality at an early stage, thereby developing synchronized response scenarios to preserve the capital resources of the Company and its Shareholders.

4. Supervision of Financial Status and Other Management Functions

- Financial Control: The BOD closely supervised the preparation, approval, and disclosure of Financial Statements, ensuring their truthfulness, reasonableness, and compliance with prevailing accounting standards. The selection of the independent auditing firm was conducted objectively, ensuring high professional competence and reputation.
- Investment Diversification: Recognizing delays in the energy infrastructure sector due to general policies of the electricity industry, the BOD proactively directed the diversification of the investment portfolio into highly potential sectors such as: industrial park infrastructure, commercial trading, and mineral



exploitation. This strategic move helps diversify risks and create new revenue streams for Halcom.

- **Capital Arrangement:** The BOD directly participated in supporting connections, negotiations, and discussions with major domestic and international financial institutions in order to secure optimal funding sources for key projects.
- **Management of Subsidiaries/Affiliates:** The BOD strengthened the inspection and periodic supervision of operations at member companies through the mechanism of capital representatives, ensuring that Halcom's invested capital was utilized properly, safely, and efficiently.
- **Internal Governance and Human Resources:** The Company successfully organized the 2025 Annual General Meeting of Shareholders in September 2025 and built an open working environment that encourages innovation and promotes the collective intelligence of all employees.

The above constitutes my independent assessment report on the activities of the Board of Directors of Halcom Vietnam Joint Stock Company during the fiscal year 2025. I firmly believe that, with a foundation of standardized and transparent governance together with a high sense of responsibility, the BOD will continue to guide Halcom in overcoming challenges, seizing opportunities, and achieving even greater success in 2026.

INDEPENDENT MEMBER OF THE BOD

(Signed)

NGUYEN VAN LAM



Hanoi, May 31, 2026

**REPORT OF THE INDEPENDENT MEMBER OF THE BOARD OF
DIRECTORS ON THE OPERATIONS OF THE BOARD OF DIRECTORS IN
2025**

During the fiscal year 2025, in my capacity as an Independent Member of the Board of Directors (BOD) of Halcom Vietnam Joint Stock Company, I have fully performed my duties in strategic orientation, operational oversight, compliance supervision, and objective review of business decisions in order to ensure the optimization of the interests of the Company and Shareholders, as well as strict compliance with the applicable laws and the Company's Charter.

I would like to respectfully submit to the Shareholders this independent assessment report on the operations of the BOD during the fiscal year 2025 as follows:

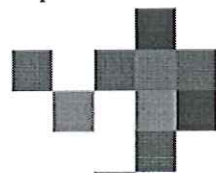
1. General Assessment of the Operations of the BOD

The year 2025 marked a period of reshaping the economic landscape with a series of profound fluctuations from the global to domestic levels. Globally, increasing geopolitical risks at conflict hotspots, together with disruptions in trade policies following the U.S. presidential election, pushed financial markets into a state of significant volatility. Pressure on enterprises intensified as the USD Index continuously remained at high levels, placing substantial pressure on the USD/VND exchange rate and significantly increasing financial costs as well as principal and interest repayment obligations in foreign currencies for ongoing infrastructure projects.

In the domestic market, 2025 was also a period of transition and consolidation of key leadership positions of the Party and the State, accompanied by the streamlining and restructuring of Ministries and governmental agencies. Such systemic changes, combined with delays in the issuance of decrees and circulars guiding the implementation of newly effective major laws and the delayed finalization of pricing mechanisms for Power Development Plan VIII, created a cautious sentiment across the market, directly affecting the legal procedures and investment approval progress of the Company's key projects.

In such context, the BOD demonstrated outstanding governance capabilities through the following highlights:

- The BOD promptly introduced adaptive solutions and guided the Executive Board in restructuring the operating model to minimize market risks and exchange rate pressures to the greatest extent possible;



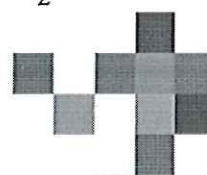
- Despite limitations in the size of the BOD's personnel, all members worked with dedication, placing the interests of the Company, Shareholders, and responsibilities toward the community as top priorities;
- The BOD timely issued Resolutions/Decisions within its authority and closely accompanied the Board of Management in overcoming difficulties, maintaining stability, and sustaining the growth momentum of the core business objectives;
- Although certain business targets were not fully achieved as expected due to objective market barriers, the BOD generally fulfilled the key duties assigned by the General Meeting of Shareholders (GMS).

2. Regarding the Organization of BOD Meetings

- Regular and extraordinary meetings of the BOD during 2025 were convened in compliance with regulations. Meeting agendas were clearly structured, and documents were carefully prepared and delivered to members within the prescribed timelines, ensuring legal compliance and adherence to internal regulations;
- The meetings were conducted in a democratic and straightforward manner. BOD members actively engaged in in-depth and comprehensive discussions and provided critical analyses from various perspectives (financial, legal, and technical) before approving new investment plans, thereby minimizing systemic risks for the Company;
- All BOD members demonstrated a high level of discipline by fully attending meetings and contributing quality opinions to the formulation of Halcom's policies and development strategies.

3. Regarding the Supervision over the Executive Board

- The BOD effectively performed its supreme supervisory role over the Executive Board, ensuring that the Company's operations were implemented in accordance with the resolutions of the GMS. At the same time, the BOD consistently provided timely directives and adjustments in response to market fluctuations;
- Through participation in operational meetings of the Executive Board and leaders of member entities, the BOD promptly identified practical issues arising at projects in order to provide directions and remove bottlenecks in the most expeditious manner;
- The BOD supported the Executive Board in early identification of risks relating to cash flow and project legality, thereby developing effective response scenarios to safeguard the capital of investors and shareholders.



4. Regarding the Supervision of the Company's Financial Situation and Other Management Activities

- The BOD closely supervised the process of preparation and disclosure of Financial Statements, ensuring truthfulness, reasonableness, and strict compliance with prevailing accounting standards. The selection of the independent auditing firm was conducted objectively, ensuring credibility and professional competence.
- Although the energy infrastructure investment segment was affected by policy delays across the power sector, the BOD demonstrated agility in orienting the diversification of the investment portfolio. The timely expansion into potential sectors such as industrial park infrastructure, mineral exploitation, and trading activities constituted a strategic step to diversify risks and generate additional revenue streams for the Company.
- The BOD directly participated in supporting connection and negotiation activities with domestic and international financial institutions to secure optimal funding sources for key projects under implementation and preparation.
- The BOD also enhanced periodic supervision over the operations of subsidiaries and affiliated companies through the mechanism of capital representatives, ensuring that Halcom's capital was utilized for proper purposes, efficiently, and safely.
- Regarding Internal Governance and Human Resource Development:
 - + Successfully organized the 2025 Annual General Meeting of Shareholders in September 2025 in compliance with legal regulations;
 - + Established an open mechanism encouraging innovative thinking and promoting the collective intelligence of employees;
 - + Formulated a long-term human resources strategy, focusing on internal training and the development of a high-quality successor team to meet growth requirements in the new phase.

The above constitutes the objective assessment report of the Independent Member of the BOD regarding the operations of the Board of Directors of Halcom Vietnam Joint Stock Company during the fiscal year 2025. I firmly believe that, with a solid governance foundation, transparency, and a strong sense of responsibility, the BOD will continue to lead Halcom in overcoming challenges and achieving further success in 2026.

INDEPENDENT MEMBER OF THE BOD

(Signed)

DOAN NANG LIEN





No: 14/2026/BC-BKS/HALCOM

Hanoi, May 31, 2026

REPORT ON THE RESULTS OF THE ACTIVITIES OF THE BOARD OF SUPERVISORS IN 2025 OF HALCOM VIETNAM JOINT STOCK COMPANY

**To: ANNUAL GENERAL MEETING OF SHAREHOLDERS 2026
HALCOM VIETNAM JOINT STOCK COMPANY**

In accordance with the functions and duties of the Board of Supervisors (“BOS”), as stipulated in the Law on Enterprises and the Company’s Charter, the BOS respectfully reports to the Annual General Meeting of Shareholders (“GMS”) 2026 on the BOS's activities in 2025 as follows:

1. Members of the BOS and activities of the BOS

1.1. Members of the BOS

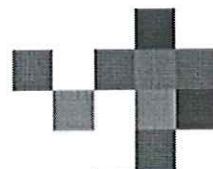
In 2025, the Company's BOS operated with 03 members, specifically as follows:

- Ms. Bui Thi Xuyen - Head of the BOS
- Ms. Tran Thi Minh Hue - Member
- Mr. Nguyen Duc Quyet - Member

1.2. Activities of the BOS

The BOS has assigned its members to coordinate and effectively perform their duties on behalf of the shareholders to supervise the business, governance, and operational activities of the Company. In 2025, the BOS carried out the following tasks:

- Actively engaged in internal discussions as well as with the Board of Directors (“BOD”) and the Company’s Executive Board to ensure that the Company's activities are appropriate and meet the interests of the shareholders.
- Held periodic and extraordinary meetings to implement tasks in accordance with assigned duties and functions, while closely following the resolutions of the GMS.
- Reviewed the financial statements, annual reports, summaries of business operation results and the Company’s plans and programs on a periodic basis.
- Provided input to the BOD regarding the selection of an independent audit firm for the fiscal year from April 1, 2025, to December 31, 2025.



- Supervised the activities of the BOD, the Executive Board and managerial officers of the Company.

1.3. Remuneration, operating expenses and other benefits of the BOS

In 2025, the BOS received remuneration, operating expenses and other benefits with a total amount of: VND 150 million, within the approved limit passed by the 2025 GMS.

2. Results of supervision over the Company's operations and financial status

2.1. Results of supervision over business operations

The BOS has supervised the organization of business operations, appraised the 2025 business results report of the Company, and unanimously assessed as follows:

- In the context of ongoing economic difficulties, the BOD and the Executive Board of the Company implemented appropriate and timely solutions to maintain stable production and business activities of the Company and fulfill financial obligations and tax payments in full to the State budget.
- In 2025, the BOS did not identify any unusual signs in the Company's production and business activities. All business activities of the Company complied with the Law on Enterprises, the Law on Securities, the Company's Charter and other relevant legal regulations.
- Business results and accounting figures were closely examined to ensure accuracy and legality in recording data.

2.2. Results of supervision over the implementation of the GMS's resolutions

In 2025, the Company organized and implemented the contents of the 2025 Annual General Meeting of Shareholders Resolution. The implementation results are specifically as follows:

- In 2025, the pre-tax loss amounted to VND 55.545 billion, which did not meet the plan, while revenue reached VND 421 billion, equivalent to 76% of the planned target (The revenue target was not achieved because in 2025 the Company changed its fiscal year, resulting in the fiscal year consisting of only 9 months).
- Profit distribution in fiscal year 2025: The Company did not distribute dividends in order to retain after-tax profits to supplement funding sources for projects under implementation according to plan.
- Election of BOD members for the 2025 - 2030 term: The election of the BOD for the new term was completed at the 2025 GMS.
- The Company selected an independent auditing firm to audit the 2025 Financial Statements: UHY Auditing and Consulting Company Limited.



- Payment of remuneration and salaries to the BOD and BOS in 2025 with a total amount of VND 2.035 billion, within the approved limit passed by the 2025 Annual General Meeting of Shareholders (maximum not exceeding VND 5 billion).
- Authorization granted to the BOD to implement matters within its authority: The BOD properly implemented the authorized contents.

2.3. Results of appraisal of the 2025 Financial Statements

Based on the Company's audited 2025 Financial Statements, the BOS has appraised and unanimously agreed to report to the Meeting as follows:

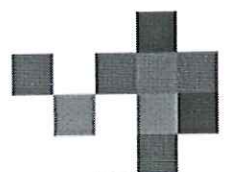
- Agreed with the 2025 Financial Statements audited by UHY Auditing and Consulting Company Limited.
- The report on financial position as at 31/12/2025, business operation results and cash flows for the fiscal year from 01/04/2025 to 31/12/2025 was prepared in compliance with current regulations.
- The recording and storage of accounting documents, and the preparation of accounting books and financial statements of the Company were conducted truthfully and in compliance with accounting and financial regulations, meeting management requirements during operations.
- Audited 2025 Financial Statements: The Company recorded accumulated losses and received a qualified opinion from the independent auditor, resulting in the Company's shares being placed under warning status, which may adversely affect shareholders' interests.



3. Results of supervision over the activities of the BOD, the Executive Board and other management personnel

3.1. Evaluation of the Activities of the BOD

- The BOD supervised and directed the Executive Board in management and production and business activities, and supervised the implementation of the resolutions approved by the GMS.
- Resolutions issued by the BOD were in line with its functions and authority and consistent with resolutions of the GMS, fully complying with the Company's Charter, the Law on Enterprises and other legal regulations.
- The BOD held periodic and extraordinary meetings in accordance with regulations to implement supervision and orient the Company's business activities.
- During the performance of its duties, the BOS was facilitated by the Company's BOD with all favorable conditions to complete its work.



3.2. *Evaluation of the activities of the Executive Board and other management personnel*

- The BOS highly appreciated the efforts of the Executive Board members in organizing and implementing business activities, as well as promptly responding to market fluctuations amid the instability of the general economy.
- According to the audited 2025 Financial Statements: The Company recorded accumulated losses and received a qualified opinion from the independent auditor, resulting in the Company's shares being placed under warning status. Therefore, the Executive Board and relevant management departments should review and remedy these matters so as not to affect production and business activities in 2026, while also safeguarding shareholders' interests.
- In the past year, the BOS did not detect any unusual signs in the management and administration activities of the Executive Board and other managerial positions in the Company.

3.3. *Supervision and inspection of the compliance with internal corporate governance regulations*

- Through the effective implementation of internal corporate governance regulations, the BOD proactively supervised the execution of business strategies and significant operational decisions of the Company. The Executive Board also made substantial efforts in organizing and implementing business activities, while strengthening internal governance practices and mitigating operational and compliance risks.
- The BOS also enhanced its supervision and inspection of the execution and performance of economic contracts, as well as the implementation progress of investment and construction projects.

4. *Transactions with Related Parties (Transactions between the Company, its subsidiaries, or companies in which the Company holds more than 50% of the charter capital, and members of the BOD, the General Director, other executives and their related persons; and transactions between the Company and entities in which members of the BOD, the General Director or other executives have served as founding shareholders or management personnel within the three years preceding the transaction date)*

In 2025, the Company conducted related-party transactions in accordance with the information disclosed in the 2025 Corporate Governance Report, the 2025 Semi-annual Corporate Governance Report and the 2025 Annual Report of the Company.

5. *Conclusion and recommendations*

Above is the report on the 2025 activities of the Board of Supervisors of Halcom Vietnam Joint Stock Company. The BOS recommends that the Executive Board:



- Develop detailed implementation plans and timelines for departments and divisions to ensure the effective execution and construction of investment projects in accordance with approved schedules, while optimizing costs and minimizing waste. At the same time, completed projects should be efficiently operated and utilized to support the achievement of the Company's annual business plan.
- Further enhance management and operational effectiveness by proactively reporting to and consulting with the BOD, while promptly addressing issues arising in daily operations to ensure flexible and efficient management.
- Actively seek investment opportunities and appropriate funding sources for submission to the BOD for consideration and approval, while continuing to expand cooperation with credit institutions and international investors.
- Implement corrective measures in relation to the warning notices issued by the Ho Chi Minh City Stock Exchange concerning: the Company's accumulated losses and the qualified opinion issued by the independent auditor on the 2025 Financial Statements.

Wishing all delegates and shareholders good health, success and happiness.

Wishing the General Meeting great success.

Respectfully thank you!

Recipients:

- *As To;*
- *Information disclosure;*
- *Office archiving*

**FOR AND ON BEHALF OF BOS
HEAD OF THE BOARD**

(Signed)

BUI THI XUYEN





No: 36/2026/TTr-HDQT/HALCOM

Hanoi, June 3rd 2026

PROPOSAL

Subject: Approval of the Audited Financial Statements for Fiscal Year 2025 and Profit Distribution Plan for 2025

**To: ANNUAL GENERAL MEETING OF SHAREHOLDERS 2026
HALCOM VIETNAM JOINT STOCK COMPANY**

- Pursuant to the Enterprise Law No. 59/2020/QH14, adopted by the National Assembly of the Socialist Republic of Vietnam on June 17, 2020, and the guiding documents for implementation;
- Pursuant to the applicable Charter of Halcom Vietnam Joint Stock Company ("the Company");
- Based on the Company's actual business situation;

The Board of Directors ("BOD") respectfully submits to the General Meeting of Shareholders of HALCOM Vietnam Joint Stock Company for consideration and approval the audited Financial Statements for fiscal year 2025 and the profit distribution plan for 2025, with the following details:

1. Audited Financial Statements for Fiscal Year 2025:

Respectfully submitted to the GMS for approval is the Company's 2025 financial statements audited by UHY Auditing and Consulting Co., Ltd., including:

- The audited separate financial statements for 2025 (Details are published on the website: www.halcom.vn)
- The audited consolidated financial statements for 2025 (Details are published on the website: www.halcom.vn)

Some key indicators are as follows:

Unit: VND

No.	Indicators	Separate	Consolidated
I	Revenue from sale of goods and rendering of services	279,734,118,075	421,236,018,864
II	Cost of goods sold	163,969,554,735	303,199,178,782



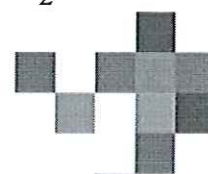
III	Gross profit	115,764,563,340	118,036,840,082
	Financial income	876,311,046	556,291,939
	Financial expenses	88,690,755,001	93,296,710,068
	- <i>Interest expense</i>	5,124,123,346	25,647,574,281
	Profit (loss) of subsidiaries, affiliates		(10,723,315,723)
	General and administrative expenses	30,213,781,517	68,165,537,444
IV	Operating profit	(2,263,662,132)	(53,592,431,214)
	Other profits	(73,069,405)	(1,952,734,251)
V	Profit before tax	(2,336,731,537)	(55,545,165,465)
VI	Profit after tax	(2,638,116,212)	(74,268,081,866)
1	Net profit after tax attributable to shareholders of the parent		(40,666,447,883)
2	Net profit after tax attributable to non-controlling interests		(33,601,633,983)

Regarding the qualified opinion of the independent auditor on the 2025 financial statements, the Company has prepared and submitted a written explanation on the remedial measures and implementation roadmap to the Ho Chi Minh City Stock Exchange and disclosed the relevant information in accordance with regulations since April 13, 2026 for shareholders' information.

2. Profit Distribution Plan for 2025

Based on the operating results for 2025 as presented in the audited Financial Statements, the Company recorded a loss after tax for fiscal year 2025. The primary reason was the recognition of a provision for diminution in the value of long-term financial investments in subsidiaries in accordance with prevailing accounting regulations.

As the operating results for the year did not achieve a profit, the Company is not eligible to distribute dividends for 2025 in accordance with the Law on Enterprises and the Company's Charter. Accordingly, the BOD respectfully submits to the



General Meeting of Shareholders for approval the following proposal: **No profit distribution and no dividend payment shall be made for 2025; the entire loss incurred in 2025 shall be carried forward to the following year for offset in accordance with applicable regulations.**

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

Respectfully submitted./.

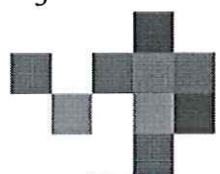
Recipients:

- As To;
- Information disclosure;
- Office achieving.

**FOR AND ON BEHALF OF BOD
CHAIRMAN**

(Signed)

NGUYEN QUANG HUAN





No: 31/2026/TTr-HDQT/HALCOM

Hanoi, June 3rd 2026

PROPOSAL

Subject: Business Production Plan and Proposed Profit Distribution Plan for 2026

**To: ANNUAL GENERAL MEETING OF SHAREHOLDERS 2026
HALCOM VIETNAM JOINT STOCK COMPANY**

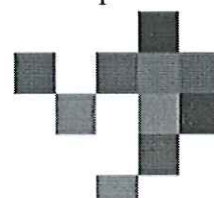
- Pursuant to the Enterprise Law No. 59/2020/QH14, adopted by the National Assembly of the Socialist Republic of Vietnam on June 17, 2020, and the guiding documents for implementation;
- Pursuant to the applicable Charter of Halcom Vietnam Joint Stock Company ("the Company");
- Based on the actual business and operating conditions;

The Board of Directors ("BOD") respectfully submits to the General Meeting of Shareholders of HALCOM Vietnam Joint Stock Company for consideration and approval the following matters:

1. Business Production Plan 2026:

Unit: Million Dong

No.	INDICATORS	CONSOLIDATED
I	Revenue from sale of goods and rendering of services	595.390
II	Cost of goods sold	528.634
III	Gross profit	66.756
	Financial revenue	86.200
	Financial expenses	78.518
	- Interest expense	77.098
	- Other expenses	1.420
	Selling expenses	739
	General and administrative expenses	55.121
IV	Operating profit	18.578
	Other profits	-
V	Profit before tax	18.578



2. Profit Distribution Plan for 2026

In order to prioritize financial resources for the Company's sustainable development strategy and maintain cash flow for capital supplementation and reinvestment in ongoing and upcoming projects, the BOD respectfully submits to the General Meeting of Shareholders for approval the proposal **to temporarily suspend dividend payment for fiscal year 2026.**

The retention of earnings for reinvestment is considered a key measure to strengthen the Company's financial capacity and expand its scale of operations. The BOD is committed to utilizing capital resources effectively to enhance corporate value and deliver long-term benefits to shareholders, while proactively considering and proposing an appropriate dividend distribution plan at a suitable time in the future.

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

Respectfully submitted./.

Recipients:

- *As To;*
- *Information disclosure;*
- *Office achieving.*

**FOR AND ON BEHALF OF BOD
CHAIRMAN**

(Signed)

NGUYEN QUANG HUAN

**PROPOSAL****Subject: Approval of the selection of the auditing firm for the 2026 financial statements**

**To: ANNUAL GENERAL MEETING OF SHAREHOLDERS 2026
HALCOM VIETNAM JOINT STOCK COMPANY**

- Pursuant to the Enterprise Law No. 59/2020/QH14, adopted by the National Assembly of the Socialist Republic of Vietnam on June 17, 2020, and the guiding documents for implementation;
- Pursuant to the applicable Charter of Halcom Vietnam Joint Stock Company ("the Company");
- Based on the List of independent auditing firms published by the Ministry of Finance and approved by the State Securities Commission to audit listed companies for 2026;
- Based on the Company's actual business situation;

In accordance with the obligations set forth in the Company's Charter and legal regulations, the Board of Directors (BOD) respectfully submits to the General Meeting of Shareholders the proposal for selecting the auditing firm to audit the Company's financial statements for 2026, as follows:

1. Criteria for selection of an independent auditor:
 - A reputable independent auditing firm licensed to operate in Vietnam and approved by the State Securities Commission to conduct audits of listed companies in 2026;
 - A team of highly qualified and experienced auditors;
 - No conflicts of interest exist in the performance of the audit of the Company's Financial Statements;
 - The audit fees are reasonable and appropriate to the content, scope, and timeline of the audit.
2. Authorize the Board of Directors to decide on selecting one of the auditing firms that meet the criteria outlined in Item 1 to conduct the audit of the Company's financial statements for 2026

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

Sincerely submitted./.



Recipients:

- As To;
- Information disclosure;
- Office achieving.

FOR AND ON BEHALF OF BOD
CHAIRMAN

(Signed)

NGUYEN QUANG HUAN





No: 20/2026/TTr-HDQT/HALCOM

Hanoi, June 3rd 2026**PROPOSAL****Subject: Remuneration payment for the Board of Directors and the Board of Supervisors in 2026**

**To: ANNUAL GENERAL MEETING OF SHAREHOLDERS 2026
HALCOM VIETNAM JOINT STOCK COMPANY**

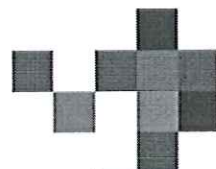
- Pursuant to the Enterprise Law No. 59/2020/QH14, adopted by the National Assembly of the Socialist Republic of Vietnam on June 17, 2020, and the guiding documents for implementation;
- Pursuant to the applicable Charter of Halcom Vietnam Joint Stock Company ("the Company");
- Based on the actual remuneration payment to the Board of Directors and the Board of Supervisors in 2025 and the business production in 2026;

The Board of Directors respectfully submits to the General Meeting of Shareholders for consideration and approval the total remuneration, salaries, bonuses, and other benefits for the Board of Directors and the Board of Supervisors in 2026: a maximum amount not exceeding VND 5 billion. The details will be decided by the Board of Directors, and the implementation will be reported to the General Meeting of Shareholders at the nearest meeting.

Respectfully submitted./.

Recipients:

- As To;
- Information disclosure;
- Office achieving.

**FOR AND ON BEHALF OF BOD
CHAIRMAN***(Signed)***NGUYEN QUANG HUAN**

**PROPOSAL**

Subject: Election of the Board of Supervisors of Halcom Vietnam Joint Stock Company for the 2026 - 2031 term

To:

**ANNUAL GENERAL MEETING OF SHAREHOLDERS 2026
HALCOM VIETNAM JOINT STOCK COMPANY**

- Pursuant to the Enterprise Law No. 59/2020/QH14, adopted by the National Assembly of the Socialist Republic of Vietnam on June 17, 2020, and the guiding documents for implementation;
- Pursuant to the Securities Law No. 54/2019/QH14, adopted by the National Assembly of the Socialist Republic of Vietnam on November 26, 2019, and the guiding documents for implementation;
- Pursuant to Decree No. 155/2020/ND-CP issued by the Government on December 31, 2020 detailing the implementation of a number of articles of the Law on Securities;
- Pursuant to the applicable Charter of Halcom Vietnam Joint Stock Company;
- Pursuant to the term of office of the Supervisory Board of Halcom Vietnam Joint Stock Company for the 2021 – 2026 term;

The Board of Directors (BOD) of Halcom Vietnam Joint Stock Company respectfully submits to the 2026 Annual General Meeting of Shareholders for approval the election of the new Supervisory Board for the 2026 – 2031 term with the following number of members:

- Number of members of the Supervisory Board: 03 members.
- Criteria and conditions for candidates for the Supervisory Board: In accordance with the provisions of the Charter, the prevailing Law on Enterprises and Law on Securities.
- List of candidates for the Supervisory Board for the 2026 – 2031 term:
 - + The list of candidates has been compiled from individuals who satisfy all eligibility criteria and conditions and have submitted complete application

dossiers in accordance with the Regulations on Nomination, Self-nomination and Election of members of the Board of Supervisors for the 2026 – 2031 term;

- + Candidates elected to the Board of Supervisors shall be determined based on the voting results at the 2026 Annual General Meeting of Shareholders.

Sincerely submitted./.

Recipients:

- As To;
- Information disclosure;
- Office achieving.

**FOR AND ON BEHALF OF BOD
CHAIRMAN**

(Signed)

NGUYEN QUANG HUAN



No: 41/2026/TTr-HDQT/HALCOM

Hanoi, June 3rd 2026

PROPOSAL

Subject: Approval of the authorization contents for the Board of Directors

**To: ANNUAL GENERAL MEETING OF SHAREHOLDERS 2026
HALCOM VIETNAM JOINT STOCK COMPANY**

- Pursuant to the Enterprise Law No. 59/2020/QH14, adopted by the National Assembly of the Socialist Republic of Vietnam on June 17, 2020, and the guiding documents for implementation;
- Pursuant to the applicable Charter of Halcom Vietnam Joint Stock Company ("the Company");
- Based on the Company's actual business situation;

The Board of Directors (BOD) respectfully presents to the General Meeting of Shareholders of Halcom Vietnam Joint Stock Company for approval the authorization contents for the Board of Directors, as follows:

- Authorize the Board of Directors to carry out tasks approved by the General Meeting of Shareholders at the 2026 Annual General Meeting of Shareholders (including legal procedures, liaising with competent State agencies and relevant units to achieve the goals and plans set for 2026 in accordance with legal regulations);
- In the event that any matters arise in connection with the implementation of resolutions approved by the General Meeting of Shareholders ("GMS"), including matters falling within the authority of the GMS, the BOD shall be fully authorized to handle and make decisions on such matters without convening a GMS meeting, provided that such decisions are not inconsistent with the resolutions previously approved by the GMS. The Board of Directors is obliged to report to the General Meeting of Shareholders at the next General Meeting.

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

Sincerely submitted./.



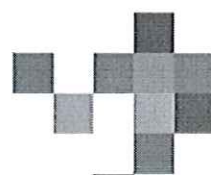
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FOR AND ON BEHALF OF BOD
CHAIRMAN

(Signed)

NGUYEN QUANG HUAN





No. HALCOM/HDQT-QC

Hanoi, June 3rd 2026

REGULATIONS ON NOMINATION, CANDIDACY AND ELECTION OF MEMBERS OF THE BOARD OF SUPERVISORS FOR THE TERM 2026 - 2031 OF HALCOM VIETNAM JOINT STOCK COMPANY

- Pursuant to the 2020 Enterprises Law;
- Pursuant to the 2019 Securities Law;
- Pursuant to the Charter of Halcom Vietnam Joint Stock Company ("Company");

In preparation for the 2026 Annual General Meeting of Shareholders (GMS) of Halcom Vietnam Joint Stock Company, the Board of Directors (BOD) hereby announces to the shareholders the specific regulations on nomination, self-nomination and election of members of the Board of Supervisors for the term 2026 - 2031 in accordance with the laws and the Charter of Halcom Vietnam Joint Stock Company as follows:

1. Number of Board of Supervisors members to be elected:

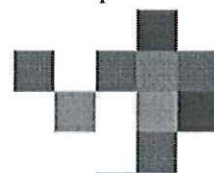
In order to ensure the number of Board of Supervisors members in accordance with the Charter and to meet the actual operational requirements of the Company, the BOD submits to the GMS for election of 03 members to the Board of Supervisors for the term 2026 - 2031 at the annual meeting convened on June 25, 2026.

2. Conditions for nomination and candidacy

2.1. Criteria for members of the Board of Supervisors

Individuals who self-nominate or are nominated for election to the Board of Supervisors must satisfy the following criteria and conditions:

- Not falling under the cases specified in Clause 2, Article 17 of the 2020 Law on Enterprises;
- Having been trained in one of the following majors: economics, finance, accounting, auditing, law, business administration or a major relevant to the business activities of the enterprise;
- Not being a family member of any member of the Board of Directors, Director or General Director, or other managers;
- Not being a manager of the Company; not necessarily being a shareholder or employee of the Company, unless otherwise provided in the Company Charter;
- Not being a family member of the enterprise managers of the Company and its parent company; or the representative of the Company's contributed capital;
- Not working in the accounting or finance department of the Company;



- Not being a member or employee of the auditing organization approved to audit the Company's financial statements within the preceding 03 consecutive years.

2.2. Number of candidates for election to the Board of Supervisors: 03 persons, nominated or self-nominated by shareholders who satisfy the conditions for nomination and self-nomination in accordance with the Charter and the current Law on Enterprises.

3. Nomination and candidacy for members of the Board of Supervisors

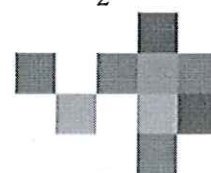
Shareholders or groups of shareholders holding shares continuously for at least six (06) months shall have the right to combine their voting rights for nomination and self-nomination of members of the Board of Supervisor, specifically as follows:

- Shareholders or group of shareholders holding from 05% to less than 20% of the total number of voting shares may nominate one (01) candidate;
- Shareholders or groups of shareholders holding from 20% to less than 30% of the total voting shares may nominate up to two (02) candidates;
- Shareholders or groups of shareholders holding from 30% to less than 40% of total voting shares may nominate up to three (03) candidates;
- Shareholders or groups of shareholders holding from 40% to less than 50% of total voting shares may nominate up to four (04) candidates;
- Shareholders or groups of shareholders holding from 50% to less than 60% of total voting shares may nominate up to five (05) candidates;
- Shareholders or groups of shareholders holding from 60% to less than 70% of total voting shares may nominate up to six (06) candidates;
- Shareholders or groups of shareholders holding from 70% to less than 80% of total voting shares may nominate up to seven (07) candidates;
- Shareholders or groups of shareholders holding from 80% to less than 90% of total voting shares may nominate up to eight (08) candidates.

In the event that the number of candidates for the Board of Supervisors through nomination and self-nomination is insufficient, the incumbent Board of Supervisors may nominate additional candidates or organize nominations in accordance with the Charter and the Operating Regulations of the Board of Supervisors. The introduction of additional candidates by the incumbent Board of Supervisors must be clearly announced before the General Meeting of Shareholders votes to elect members of the Board of Supervisors in accordance with the law.

4. Application and nomination dossiers for members of the Board of Supervisors

- Application for nomination or self-nomination for members of the Board of Supervisors (in the prescribed form);
- Candidate's self-declared CV (in the prescribed template);



- Notarized or certified copies of: Identity card/Citizen identification card/Passport, Permanent residence registration (or long-term temporary residence registration), and professional qualifications.

The nomination/self-nomination form for members of the Board of Supervisors and their Curriculum Vitae (CVs) are posted on the website of Halcom Vietnam Joint Stock Company at: <https://halcom.vn/category/quan-he-co-dong/dai-hoi-dong-co-dong/2026/>

5. Receipt of dossiers

- 5.1. Nomination/self-nomination dossiers shall be submitted directly or sent by registered mail to the Company's head office in a sealed envelope clearly marked on the outside as "Application Dossier for Nomination/Self-nomination to the Board of Supervisors".

5.2. Address for receiving dossiers:

- Organizing Committee of the General Meeting of Shareholders, Halcom Vietnam Joint Stock Company, 9th Floor, Hoa Binh Building, 106 Hoang Quoc Viet Street, Nghia Do Ward, Hanoi
- Telephone: (024) 3562 4709

- 5.3. Shareholders who need to contact the Organizing Committee to discuss and clarify related information may call (024) 3562 4709 or email: Info@halcom.vn.

- 5.4. Deadline for receiving nomination/candidacy applications for the Board of Supervisors

Deadline for receiving dossiers: In order to disclose candidate information to shareholders in accordance with regulations, and to enable the Company to timely prepare the list of candidates and implement election preparations, the Company kindly requests Shareholders to submit nomination/self-nomination dossiers to the Company before **5:00 p.m. on June 14, 2026**.

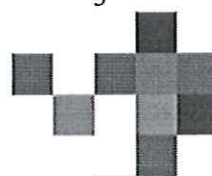
- 5.5. Prepare a List of candidates to submit to the General Meeting of Shareholders

- If, upon the expiry of the above deadline, the shareholders fail to nominate or self-nominate the minimum required number of candidates, or the candidates fail to satisfy the prescribed criteria and conditions, the incumbent Board of Supervisors shall nominate additional candidates within its authority under the Company Charter for reporting and submission to the GMS.
- Only nomination/self-nomination dossiers satisfying all conditions for nomination/self-nomination and candidates satisfying all corresponding conditions for membership of the Board of Supervisors shall be included in the list of candidates announced at the GMS meeting.

6. Election of members of the Board of Supervisors

6.1. Voters

HALCOM
ALCC
D.N: 0101



Shareholders owning shares or authorized representatives of shareholders owning shares of the Company who qualify as eligible shareholders attending the Meeting in accordance with the Regulations on Organization of the 2026 Annual General Meeting of Shareholders shall be entitled to elect members of the Board of Supervisors.

6.2. Election principles:

- a. The election shall be conducted in accordance with the cumulative voting method, whereby each shareholder or shareholder representative shall have the total number of votes corresponding to the total number of shares owned or represented multiplied by the number of members to be elected to the Board of Supervisors.
- b. Shareholders or shareholder representatives may concentrate all their votes on one or several candidates or divide their votes among multiple candidates:
 - The number of members of the Board of Supervisors for the term 2026 - 2031 to be elected at the Annual GMS is three (03) members; accordingly, the total number of votes of each shareholder or shareholder representative shall equal the total number of shares owned or represented multiplied (x) by three (03).
- c. The total number of votes for candidates of a shareholder or shareholder representative shall not exceed the total number of votes allowed by that shareholder or shareholder representative (equal to the number of shares owned or represented, multiplied by the number of members to be elected).

For example: Shareholder A owning 1,000 voting shares shall have $1,000 \times 3 = 3,000$ votes for electing members of the Board of Supervisors. Under the cumulative voting method, shareholder A may vote in one of the following manners, provided that the total votes cast for members of the Board of Supervisors do not exceed 3,000 votes:

Allocate votes equally among all candidates for the Board of Supervisors (1,000 votes for each candidate); or

Allocate different numbers of votes to each candidate for the Board of Supervisors (For example: Candidate X: 2000 votes, Candidate Y: 1000 votes, Candidate Z: 0 votes).

- d. The elected members of the Board of Supervisors shall be determined based on the number of votes from highest to lowest, starting from the candidate receiving the highest number of votes until the required number of members is filled.
 - In the event that there are two (02) or more candidates receiving the same number of votes for the final position on the Supervisory Board, a re-election shall be conducted among those candidates having an equal number of votes.
 - If the election fails to elect a sufficient number of members of the Supervisory Board, the GMS shall proceed with a second round of voting among the remaining candidates. If the second round still fails to elect a sufficient number of members,

the GMS shall conduct a third and subsequent rounds of voting until the required number of members of the Supervisory Board is elected, or as decided by the Chairperson in accordance with the Charter and relevant laws.

6.3. Voting and counting

- Voting will be conducted through the Bvote system. Shareholders should refer to detailed cumulative voting instructions at:

http://youtu.be/jwAGpLb_mrA

The vote counting will occur immediately after voting, as specified in the Agenda of the General Meeting of Shareholders.

- The vote counting results will be recorded in the vote counting minutes and signed by the members of the Vote Counting Committee.
- The votes will be stored at the Company's headquarters.

7. Announcement of vote counting and election results:

- The Head of the Vote Counting Committee shall publicly announce before the Meeting the vote counting results and the election results of members of the Board of Supervisors for the term 2026 - 2031.
- Complaints about the election and vote counting will be resolved by the Chairman of the meeting and recorded in the Minutes of the Meeting.

8. Validity

These Regulations shall take effect upon approval by the GMS and shall apply solely to the election of members of the Supervisory Board for the term 2026 - 2031.

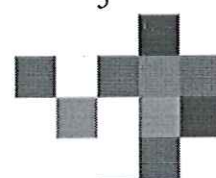
Recipient:

- *Shareholders;*
- *Supervisory Board/Executive Board;*
- *Information disclosure;*
- *Office archiving.*

**FOR AND ON BEHALF OF BOD
CHAIRMAN**

(Signed)

NGUYEN QUANG HUAN





No: 02/HALCOM/HDQT-QC

Hanoi, June 3rd 2026

REGULATIONS ON ORGANIZATION OF THE 2026 ANNUAL GENERAL MEETING OF SHAREHOLDERS OF HALCOM VIETNAM JOINT STOCK COMPANY

- Pursuant to the Law on Enterprises No. 59/2020/QH14, adopted by the National Assembly of the Socialist Republic of Vietnam on June 17, 2020;
- Pursuant to the Charter of Halcom Vietnam Joint Stock Company;
- Pursuant to the Internal regulations on governance of Halcom Vietnam Joint Stock Company.

The 2026 Annual General Meeting of Shareholders of Halcom Vietnam Joint Stock Company is organized and implemented according to the following regulations:

Article 1. Purpose and form of organization

1. Ensure that the procedures, rules of conduct, and voting at the Annual General Meeting of Shareholders of Halcom Vietnam Joint Stock Company (“Halcom”) comply with regulations.
2. Ensure that the resolutions of the General Meeting of Shareholders (“GMS”) reflect the unified will of the GMS, meet the aspirations and interests of shareholders, and comply with applicable law.
3. Form of organization: The meeting and voting shall be conducted online through the Bvote system.

Article 2. Subjects and scope

1. Subjects: All shareholders who are legal entities, individuals, or authorized representatives of shareholders or groups of shareholders holding voting shares of Halcom, as of the final registration date (May 25, 2026), shall comply with and observe the provisions of this Regulation, the Company Charter, and applicable laws.
2. Scope of application: Applicable to the organization of Halcom's 2026 Annual General Meeting of Shareholders.

Article 3. Conditions for holding the General Meeting of Shareholders

1. The General Meeting of Shareholders will be held when the number of shareholders attending the meeting represents more than 50% of the total number of votes.
2. If the required number of shareholders is not reached by the deadline for electronic voting, the meeting must be reconvened within 30 (thirty) days from the date of



the first General Meeting of Shareholders. The reconvened meeting can only take place if the attending shareholders and authorized representatives represent at least 33% of the total number of votes.

3. If the second General Meeting cannot be held due to the lack of sufficient delegates after the electronic voting deadline, the third General Meeting of Shareholders may be convened within 20 (twenty) days from the planned date of the second General Meeting. In this case, the meeting will be held regardless of the number of shareholders or authorized representatives attending and will be considered valid. The third meeting will have the authority to decide on all matters that the first General Meeting of Shareholders may have approved.

Article 4. Rights and obligations of shareholders

1. Shareholders and authorized representatives owning voting shares (as per the registration list on the record date for meeting attendance eligibility) have the right to vote on matters within the authority of the General Meeting of Shareholders according to law.

Shareholders and/or authorized representatives, hereinafter referred to as "Delegates," will be deemed to have validly attended the 2026 Annual General Meeting of Shareholders when they:

- Successful access to the electronic voting system at the address: <https://hid.bvote.vn/> (hereinafter referred to as the Bvote system);
- Use the Username and Password provided in the Notice of Meeting to log in to the Bvote system; or
- Use the Username and OTP code to log in to the system.

Note:

- *The shareholder's login name (Username) is: the ID number/Business registration number/Foreign investor code.*
 - *Password: Sent in the Meeting Invitation.*
 - *The OTP code will be sent to the phone number of the shareholder or authorized person. If the shareholder changes their phone number, they should contact Halcom to update the new phone number.*
2. Halcom shall open the Bvote System from **8:00 a.m. on June 24, 2026** for shareholders to confirm attendance at the General Meeting and vote on the matters submitted to the Meeting.
 3. If a shareholder authorizes another person to attend the General Meeting of Shareholders, Halcom will provide the login name and password to the authorized party after receiving valid written authorization from the shareholder. Halcom will send the login information to the authorized representative via email or other methods based on the shareholder's registration details. The shareholder is fully

responsible for the authorization information provided to Halcom. The authorized person attending the General Meeting must comply with the provisions of this Regulation, adhere to Halcom's management rules, and respect the results of the meeting.

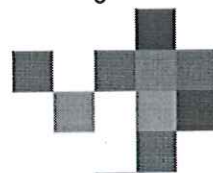
4. Obligations of shareholders and authorized representatives:
 - a. During the General Meeting, delegates must follow the Chairman's instructions, act civilly, courteously, and maintain order.
 - b. Online participants are obligated to:
 - Prepare and use appropriate equipment for online meetings with a stable internet connection to ensure effective participation in the General Meeting.
 - Secure information related to their access account, such as name, other identification factors (if applicable), and login credentials, to ensure that only shareholders can attend the meeting on the Bvote system, except when the access is granted to an authorized representative of the shareholder. Shareholders are responsible for ensuring their authorized representative complies with the provisions of this Clause, similar to the shareholder.
 - Take responsibility for all risks and disputes related to attending meetings via their access account on the Bvote system. Any participation or voting on the Bvote system using the correct login name, password, and/or other identification factors will be considered the shareholder's intent.
 - Regularly update phone number, contact address, and email address accurately, completely, and truthfully at the securities depository to ensure timely receipt of account access notifications. The shareholder takes full responsibility for the registered information.

Article 5. Shareholder Qualification Verification Committee

1. The Shareholder Qualification Verification Committee consists of two (2) members appointed by Halcom. The committee confirms the qualifications of shareholders or authorized representatives attending the General Meeting in accordance with legal provisions, Halcom's Charter, and these Regulations. It reports to the General Meeting on the results of the verification of shareholders' qualifications to attend the General Meeting of Shareholders.
2. Verification method: Based on the login information from shareholders' accounts to determine the number of shareholders attending online.

Article 6. Chairman

1. The Chairman of the Board of Directors is the Chairman of the 2026 Annual General Meeting of Shareholders of Halcom Vietnam Joint Stock Company.
2. Duties of the Chairman:



- Conduct the activities of the 2026 Annual General Meeting of Shareholders in accordance with the contents submitted by the Board of Directors (BOD) for the General Meeting to vote and approve.
- Present drafts and conclude necessary issues for the General Meeting to vote on.
- Resolve issues arising during the General Meeting.

Article 7. Secretary of the General Meeting

1. The Secretary of the General Meeting is assigned tasks by the Chairman/Board of Directors and is responsible to the Chairman and the General Meeting of Shareholders for his/her tasks, under the direction of the Chairman.
2. Duties of the Secretary:
 - Receive and review shareholders' opinions and submit them to the Chairman for decision;
 - Receive the Minutes of the vote counting from the Vote Counting Committee, and fully and accurately record the entire content, developments of the General, and the issues that have been approved;
 - Draft Resolutions on issues passed at the General Meeting.

Article 8. Vote Counting Committee

1. The Vote Counting Committee consists of three (3) members, including one (1) Head of the Committee and two (2) Member, nominated and assigned tasks by the Board of Directors.
2. Duties of the Vote Counting Committee:
 - Provide instructions to shareholders on how to vote via the Bvote system.
 - Summarize the electronic voting results via the Bvote system.
 - Based on the electronic voting results recorded on the Bvote system, the Vote Counting Committee shall prepare the Vote Counting Minutes and be responsible to the Chairman and the General Meeting of Shareholders for its duties.

Article 9. Agenda and working contents of the General Meeting of Shareholders

1. The agenda and content of the General Meeting of Shareholders shall be approved at the opening session. The General Meeting shall discuss and approve the contents listed in the agenda. If the Chairman proposes to change the agenda or contents during the meeting, such changes must be approved by the General Meeting.
2. Discussion and questioning at the General Meeting:
 - a. Discussion will be limited to the issues presented in the agenda of the General Meeting.
 - b. Shareholders will discuss according to the Chairman's instructions throughout the online General Meeting in the following formats: (i) Discuss and raise question online when approved by the Chairman; (ii) Submit questions to the Chairman via

the Bvote system. At any given time, only one shareholder is allowed to speak. If multiple shareholders wish to speak simultaneously, the Chairman will invite shareholders to present their opinions in turn.

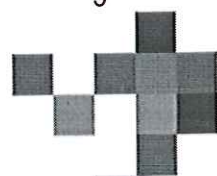
- c. Shareholders' speeches must be brief, focused on the main points of discussion, and in accordance with the program. The content of shareholders' opinions must not violate the law, address personal issues, or exceed Halcom's authority. Shareholders must adhere to the prescribed speaking time (but not exceeding 10 minutes for each issue).
3. The voting time will be as specified in Clause 3, Article 4 of this Regulation. Halcom is not responsible for stopping or re-voting on issues that have already been approved. The validity of previously conducted voting sessions will not be affected. If a shareholder does not vote before the voting period expires, their vote will be considered a "Blank Ballot."

Article 10. Voting

1. Principles:
 - All voting items of the General Meeting will be voted on electronically by the General Meeting of Shareholders.
 - Each shareholder will be provided with an electronic voting account, including a Bvote system login account and password, to vote on the issues to be approved at the General Meeting of Shareholders.
2. Voting method:

Voting will be conducted electronically through the Bvote system.
3. Approval of resolutions by the General Meeting:
 - The voting for election of members of the Board of Supervisors for the term 2026 - 2031 shall be conducted in accordance with the cumulative voting method as prescribed in the Regulations on Nomination, Candidacy and Election of Members of the Board of Supervisors.
 - Issues concerning the types of shares and the total number of shares for each type; changes to the business lines and fields; changes to the organizational and management structure of the Company; decisions on investment projects or the sale of assets valued at 35% or more of the Company's total assets as recorded in the most recent financial statements; reorganization or dissolution of the Company, will be approved if shareholders representing 65% or more of the total votes of all attending shareholders approve.
 - A resolution on issues adversely affecting the rights and obligations of shareholders owning preferred shares will only be passed if 75% or more of the preferred shareholders of the same type attending the meeting approve.

Handwritten signature in red ink.



- In addition to the above, resolutions will be passed if more than 50% of all attending shareholders' votes approve.

Article 11. Minutes and Resolutions of the General Meeting of Shareholders

4. After the vote counting is completed, the Secretary is responsible for finalizing the Minutes and Resolutions of the General Meeting and publishing them in accordance with legal regulations.
5. Approval of the Minutes and Resolutions of the General Meeting: Based on the results of electronic voting via the Bvote system, the issues presented to the Company's 2026 Annual General Meeting of Shareholders will be approved.

Article 12. Implementation

This Regulation consists of 12 articles and takes effect from the date of signing and promulgation.

Delegates attending the General Meeting of Shareholders must strictly comply with the Regulations for organizing the 2026 Annual General Meeting of Shareholders.

Recipient:

- *Shareholders;*
- *Supervisory Board/Executive Board;*
- *Information disclosure;*
- *Office archiving.*

**FOR AND ON BEHALF OF BOD
CHAIRMAN**

(Signed)

NGUYEN QUANG HUAN



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**POWER OF ATTORNEY FOR ATTENDING THE GENERAL
MEETING OF SHAREHOLDERS**

To: The Organizing Committee of the 2026 Annual General Meeting of Shareholders
Halcom Vietnam Joint Stock Company

1. Authorizing party:

Shareholder Name:
Citizen ID/Enterprise Registration Certificate No.: issued on.....
at.....
Permanent residence address/Head office:.....
Telephone:
Number of shares owned: shares
(In words:)

2. Authorized party:

Mr./Ms.:
ID Card No.: issued on.....
at.....
Address:
Telephone:
Email:
Number of authorized shares: shares
(In words:)

Scope of authorization:

The Authorized party is authorized to represent the Authorizing party in attending the 2026 Annual General Meeting of Shareholders of Halcom Vietnam Joint Stock Company and exercising all rights and obligations at the General Meeting of Shareholders in relation to the authorized shares.

We undertake to strictly comply with the provisions of the Charter of Halcom Vietnam Joint Stock Company and assume full legal responsibility for the implementation of this authorization./.

....., ... /..... /2026

AUTHORIZED PARTY

(Signature and full name)

AUTHORIZING PARTY

(Signature, full name and seal if an organization)

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POWER OF ATTORNEY

**FOR ATTENDING THE 2026 ANNUAL GENERAL MEETING OF
SHAREHOLDERS OF HALCOM VIETNAM JOINT STOCK COMPANY
(of a group of shareholders)**

To: **The Organizing Committee of the 2026 Annual General Meeting of Shareholders
Halcom Vietnam Joint Stock Company**

We are a group of shareholders of Halcom Vietnam Joint Stock Company jointly holding
..... shares, whose names are listed below:

Full name	Citizen ID No./Enterprise Registration Certificate No.	Permanent residence address	Number of shares owned	Number of authorized shares	Signature/Seal
Total number of shares					

Hereby unanimously authorize:

Mr./Ms.:
ID Card No.: Date of issue: Place of issue:.....
Address:
Telephone:
Email:

To represent us in attending the 2026 Annual General Meeting of Shareholders of
Halcom Vietnam Joint Stock Company and voting on all related matters corresponding to the
number of authorized shares stated above.

....., ... /..... /2026
AUTHORIZED PARTY
(Signature and full name)



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NOMINATION FORM
FOR CANDIDATES FOR THE BOARD OF SUPERVISORS OF
HALCOM VIETNAM JOINT STOCK COMPANY

**To: The Organizing Committee of the 2026 Annual General Meeting of Shareholders
Halcom Vietnam Joint Stock Company**

My name is (organization/individual):

ID Card No./Enterprise Registration Certificate No.: Date of issue:

Place of issue:

Permanent residence address/Head office:.....

Telephone:

Currently holding: shares (In words:)

Equivalent to% of the charter capital of Halcom Vietnam Joint Stock Company

I hereby request the Organizing Committee of the 2026 Annual General Meeting of Shareholders of Halcom Vietnam Joint Stock Company to allow me to nominate:

Mr./Ms.:

ID Card No.: Date of issue: Place of issue:.....

Permanent address:.....

Educational background: Major:

Currently holding: shares (In words:)

As a candidate for election to the Board of Supervisors of Halcom Vietnam Joint Stock Company for the 2026 – 2031 term.

I hereby undertake that the above-nominated Mr./Ms. satisfies all conditions to become a member of the Board of Supervisors in accordance with the provisions of law and the Charter of Halcom Vietnam Joint Stock Company.

Sincerely thank you./.

....., .../...../2026
SHAREHOLDER

(Signature and full name, affix seal if any)

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NOMINATION FORM
FOR CANDIDATES FOR THE BOARD OF SUPERVISORS OF
HALCOM VIETNAM JOINT STOCK COMPANY
(For shareholder groups)

**To: The Organizing Committee of the 2026 Annual General Meeting of Shareholders
Halcom Vietnam Joint Stock Company**

We are the group of shareholders with the following names:

No.	NAME OF SHAREHOLDER	ID CARD/ ENTERPRISE REGISTRATION CERTIFICATE	DATE OF ISSUE	PLACE OF ISSUE	NUMBER OF SHARES OWNED/REPRESENTED
	Total				

*(Total number of shares of the shareholder group equivalent to% of the
charter capital of Halcom Vietnam Joint Stock Company)*

We hereby request the Organizing Committee of the 2026 Annual General Meeting of
Shareholders of Halcom Vietnam Joint Stock Company to allow us to nominate:

Mr./Ms.:

ID Card No.: Date of issue: Place of issue:.....

Permanent address:.....

Educational background: Major:

Currently holding: shares *(In words:)*

As a candidate for election to the Board of Supervisors of Halcom Vietnam Joint Stock
Company for the 2026 - 2031 term.

We hereby undertake that the above-nominated Mr./Ms. satisfies all conditions to become
a member of the Board of Supervisors in accordance with the provisions of law and the
Charter of Halcom Vietnam Joint Stock Company.

Sincerely thank you./.

....., ... /..... /2026

SHAREHOLDERS

(Each shareholder to sign and state full name, seal if any)



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CURRICULUM VITAE

- 1/ Full name:
- 2/ Gender:
- 3/ Date of birth:
- 4/ Place of birth:
- 5/ ID card:
- 6/ Nationality:
- 7/ Ethnicity:
- 8/ Permanent address:
- 9/ Phone number:
- 10/ Email address:
- 11/ Professional qualifications:
- 12/ Professional Experience:

13/ Current positions:	13.1 Current position at Halcom:
	13.2 Position in other organizations (specify the name and Business Registration Certificate No. of the relevant organizations):
14/ Total number of shares held (as at), including:	 shares, representing % of the charter capital
+ Representing capital from (name of state-owned shareholder/strategic shareholder/other organization):	 shares, representing % of the charter capital
+ Individually owned:	 shares, representing % of the charter capital
15/ Commitments to hold (if any):	
16/ Related persons holding HALCOM shares:	16.1 Relationship: Name of individual/organization: holds: shares, representing% of the charter capital
	16.2 Relationship: Name of individual/organization: holds: shares, representing% of the charter capital

17/ Related interests with the Company and its related parties:

.....

I hereby undertake and confirm the truthfulness and accuracy of the personal information disclosed above and commit to performing my duties honestly, prudently, and in the best interests of Halcom Vietnam Joint Stock Company if elected as a member of the Supervisory Board for the 2026 – 2031 term.

Hanoi, ... /..... /2026

**Confirmation of the organization
where the declarant is currently employed**

Declarant
(Signature and full name)



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COMMITMENT LETTER

(On the truthfulness and accuracy of personal information and the performance of duties of the Board of Supervisors)

To: The General Meeting of Shareholders of Halcom Vietnam Joint Stock Company

Full name:

Date of birth:

Citizen Identification Card/ Passport No.: issued on.....
at.....

Permanent address:.....

Professional qualifications:.....

Currently, I am a candidate nominated/ self-nominated for the position of: Member of the Board of Supervisors of Halcom Vietnam Joint Stock Company for the term 2026 - 2031.

By this document, I voluntarily make this Commitment Letter with the following specific contents:

1. Commitment to the truthfulness and accuracy of disclosed personal information

I hereby declare and warrant that all personal information, curriculum vitae and related documents provided by me for disclosure in the nomination and candidacy dossier are completely truthful, accurate and lawful.

I shall bear full responsibility before the law and before the General Meeting of Shareholders if any information is discovered to be inaccurate, untruthful or concealing information as prescribed by law.

2. Commitment to the performance of duties if elected as a Member of the Board of Supervisors

In the event that I am trusted and elected by the General Meeting of Shareholders as a Member of the Board of Supervisors of the Company, I hereby undertake to:

- Perform the assigned rights and duties honestly, prudently, diligently and in the best interests of the Company as well as all Shareholders;
- Independently and objectively supervise the management activities of the Board of Directors and the executive activities of the Management Board to ensure compliance with applicable laws and the Company Charter;
- Strictly maintain confidentiality of information and business secrets of the Company; not use the position or information of the Company for personal gain or for the interests of other organizations or individuals causing damage to the interests of the Company;
- Strictly comply with the provisions of the Law on Enterprises, the Company Charter and the Operating Regulations of the Board of Supervisors.

This Commitment Letter shall take effect from the date of signing. I have read, fully understood and undertake to properly and fully implement all of the above contents.

....., ... /..... /2026

COMMITTING PARTY

(Signature and full name)



DRAFT

Hanoi, ... 2026

RESOLUTION
ANNUAL GENERAL MEETING OF SHAREHOLDERS 2026
HALCOM VIETNAM JOINT STOCK COMPANY

- Pursuant to the Enterprises Law No. 59/2020/QH14 dated June 17, 2020;
- Pursuant to the Securities Law No. 54/2019/QH14 dated November 26, 2019;
- Pursuant to the Charter of Halcom Vietnam Joint Stock Company;
- Pursuant to the Minutes of the 2026 Annual General Meeting of Shareholders (GMS) of Halcom Vietnam Joint Stock Company No. .../2026/BB-DHĐCD/HALCOM dated .../.../2026 .

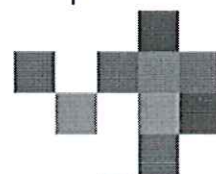
RESOLVES

Article 1. Approval of the Reports at the General Meeting as follows:

- 1.1. Report on the activities of the Board of Directors in 2025 and the operational direction for 2026 *(Details are set out in the Report submitted to the GMS)*;
- 1.2. Report on the performance of the Board of Supervisors in 2025 *(Details in the Report submitted to the GMS)*.

Article 2. Approval of the Proposals at the General Meeting as follows:

- 2.1. Proposal for approval of the audited financial statements for 2025 and the profit distribution for 2025 *(Details are set out in the Proposal submitted to the GMS)*;
- 2.2. Proposal on the business plan and proposed profit distribution plan for 2026 *(Details are set out in the Proposal submitted to the GMS)*;
- 2.3. Proposal for the selection of the auditing firm for the 2026 Financial Statements *(Details in the Proposal submitted to the GMS)*;
- 2.4. Proposal for the remuneration payment for the Board of Directors and the Board of Supervisors in 2026 *(Details in the Proposal submitted to the GMS)*;
- 2.5. Proposal for the authorization contents for the Board of Directors *(Details in the Proposal submitted to the GMS)*.



Article 3. Approval of the Board of Supervisors for the term 2026 – 2031 comprising the following members:

- Mr./ Ms.
- Mr./ Ms.
- Mr./ Ms.

Article 4. This Resolution shall take effect immediately upon being unanimously approved by the General Meeting of Shareholders on/06/2026.

Article 5. The Board of Directors and the Executive Board are responsible for implementing this Resolution.

**FOR AND ON BEHALF OF GMS
CHAIRMAN OF BOD**

Recipients:

- *SSC, HOSE (reporting)*
- *BOD members;*
- *Executive Board (implementing)*
- *Supervisory Board, Integrity
Committee (monitoring)*
- *Office achieving*

NGUYEN QUANG HUAN

