

**TRANG CORPORATION**  
(STOCK CODE: TFC)

**Meeting Documents**  
**GENERAL MEETING OF SHAREHOLDERS**  
**YEAR 2025**

**Ho Chi Minh City, April 25, 2025**



**TRANG CORPORATION**

Lot A14b Hiep Phuoc Industrial Park, Nha Be District, HCMC, Vietnam  
 Tel: 84.28.-7800888-7800900 - Fax: 84.28.7800735  
 E-mail: info@trangsgroup.com

**AGENDA  
 GENERAL MEETING OF SHAREHOLDERS 2025 ("AGM")**

April 25, 2025

<b>TT</b>	<b>Content</b>	<b>Time</b>
<b>I. PROCEDURE</b>		
1	Opening	8:30
2	Announce the conditions for holding the meeting	8:35-8:45
3	Introduction of the Chairperson of the General Meeting of Shareholders	8:45-8:50
4	Introduction of the Secretariat	8:45-8:55
5	Approval of the agenda of the General Meeting of Shareholders	8:55-9:05
6	Election of the Vote Counting Committee	9:05-9:15
<b>II. AGENDA</b>		
7	<u>The Board of Directors reports:</u> - The Company's operation in 2024 - Activities of the Board of Directors ("BOD") in 2024  <u>The Supervisory Board reports:</u> - Supervisory Board's activities in 2024	9:15-10:00
8	The Board of Directors submitted to the General Meeting of (i) Audited 2024 financial statements (ii) Reports of the Board of Directors (iii) Report of the Supervisory Board (iv) 2025 Business Plan (v) Dividend payout for 2024 (vi) Selection of an independent audit firm for FY 2025 (vii) Remuneration and other benefits of the Board of Directors and Supervisory Board in 2025 (viii) Allocation to the welfare fund (ix) Dismissal of 02 members of the Board of Directors (x) Amendment of the company's charter (xi) Amendments to the Internal Regulations on Corporate Governance	10:00-10:15
9	Discussion	10:15-10:30
<b>III. VOTE</b>		
10	Announcement of voting results	10:30-11:15
<b>IV. CLOSING</b>		
11	Approval of the Resolution of the Annual General Meeting of Shareholders in 2025	11:15-11:45
12	Closing Statement	11:45-12:00

## PROCEDURAL MATTERS

### 1. AGENDA OF THE GENERAL MEETING OF SHAREHOLDERS

The BOD respectfully submits to the General Meeting of Shareholders ("AGM") for approval the agenda of the General Meeting of Shareholders as mentioned above.

### 2. MEMBERS OF THE VOTE COUNTING COMMITTEE

In order to support the Organizing Committee in counting votes, the BOD respectfully submits to the General Meeting of Shareholders for approval the members of the Vote Counting Committee as follows:

- Ms. Nguyen Thi My Nhung	<i>Chief Accountant</i>	Head of Committee
- Ms. Le Thi My Duong	<i>Planning Department</i>	Member
- Mr. / Mrs. Shareholders at the meeting		Independent Member

## MATTERS TO BE SUBMITTED TO THE GENERAL MEETING OF SHAREHOLDERS FOR APPROVAL

### 1. AUDITED 2024 FINANCIAL STATEMENTS

Please view the Company's Financial Statements published on the Company's website at <https://trangcorporation.vn/quan-he-co-dong/>.

### 2. BOARD OF DIRECTORS REPORTS

Report on the Company's operation in 2024 (Appendix 01 attached).

Report on the activities of the Board of Directors in 2024 (Appendix 02 attached).

### 3. SUPERVISORY BOARD REPORT 2024

Appendix 03 is attached.

### 4. DIVIDEND PAYOUT FOR FISCAL YEAR 2024

Based on the business results in 2024, the Board of Directors respectfully submits to the General Meeting of Shareholders for approval of the 2024 dividend as follows:

- Dividend level: 20% of the share par value, equivalent to 2,000 VND/share.
- Assign the Board of Directors to decide on the closing date/last registration date and payment date, but not more than 06 months from 25/04/2025.
- Source of payment: from undistributed after-tax profit on the audited financial statements ended 31/12/2024.

### 5. REVENUE AND PROFIT PLAN IN 2025 (CONSOLIDATED)

The Board of Directors submits to the General Meeting of Shareholders for approval the revenue and profit plan for 2025 (consolidated) according to Vietnam Accounting Standards as follows:

CONSOLIDATION (Billion VND)	Plan 2025	Implement 2024	Change	
			Value	%

Total Revenue	1.000	904	96	11%
Profit after tax	168	162	6	4%

## 6. SELECTION OF AN INDEPENDENT AUDITOR FOR FISCAL YEAR 2025

The Board of Directors submits to the General Meeting of Shareholders to assign the Board of Directors to select an independent auditor for the fiscal year 2025 as one of the following four auditing firms:

- A&C Auditing and Consulting Co., Ltd.
- PwC (Vietnam) Co., Ltd.
- Grant Thornton (Vietnam) Co., Ltd.
- Deloitte Vietnam Co., Ltd.

## 7. TOTAL REMUNERATION AND OTHER BENEFITS FOR THE BOARD OF DIRECTORS AND THE SUPERVISORY BOARD IN 2025

### Remuneration of the Board of Directors

The Board of Directors submits to the General Meeting of Shareholders for approval the total remuneration and benefits in 2025 with the remuneration structure as follows:

(1) Fixed remuneration: total 1.8 billion VND for 2025. The remuneration of the Board of Directors shall be calculated and paid in proportion to the actual number of members and shall be included in the company's general and administrative expenses.

(2) Bonus:

- 2% of profit after tax (PAT) if the 2025 PAT target is achieved
- 5% of the portion of 2025 PAT that exceeds the target.

The Shareholders authorize the Chairperson to decide on the details of remuneration of each board member.

### Remuneration of the Supervisory Board

The Board of Directors submits to the General Meeting of Shareholders for approval the remuneration of the Supervisory Board for 2025 as follows:

- The remuneration for the Head of the Supervisory Board is 4.5 million VND/month
- The remuneration for other members of the Supervisory Board is 3 million VND/month

## 8. ALLOCATION TO THE WELFARE FUND

The Board of Directors submitted to the General Meeting of Shareholders to deduct 3% of consolidated profit after tax (PAT) in 2024 to allocate to the welfare fund.

## 9. DISMISSAL OF MR. DAVID HO AS A MEMBER OF THE BOARD OF DIRECTORS

The Board of Directors received the resignation letter of a member of the Board of Directors, Mr. David Ho, on March 31, 2025. The Board of Directors respectfully submits to the General Meeting of Shareholders to approve the resignation of the above member and dismiss this member from the position of member of the Board Of

Directors for the term 2024-2029.

**10. DISMISSAL OF MR. TRAN QUANG PHU AS A MEMBER OF THE BOARD OF DIRECTORS**

The Board of Directors received the resignation letter of a member of the Board of Directors, Mr. Tran Quang Phu, on March 29, 2025. The Board of Directors respectfully submits to the General Meeting of Shareholders to approve the resignation of the above member and dismiss this member from the position of member of the Board Of Directors for the term 2024-2029.

**11. AMENDMENT OF THE COMPANY'S CHARTER**

The Board of Directors considers that the current process of restructuring the company has been basically completed, with the spirit of continuing to improve and streamline the size to continue to grow in the future, the Board of Directors respectfully proposes Shareholders not to replace 02 members who have just resigned but keep the current structure of 05 members. Thus, the Board of Directors respectfully submits to the General Meeting of Shareholders for approval the amendment of the Charter as follows:

*Amending Clause 1, Article 25 of the company's current Charter as follows: "The number of members of the Board of Directors is 5 people."*

**12. AMENDMENTS TO THE INTERNAL REGULATIONS ON CORPORATE GOVERNANCE**

The current internal regulations on corporate governance include a clause about the number of Board of Directors members, which is already stated in the company's Charter. After a thorough review, the Board believes this clause is unnecessary and should just refer directly to the Charter to keep things consistent and reduce the need for future changes.

So, the Board is proposing that the Shareholders approve an amendment to the internal regulations as follows:

*Update Clause 1, Article 42 to say: "The number of members of the Board of Directors shall be as specified in the company's Charter."*

**ON BEHALF OF THE BOARD OF DIRECTORS  
Chairperson**



**Nguyen Minh Nguyet**

**Appendix 01**

**Report on the Company's business performance in 2024**

**REPORT ON BUSINESS PERFORMANCE IN 2024**

To: General Meeting of Shareholders of Trang Corporation

The Board of Directors ("BOD") of Trang Corporation ("the Company") respectfully submits to the General Meeting of Shareholders ("AGM") a report on business results for 2024 as follows:

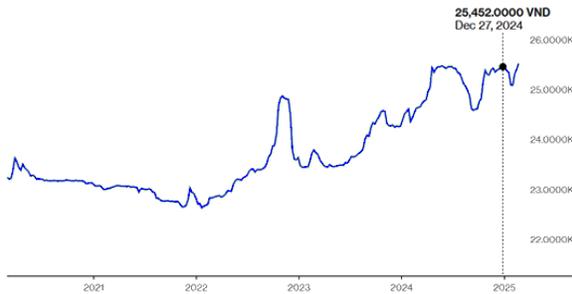
**A. Macro context**

**1. Seafood exports recover but have not yet returned to their peak**

According to VASEP, the value of Vietnam's seafood exports in 2024 **will exceed 10 billion USD**, up 12.3% compared to 8.9 billion USD in 2023. Although still lower than 11 billion USD in 2022, seafood exports showed a stable recovery in terms of output while the average selling price remained at the same level over the same period. Shrimp and pangasius exports are expected to reach 4 billion and 2 billion USD, respectively, +18% and +11% YoY, respectively.

**2. Fluctuations in the USD/VND exchange rate generally support exporters, but in the opposite direction, freight rates erode profits**

**Exchange Rate Fluctuations\***

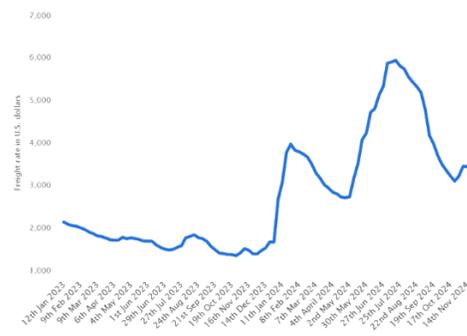


\*Theo Bloomberg

By the end of 2024, the USD/VND exchange rate will reach 25,452, equivalent to **an increase of 4.3%** compared to the end of 2023.

The increase in the price of the USD against the VND has generally supported the activities of export businesses in 2024. TFC also benefits from this price increase because all of TFC's revenue comes from export activities.

**Freight rate fluctuations\*\***



\*\*According to www.statista.com

Freight rates **in 2024 will fluctuate** due to the Red Sea and Suez Canal events. However, for key markets as well as for key customers, TFC applies FOB prices, so this event does not affect TFC as much as other enterprises in the export sector.

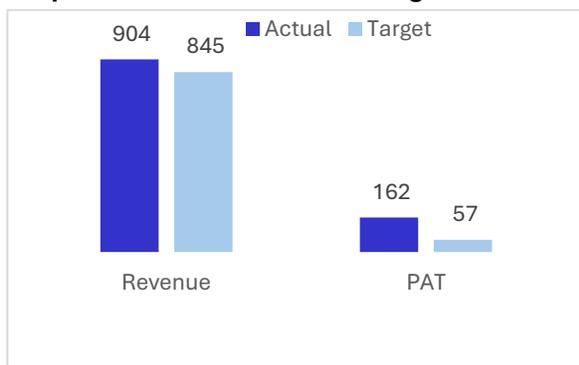
**B. 2024 business results**

**1. Overview of TFC's financial position in 2024 (according to audited financial statements)**



**2. TFC has successfully achieved the targets set by 2024 AGM**

**Comparison of actual 2024 vs target 2024**

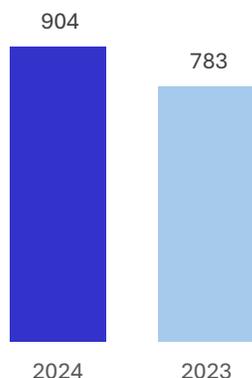


**Overall comment**

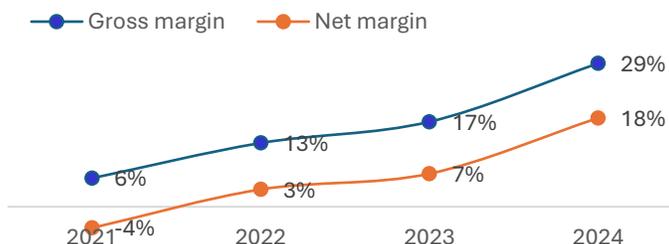
- Consolidated revenue **exceeded the plan of VND 59 billion (~7%)**, which is the highest sales level since listing.
  - Profit **exceeded the plan by VND 105 billion (~184%)**, this profit is also a record since TFC came into operation.
- The above results are due to the company's proactive cost **control**, plus the strategy of shifting to customers who require **specific products with high profit margins**.

**3. The Board of Directors assesses that 2024 is a pivotal year to bring the Company officially into a new growth cycle**

**Comparison of 2024 consolidated revenue vs 2023 (billion VND)**



**Consolidated Gross Profit Margin vs Net Profit Margin (%) over 2021-2024**

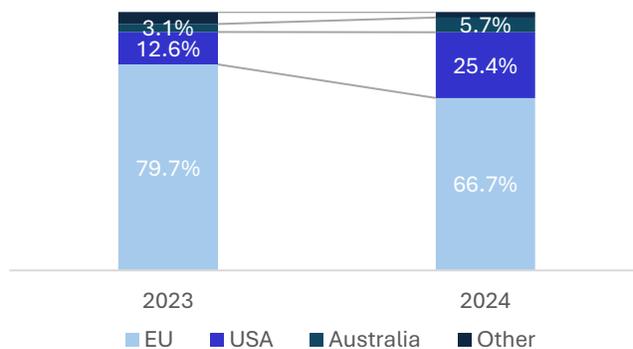


- Consolidated revenue **grew by 15%** compared to 2023 (~ VND 121 billion), growing evenly in all categories.
- **The gross profit margin of 29% reached the highest level in the last 4 years**, as a result of a restructuring process from 2021 to now. The gross profit margin also reflects the **gradual shift of TFC's product structure to specific products, requiring** individual "tailoring" for each customer, **so the gross profit margin will be much higher than that of popular and traditional products**
- The net profit margin reflects the company's strategy of reforming and **optimizing operating costs** that has been effective after a period of implementation.
- The number of employees **increased by 3%** compared to the previous year (491 people compared to 477 people in 2023).

#### 4. The diversification strategy of export markets has achieved many results

The market diversification strategy implemented **from the end of 2021** to now has achieved many results as will be presented below. In general, in terms of proportion, there is a shift in market structure, but the comparison of absolute sales with 2023 shows sales **growth in all markets**.

##### Changes in the structure of export proportion in 2024

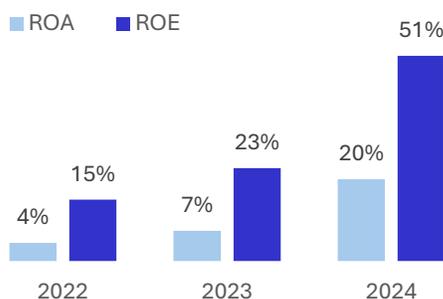


##### General Comments

- Export sales to the USA market have always grown since TFC was listed until now and reach **25% of total export sales**, this is the result of **long-term strategic cooperation** between TFC and customers in this market.
- Export sales to the Australian market increased slightly and reached **5% of total** export sales
- The European market remains a strategic key market for TFC, accounting for **~67% of total sales**

#### 5. TFC is proud to continue to maintain higher profits than the average of businesses in the industry

##### ROA vs ROE in 2022-2024



##### TFC leads with profitability exceeding the industry average

- TFC's Return on Total Assets (ROA) in the period 2022-2024 is higher than **the average of the seafood industry of 2.3%<sup>(\*)</sup>**.
- TFC's Return on Equity (ROE) ratio in the period 2022-2024 is higher than **the average of the seafood industry of - 4.3%<sup>(\*\*)</sup>**

(\*) and (\*\*) refer to data from the research report of Vietcap Securities Company until February 17, 2025

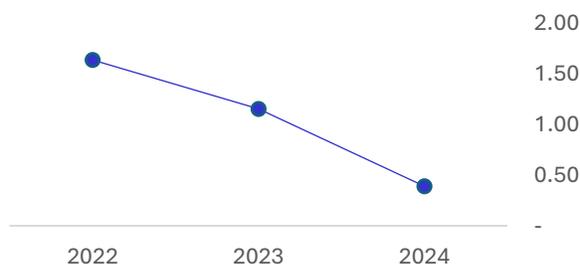
**6. The capital structure has changed significantly over the past three years, with an aim to reduce dependence on trade finance and sustainable development**

The Net Debt/VCSH ratio in the period 2022-2024 has decreased from 1.64 times to 0.4 times. This is the result of the **restructuring** of TFC's capital structure to ensure financial safety and sustainable development in the future.

The Board also noted that the 0.4 times that TFC achieved in 2024 is **much lower than the industry average** of 0.98 times.

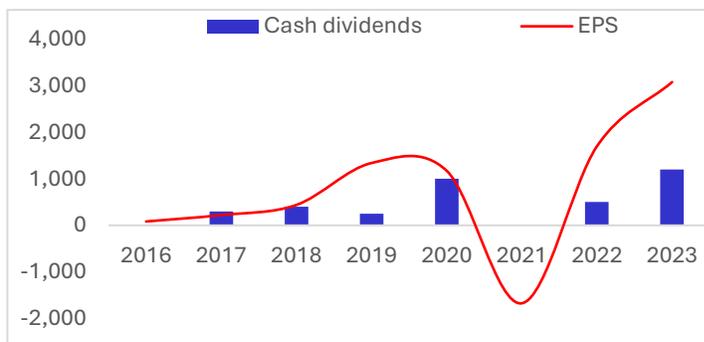
*(\*\*\*) according to the data of the research report of Vietcap Securities Company until February 17, 2025*

**Net debt/ VCSH for the period of 2022-2024 (times)**



**7. Continue to maintain cash dividends for shareholders**

**TFC still maintains cash dividend payments to shareholders even in very difficult periods**

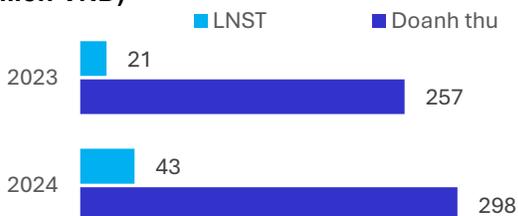


- ▶ From the first trading day on HNX until now, only in 2016 the company paid dividends in shares and in 2021 did not pay dividends due to the impact of the Covid epidemic, the rest of all years have paid **cash dividends**.
- ▶ This is a great effort of the Company in constantly adding value to shareholders.

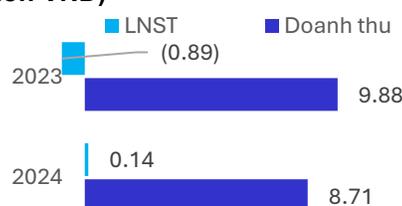
**8. Update on the business situation of member units in 2024**

Overall, both TFC's subsidiaries and associated companies are operating very effectively in 2024. This once again reflects the correct implementation of the comprehensive reform strategy that has been implemented by the Board of Directors since 2021.

**DARY outperforms growth compared to 2023 (billion VND)**



**DASUMY officially breaks even (billion VND)**



Along with TFC in particular, Dary has had a breakthrough year in business activities.

**Revenue grew by 16%** to reach 298 billion, the highest level since it came into operation. In addition, the **profit exceeded 107%** compared to the previous year to reach 43 billion, which is also the highest profit ever.

Dasumy Food Service Trading Manufacturing Co., Ltd. was established in 2014 as a member of Trang Corp Group, specializing in the production and distribution of frozen cakes, processed seafood and vegetarian food.

TFC currently owns 75% of Dasumy's charter capital.

## 9. Plan 2025

The Board of Directors realizes that, with the current position and potential, as well as anticipating the new growth cycle of the company, it is still necessary to ensure risk control. Therefore, the Board of Directors proposes business targets for 2025 as follows:

- Revenue of VND 1,000 billion (up 11% compared to the number of realized in 2024)
- Profit after tax of VND 168 billion (up 4% compared to the number realized in 2024)

Respectfully submit to the General Meeting of Shareholders for consideration and decision.

**TM. BOARD  
President**



**Nguyen Minh Nguyet**

**Appendix 02**

**2024 Board of Directors Report on Corporate Governance**

Ho Chi Minh City, April 25, 2025.

**REPORT**  
(on Corporate Governance)**To: General Meeting of Shareholders of Trang Corporation**

The Board of Directors ("BOD") of Trang Corporation ("the Company") would like to submit to the 2025 Annual General Meeting of Shareholders ("AGM") a report on the governance and performance of the Board of Directors and each member of the Board of Directors as follows:

**1. Structure of the Board of Directors**

On May 20, 2024, the General Meeting of Shareholders elected the Board of Directors for the term 2024-2029, the total number of members of the Board of Directors up to now is 07 members. The structure of the Board of Directors is as follows:

No	Name	Duty
1	Ms. Nguyen Minh Nguyet	Chairman of the Board of Directors (Non-Executive Member)
2	Mr. Truong Van Quang	Executive Member (General Director)
3	Ms. Susan Ho	Non-executive members
4	Mr. David Ho	Executive Member
5	Mr. Huynh Khanh Hieu	Non-executive members
6	Mr. Tran Quang Phu	Independent Members
7	Ms. Kim Ngoc Nguyen	Independent Members

**2. Activities of the Board of Directors****2.1. Board Meetings**

In 2024, the Board of Directors will organize 10 meetings, with 100% of members attending directly or authorizing others to attend, giving timely opinions on issues within the jurisdiction of the Board of Directors. The attendance rate of members of the Board of Directors is as follows:

No.	Director	In-person	Online and/or POA	Total
1	Nguyen Minh Nguyet	10	-	10/10
2	Truong Van Quang	10	-	10/10
3	Susan Ho	5	5	10/10
4	David Ho	10	-	10/10
5	Huynh Khanh Hieu	4	6	10/10
6	Tran Quang Phu	10	-	10/10
7	Kim Ngoc Nguyen	-	10	10/10

**2.2. Resolutions of the Board of Directors**

In 2024, the Board of Directors has approved 10 Resolutions on issues under the authority of the Board of Directors. The operation of the Board of Directors ensures compliance with the provisions of law and the Company's Charter. According to the assessment of the Board of Directors, in 2024, the members of the Board of Directors will complete their tasks. The abstract content of the Resolutions approved by the Board of Directors is as follows:

No.	Ref.	Day	Content	Pass Rate
1	01/BB-HĐQT/2024	2024-03-06	Renewal of Credit Contract	100%
2	NQ-Board of Directors//2024/0401	2024-04-01	Renewal of Credit Contract	100%
3	BBH-HĐQT/2024/0401	2024-04-15	Renewal of Credit Contract	100%

No.	Ref.	Day	Content	Pass Rate
4	BBH-HĐQT/2024/0402	2024-04-15	Guarantee an affiliate loan	100%
5	NQ-HĐQT/2024/0501	2024-05-21	Renewal of Credit Contract	100%
6	BBH-HĐQT/2024/0601	2024-06-14	Guarantee an affiliate loan	100%
7	01/2024	2024-03-18	Extension of the time for holding the 2024 General Meeting of Shareholders	100%
8	01/24/BB/HĐQT-TFC	2024-05-22	Approved the election of the Chairman of the Board of Directors for the term 2024-2029	100%
9	01-TFC/BBHHĐQT	2024-07-01	Approval of information disclosure regulations	100%
10	04/24/BBH/HĐQT-TFC	2024-08-06	Report on production and business activities	100%

### 2.3. About related parties transactions

Announced in the audited financial statements 2024 and the Corporate Governance Report 2024.

### 2.4. Remuneration and benefits of the Board of Directors

Published in the audited financial statements 2024.

## 3. Evaluation report on the activities of the Board of Directors of Independent Members of the Board of Directors in 2024

### a. General assessment of the Board of Directors' activities

The activities of the Board of Directors have been carried out in accordance with the operation plan of the Board of Directors in 2024, in compliance with the Company's Charter, and the Internal Regulations on Corporate Governance; completing most of the programs and actions of the Board of Directors.

The Board of Directors meetings have been convened and implemented with a specific schedule, carefully prepared documents. The content of the meeting was carefully discussed and evaluated by the members of the Board of Directors to make the best decisions for the Company.

All members of the Board of Directors have a high sense of responsibility and prudence in performing their roles, rights and responsibilities.

The Board of Directors has exchanged and discussed regularly with the Board of Directors to promptly support the Board of Directors in the process of operating the Company, well implementing the supervision and control of the administration.

### b. General assessment of the supervision of the Executive Team

Overall, the Board of Directors has done a good job of supervising the Board of Directors, ensuring that the Company's activities are always controlled, in line with the strategic orientation and in line with reality.

The Chairman of the Board of Directors and a number of members of the Board of Directors have regularly attended meetings of the Executive Team. A number of decisions of the CEO have been analyzed, discussed and consulted by the Board of Directors to achieve optimal results for the Company.

The Board of Directors also regularly reviews the reports of the CEO and discusses with the CEO to understand the Company's operation as well as be updated with business information as quickly as possible.

The Chairperson of the Board of Directors and several members of the Board of Directors have actively supported the Executive Team across various areas; particularly in risk management, helping to identify key issues, ensure sustainable and uninterrupted business operations, and safeguard the interests of shareholders and investors.

## 4. 2025 Plan

The strategic direction for 2025 and beyond is to continue enhancing automation and mechanization in production, improve organizational efficiency, and strengthen cost and quality control to boost competitiveness. The company also aims to gradually shift its product portfolio toward value-added, high-nutrition items such as vegan, gluten-free, and steamed products, while continuing to prioritize investment and market development in the US, EU, and Japan.

*Above is the content of the report on the activities of the Board of Directors of the Company in 2024.*

*Respectfully submitted to the General Meeting of Shareholders for approval.*

**On behalf of BOARD OF DIRECTORS  
Chairperson**



**Nguyen Minh Nguyet**

**Appendix 03**

**Report of the Supervisory Board's activities in 2024**

Ho Chi Minh City, April 25, 2025.

**Report of the Supervisory Board****To: General Meeting of Shareholders of Trang Corporation**

The Supervisory Board ("Supervisory Board" or "SB") of Trang Corporation ("the Company") respectfully submits to the General Meeting of Shareholders ("AGM") a report on the Supervisory Board work carried out according to its functions and tasks in 2024 as follows:

**1. The Company's consolidated business results in 2024**

In the context of general difficulties of the market, the Company's Board of Directors has made great efforts in all production and business management activities, business results have grown strongly, specifically as follows:

(Unit: billion VND)

Item	A2023	2024 Target	A2024	Comparison	
				A2024/ 2024 Target	A2024/ A2023
Turnover	783	845	904	+ 7%	+ 15%
Profit after tax	52	57	162	+ 184%	+ 212%

**2. Self-assessment report on the performance of the Supervisory Board and of each member****2.1. Personnel of the Supervisory Board**

STT	Full name	Position	Start Date/ Date no longer a member of the Supervisory Board
1	Vu Thi Minh Chien	Head of SB	20/05/2024
2	To Le Minh	Member	20/05/2024
3	Tran Thanh Huong	Member	20/05/2024
4	Nguyen Bich Thuan	Member	Dismissal on 20/05/2024

**2.2. 2024 self-assessment of the Supervisory Board**

The Supervisory Board self-assessed that it had seriously implemented its responsibilities and powers in accordance with the provisions of the Law on Enterprises, the Company's Charter, and the Operating Regulation of the Supervisory Board in accordance with the contents approved at the 2024 Annual General Meeting of Shareholders, maintaining a good working relationship and coordinating with the Board of Directors and the Board of Directors. The members of the Supervisory Board have worked with a high sense of responsibility according to the principles of independence, objectivity, prudence, always for the benefit of the great-grandfather and Trang Corporation.

**2.3. Report on self-assessment of 2024 of members of the Company's Supervisory Board****a. Vu Thi Minh Chien**

In 2024, Ms. Vu Thi Minh Chien, Head of the Supervisory Board has managed the activities of the Company's Supervisory Board, specifically as follows:

- Attending meetings of the Board of Directors, the Board of Directors of the Company;
- Inspecting and supervising the Regulations and Regulations of the Board of Directors and the Board of Directors that have been issued;
- Supervise the management and administration of production and business activities of the Board of Directors in accordance with the Law on Enterprises and the Company's Charter;
- Examine and review the audited semi-annual financial statements and annual reports of the Company in order to assess the truthfulness and accuracy of financial data in accordance with current accounting standards, regimes and financial policies;
- Supervise the compliance with the regulations on information disclosure in accordance with the provisions of law to ensure that the information to shareholders is complete, timely and accurate;
- Professional management and direction of the Company's Supervisory Board;
- Report on the performance of the Supervisory Board before the Annual General Meeting of Shareholders.

Ms. Vu Thi Minh Chien self-assessed that she was proactive and active in her work, fulfilling the tasks and powers of the Head of the Supervisory Board according to the law and the Company's Charter.

#### **b. To Le Minh**

In 2024, Ms. To Le Minh has performed the tasks assigned and directed by the Head of the Company's Supervisory Board, specifically as follows:

- Monitor financial activities and plans of the Company;
- Inspect and supervise the appraisal of the Company's audited quarterly, semi-annual and annual financial statements;
- Perform other tasks assigned by the Head of the Board.

Ms. To Le Minh self-assessed that she was proactive and active in her work, closely coordinated with members of the Supervisory Board and completed the assigned tasks in 2024.

#### **c. Tran Thanh Huong**

In 2024, Ms. Tran Thanh Huong has performed the tasks assigned by the Head of the Corporation's Supervisory Board, specifically as follows:

- Secretary for SB's meetings;
- Inspecting the distribution of dividends and setting aside for the use of annual funds in accordance with the Resolution of the Annual General Meeting of Shareholders of the company in accordance with law;
- Perform other tasks assigned by the Head of the Board.

Ms. Tran Thanh Huong assessed herself to have been proactive and active in her work, closely coordinating with members of the Supervisory Board and completing the assigned tasks in 2024.

### **3. Remuneration, operating expenses and other benefits of the Supervisory Board and each member of the Supervisory Board**

<b>STT</b>	<b>Full Name</b>	<b>Duty</b>	<b>Remuneration (million VND)</b>	<b>Time (month)</b>	<b>Total (million VND)</b>
1	Vu Thi Minh Chien	Head of SB	4.5	12	54
2	To Le Minh	Member	3.0	12	36
3	Nguyen Bich Thuan	Member	3.0	5	15
4	Tran Thanh Huong	Member	3.0	7	21
<b>Total SB</b>					<b>126</b>

#### **4. Summary of the meetings of the Supervisory Board and the conclusions and recommendations of the Supervisory Board**

In 2024, the Supervisory Board held 02 meetings to, specifically as follows:

- Elect the Head of the Supervisory Board for the term 2024-2029 and assign tasks to members of the Supervisory Board.
- Propose the Board of Directors selected an independent audit firm to conduct the review and audit of the company's separate and consolidated financial statements.

#### **5. Results of monitoring the company's operations and finances**

The Supervisory Board agreed with the independent audit opinion of A&C: "The consolidated financial statements reflect truthfully and reasonably, in material aspects of the Group's consolidated financial position as at 31 December 2024, as well as the consolidated results of business operations and consolidated cash flows for the fiscal year ended 31 December 2024 date, in accordance with Vietnamese accounting standards, the Vietnamese Enterprise Accounting Standards and legal regulations related to the preparation and presentation of consolidated financial statements."

#### **6. Report on evaluation of transactions between the Company, its subsidiaries or companies under the control of more than 50% of charter capital and members of the Board of Directors, General Directors, executives and related persons of such subjects; transactions between the Company and a company in which members of the Board of Directors, General Directors and other executives of the enterprise are founding members or managers of the enterprise in the last 03 years prior to the time of transaction**

Shareholders, please refer to Section VII of the 2024 Corporate Governance Report which has been published.

#### **7. Supervision results for the Board of Directors, CEO and other executives of the enterprise**

The Board of Directors of the Company has held periodic and extraordinary meetings in accordance with the Law on Enterprises and the Company's Charter. The Board of Directors has also approved Resolutions in the form of direct meetings and in the form of asking for written opinions in accordance with the provisions of the Law and the Company's Charter. The Board of Directors meetings have specific contents, are recorded in minutes and promulgate Resolutions/Decisions in the right order, in accordance with the authority and in accordance with the provisions of the Law and the Company's Charter.

In 2024, the CEO and Executive Team carried out their duties in compliance with the Law on Enterprises and the Company's current Charter, while promptly implementing the Resolutions of the General Meeting of Shareholders and the Board of Directors.

#### **8. Results of evaluation of the coordination between the Supervisory Board and the Board of Directors, the CEO and shareholders**

- The Supervisory Board regularly exchanges work via email and phone to ensure that it is always timely to provide support for the BOD and the CEO/ Executive Team, and at the same time supervise the compliance with the Resolution of the General Meeting of Shareholders as well as the observance of internal regulations and legal provisions of the Board of Directors and the CEO/ Executive Team in the management and administration of the implementation of tasks in 2024.
- The Supervisory Board closely coordinates with the Board of Directors and the Executive Team but still maintains its independence.
- The Board of Directors and the Executive Team ensured the right to access documents of the Supervisory Board in accordance with the provisions of law.

- In 2024, the Supervisory Board did not receive any requests from shareholders or groups of shareholders holding 05% or more of shares to review the Company's operations or the management of the Board of Directors and the Executive Team of the Company. In general, during the performance of its duties, the Supervisory Board received full support from the Board of Directors and the Executive Team to effectively carry out its responsibilities.

**The above is the Report on the operation of the Supervisory Board and members of the Supervisory Board of the Company in 2024. Respectfully submitted to the General Meeting of Shareholders for consideration and approval.**

**Respect.**

**ON BEHALF OF THE SUPERVISORY BOARD**



**Vu Thi Minh Chien**