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JOINT STOCK COMPANY
VIET TRUNG QUANG BINH

SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom – Happiness

No. **22** /VTQ

Quang Binh, April 29, 2025

PUBLICATION OF INFORMATION ON THE ELECTRONIC INFORMATION PORTAL

Dear:
- State Securities Commission;
- Hanoi Stock Exchange.

Company: **VIET TRUNG QUANG BINH JOINT STOCK COMPANY**
Head office: Residential Group 3, Vietnam Trung Agricultural Town, Bo Trach District, Quang Binh Province, Vietnam.
Phone: 0232. 3796 003 Fax: 0232. 3796 060
Person responsible for information disclosure: Mr. **Nguyen Hai Thanh**
Position: Member of the Board of Directors and Deputy Director of the Company
Type of disclosed information:

☐ 24h ☐ 72h ☐ Request ☑ Abnormal ☐ Periodically

Content of disclosed information:

Viet Trung Quang Binh Joint Stock Company announces information about the annual shareholders' meeting in 2025.

This information has been published on the electronic information page of the Viet Trung Quang Binh Joint Stock Company on April 29, 2025, at the link:
http://www.viettrungqb.com.vn

We commit that the disclosed information above is true and we take full responsibility before the law for the content of the disclosed information./.

Recipients:
- As above;
- Archive: Clerical.

Person responsible for information disclosure

CÔNG TY CỔ PHẦN VIỆT TRUNG QUẢNG BÌNH

Nguyen Hai Thanh

JOINT STOCK COMPANY
VIET TRUNG QUANG BINH

SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom – Happiness

Quang Binh, April 28, 2025

ANNUAL GENERAL MEETING PROGRAM
2025 ANNUAL GENERAL SHAREHOLDER MEETING
VIET TRUNG QUANG BINH JOINT STOCK COMPANY

Event time: At 13:00 on Monday, April 28, 2025

Venue: Viet Trung Quang Binh Joint Stock Company - Group 3, Viet Trung Agricultural Town, Bo Trach District, Quang Binh Province, Vietnam.

NO	TIME	MEETING CONTENT
I	**Welcoming Delegates, Shareholders and Opening the meeting**	
1	13:00 – 13:30	- Welcome representatives and shareholders, verify shareholder status - register to attend the meeting - Distribute meeting documents, voting cards, voting papers - Stabilize the organization to prepare for the General Assembly, raise the flag
	13:30 – 13:40	Opening of the General Assembly
2	13:40 – 13:45	Report on the results of verifying shareholder status, declare sufficient conditions to conduct the General Assembly
3	13:45 – 14:00	- Approve the agenda and the Working Regulations of the General Assembly - Introduce and approve the list of the Presidium, the Secretariat - Introduce and approve the list of the Ballot Counting Committee
II	**Main content of the Congress**	
1	14:00 – 15:00	**Present the Reports at the Congress** - Report on the business production and trading results for 2024 and the business production and trading plan for 2025. - Report on the activities of the Board of Directors for 2024 and the direction of activities for 2025. - Report on the activities of the Supervisory Board for 2024 and the direction of activities for 2025.
2	15:00 – 16:00	**Presenting the Resolutions at the General Meeting** - Resolution to approve the audited financial statements for 2024; - Resolution on the distribution of profits for 2024 and the plan for 2025; - Resolution on the settlement of remuneration for the Board of Directors and the non-professional Supervisory Board for 2024 and the plan for 2025;

		- Resolution to select the auditing firm for the financial statements for 2025; - Resolution to dismiss a member of the Board of Directors - Resolution to amend the Company Charter - Other issues within the authority of the General Meeting of Shareholders (if any).
	16:00 – 16:45	- Discussing opinions and voting on the reports and proposals presented at the Congress; - The ballot committee reports the results of the voting on the reports and proposals at the Congress;
III	**Through the Minutes, the Resolution, and the closing of the Congress**	
1	16:45- 17:00	- Read and vote to approve the Minutes of the Conference and the Resolution; - Declare the conference adjourned.

ORGANIZING CONGRESS

JOINT STOCK COMPANY **VIET TRUNG QUANG BINH**	**SOCIALIST REPUBLIC OF VIETNAM** **Independence - Freedom – Happiness**
No. 02/2025/NQ-ĐHĐCĐ	*Quang Binh, April 28, 2025*

RESOLUTION
ANNUAL GENERAL MEETING OF SHAREHOLDERS 2025
VIET TRUNG QUANG BINH JOINT STOCK COMPANY

Based on the Enterprise Law 2020;

Based on the Charter of Viet Trung Quang Binh Joint Stock Company.

The 2025 Annual General Meeting of Shareholders of Viet Trung Quang Binh Joint Stock Company was duly convened and eligible to proceed with:

Total charter capital of Viet Trung Quang Binh Joint Stock Company is 170,817,910,000 VND, corresponding to 17,081,791 shares. Of which:

Total number of attending shareholders (in person and by proxy): 39 shareholders with 16.993.041 shares, accounting for 99.48% of the total voting shares.

Based on Clause 1, Article 16 of the Charter of Viet Trung Quang Binh Joint Stock Company, the meeting is eligible to proceed and vote validly.

The meeting officially commenced at 13:30 on April 28, 2025, at the Hall of Viet Trung Quang Binh Joint Stock Company - Residential Group 3, Viet Trung Farm Town, Bo Trach District, Quang Binh Province.

After discussion:

GENERAL MEETING OF SHAREHOLDERS
VIET TRUNG QUANG BINH JOINT STOCK COMPANY
RESOLUTION:

Article 1.

1. With an approval rate of 64,46 % of the total voting shares present at the General Meeting of Shareholders, the Report on Production and Business Activities in 2024 and the implementation of the direction and tasks for 2025 were approved.

2. With an approval rate of 64,46 % of the total voting shares present at the General Meeting of Shareholders, the Report on the activities of the Board of Directors in 2024 and the direction and tasks for 2025 were approved.

3. With an approval rate of 64,46 % of the total voting shares present at the General Meeting of Shareholders, the Report on the activities of the Supervisory Board in 2024 and the direction and tasks for 2025 were approved.

4. With an approval rate of 64,46 % of the total voting shares present at the General Meeting of Shareholders, the audited financial statements for 2024 were approved.

5. With an approval rate of 64,46 % of the total voting shares present at the General Meeting of Shareholders, the proposal on the profit distribution plan, dividend payment for 2024, and the profit distribution and dividend payment plan for 2025 were approved.

a. Profit distribution and dividend payment plan for 2024

Based on the Company's audited financial statements for 2024, the undistributed after-tax profit as of December 31, 2024, is 3,967,669,237 VND. However, as the Company continues to offset losses from previous years (accumulated losses as of December 31, 2024, are -51,434,030,126 VND), it is not possible to pay dividends to shareholders. Based on the provisions of Article 135 of the Enterprise Law 2020, the Company does not meet the conditions to pay dividends in 2024 and set up funds.

b. Profit distribution plan for 2025

2025 is still identified as a difficult year for the Enterprise, so the Company has set a plan to strive for a profit of 04 billion VND. With the profit plan as mentioned above, the Company will continue to offset losses from previous years, so it will still not be possible to pay dividends to Shareholders in 2025.

6. With an approval rate of 100% of the total voting shares present at the General Meeting of Shareholders, the proposal on the finalization of remuneration for the non-executive Board of Directors and Supervisory Board in 2024 and the plan for paying remuneration to the non-executive Board of Directors and Supervisory Board in 2025 were approved.

7. With an approval rate of 100% of the total voting shares present at the General Meeting of Shareholders, the authorization for the Company's Board of Directors to select the audit firm for the 2025 financial statements was approved.

8. With a 100% disapproval rate of the total voting shares attending the General Meeting of Shareholders, the amendment to the Company's Charter related to other executives was not approved. With a 100% approval rate of the total voting shares attending the General Meeting of Shareholders, the amendment to the Company's Charter related to adding details of business lines was approved.

9. With a 100% disapproval rate of the total voting shares present at the General Meeting of Shareholders, the dismissal of the following members of the Board of Directors was not approved:

1. Mr. Le Vu Thanh
2. Mrs. Nguyen Thi Hai
3. Mr. Pham Xuan Thanh

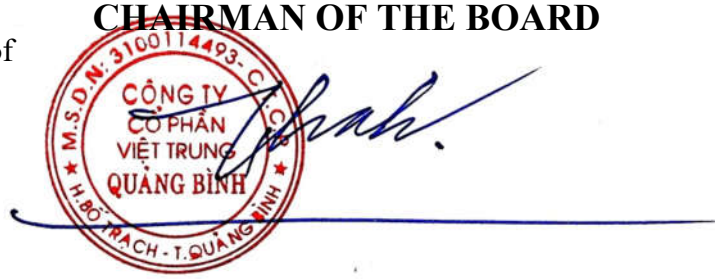
Article 2. Assign the Board of Directors and the Executive Board of Viet Trung Quang Binh Joint Stock Company the responsibility to monitor, urge, and organize the implementation of the Resolution of the General Meeting of Shareholders in accordance with the Law and the Company's Charter.

Article 3. Assign the Company's Supervisory Board the responsibility to supervise and inspect the activities of the Board of Directors and the Executive Board of Viet Trung Quang Binh Joint Stock Company in implementing the resolution of the General Meeting, ensuring compliance with the law and the Company's Charter.

Article 4. This Resolution was approved by the 2025 Annual General Meeting of Shareholders and is effective from April 28, 2025./.

Recipients:
- Board of Directors, Supervisory Board of the Company;
- Board of Management of the Company;
- Departments, affiliated units;
- SSC, HNX (for reporting);
- Website (for information disclosure);
- File: Office.

ON BEHALF OF THE PRESIDIUM
CHAIRMAN OF THE BOARD



Phan Van Thanh

JOINT STOCK COMPANY **VIET TRUNG QUANG BINH**	**SOCIALIST REPUBLIC OF VIETNAM** **Independence - Freedom – Happiness**

MINUTES
ANNUAL GENERAL MEETING OF SHAREHOLDERS 2025
Viet Trung Quang Binh Joint Stock Company

Name: Viet Trung Quang Binh Joint Stock Company

Head office address: Residential Group 3, Viet Trung Farm Town, Bo Trach District, Quang Binh Province, Vietnam

Enterprise code: 3100114493

Meeting time: 13:30 on April 28, 2025

Location of the General Meeting of Shareholders: Hall of Viet Trung Quang Binh Joint Stock Company – Residential Group 3, Viet Trung Farm Town, Bo Trach District, Quang Binh Province, Vietnam.

I. WELCOMING DELEGATES AND SHAREHOLDERS

1. Welcoming delegates and shareholders, checking shareholder eligibility, registering for the meeting; distributing meeting documents, voting cards, and ballots to shareholders

2. Checking shareholder eligibility and conditions for holding the General Meeting

Mrs. Hoang Thi Thu Huong – Head of the Company's Supervisory Board, on behalf of the Shareholder Eligibility Check Committee, reported the results of checking the eligibility of shareholders attending the General Meeting, with the following results:

- The total charter capital of Viet Trung Quang Binh Joint Stock Company is 170,817,910,000 VND (In words: One hundred seventy billion eight hundred seventeen million nine hundred ten thousand dong), corresponding to 17,081,791 shares (In words: Seventeen million eighty-one thousand seven hundred ninety-one shares). Of which:

- Total number of attending shareholders (in person and by proxy): 39 shareholders with 16,993,041 shares, accounting for 99.48% of the total voting shares. (>51% of the Company's total voting shares).

Based on Clause 1, Article 16 of the Charter of Viet Trung Quang Binh Joint Stock Company, the conditions are met to proceed and vote validly.

II. OPENING OF THE GENERAL MEETING

1. Stabilizing the organization for the General Meeting, flag salute

2. Introducing and approving the list of the Presidium, Secretary, and Vote Counting Committee of the General Meeting.

2.1. The General Meeting voted to approve the Presidium of the General Meeting consisting of 03 people, with the General Meeting unanimously approving 16.993.041 shares / 16.993.041 shares (reaching 100%) including the following individuals:

1. Mr. Phan Van Thanh: Chairman
2. Mr. Duong Chi Binh: Member

2.2. The General Meeting voted to approve the Secretary of the General Meeting consisting of 01 person, with the General Meeting unanimously approving 16.993.041 shares / 16.993.041 shares (reaching 100%) including the following individual:

Mr. Le Van Hung: Secretary of the General Meeting

2.3. The General Meeting voted to approve the Vote Counting Committee of the General Meeting consisting of 03 people, with the General Meeting unanimously approving 16.993.041 shares / 16.993.041 shares (reaching 100%) including the following individuals:

1. Mr. Ta Ba Dung: Head of Committee
2. Mr. Duong Hong Sinh: Member
3. Mrs. Phan Thi Huong Giang: Member

3. Opening of the General Meeting, introducing delegates

Mr. Phan Van Thanh delivered the opening speech of the General Meeting, approved the agenda and the working regulations of the General Meeting.

The General Meeting unanimously voted 100% to approve the working regulations and the agenda of the General Meeting.

III. CONTENT SECTION

1. Report on the summary of production and business activities in 2024 and the implementation of the direction of activities in 2025 presented by Mr. Duong Chi Binh

1.1. Results of production and business activities in 2024

- Total revenue of the entire Company: 122.66 billion VND (reaching 134.6% compared to the Plan, this is the first year since the Company's equitization that revenue exceeded 100 billion VND) and nearly 200% of the revenue in 2023.

- Profit during the year: Profit of 3.968 billion VND (after setting aside provisions from the capital contribution with Hoa Phat Quang Binh Livestock Company).

- Contribution to the State budget: 9.456 billion VND / Plan 5.559 billion VND, reaching 170% of the assigned plan; Fully and promptly implemented policies for employees. The total amount of social insurance contributions paid during the year was 10.3 billion VND, reaching 100.1% of the plan. During the year, all policies for employees were fully paid.

1.2. Plan for implementation in 2025

- Total Revenue of the entire Company strives to reach 132.7 billion VND or more.

Of which:

+ Revenue from rubber latex: 75 - 80 billion VND
+ Revenue from wood production industry: 19 - 20 billion VND
+ Revenue from wood chip grinding: 35 - 40 billion VND
+ Revenue from financial activities and other revenue: 4 - 5 billion VND

- Profit:strive for a profit of 4 billion VND or more.

- Fully fulfill State budget obligations of over 8.35 billion VND.

- Fully fulfill the arising obligations regarding employee benefits (Social Insurance, Health Insurance, Unemployment Insurance) of over 10 billion VND during the year.

2. Report on the activities of the Board of Directors in 2024 and the direction of activities in 2025 presented by Mr. Phan Van Thanh

3. Report on the activities of the Supervisory Board in 2024 and the direction of activities in 2025 presented by Mrs. Hoang Thi Thu Huong.

4. Mr. Phan Huu Bang presented the Submissions at the General Meeting:

4.1. Submission to approve the 2024 Audited Report.

4.2. Submission on the Profit Distribution Plan, Dividend Payment in 2024 and the Plan for 2025.

a. Profit Distribution Plan and Dividend Payment in 2024

Based on the Company's audited financial report for 2024, the undistributed after-tax profit as of December 31, 2024, is 3,967,669,237 VND. However, because the Company continues to offset losses from previous years (accumulated loss as of December 31, 2024, is -51,434,030,126 VND). Therefore, dividend payment to shareholders cannot be carried out. Based on the provisions of Article 135 of the Law on Enterprises 2020, the Company is not eligible to pay dividends in 2024 and set up funds.

b. Profit Distribution Plan for 2025

In 2025, it is determined that it will still be a difficult year for the Enterprise, so the Company has set a plan to strive for a profit of 04 billion VND. With the profit plan as above, the Company will continue to offset losses from previous years, so dividend payment to Shareholders cannot be carried out in 2025.

4.3. Submission on the remuneration of non-executive members of the Board of Directors and Supervisory Board in 2024 and the Remuneration Plan for 2025.

a. Remuneration payment to the Board of Directors and Supervisory Board of the Company in 2024

- For non-executive members participating in the Company's Board of Directors: 02 people

Remuneration level: 1,000,000 VND/person/month

- For non-executive members participating in the Company's Supervisory Board: 02 people

Remuneration level: 700,000 VND/person/month

b. Planned remuneration level for the Board of Directors and Supervisory Board of the Company in 2025

- For non-executive members participating in the Company's Board of Directors: 06 people

Remuneration level: 1,000,000 VND/person/month

- For non-executive members participating in the Company's Supervisory Board: 02 people

Remuneration level: 700,000 VND/person/month

4.4. Submission on authorizing the Board of Directors to select the auditing unit for the 2025 Audited Financial Report.

5. Mr. Phan Van Thanh presented the submission on amending the Company's organizational and operational Charter.

6. Mr. Phan Van Thanh presented the submission on dismissing the following members of the Company's Board of Directors:

- Mr. Le Vu Thanh
- Mrs. Nguyen Thi Hai
- Mr. Pham Xuan Thanh

Effective from April 28, 2025.

IV. DISCUSSION OF SHAREHOLDERS AT THE GENERAL MEETING AND VOTING TO APPROVE THE CONTENTS AT THE GENERAL MEETING

1. Discussion:

- Mr. Le Vu Thanh, the authorized representative of the shareholder group, commented:

During the time when the two members of the Board of Directors, who are also major shareholders of the Company, Mr. Le Vu Thanh and Ms. Nguyen Thi Hai, submitted their resignation letters from participating in the Board of Directors with the desire to introduce someone with sufficient capability and professional qualifications to replace them and help the Company consolidate the personnel of the Board of Directors. However, up to now, they have not found and introduced the desired personnel. Therefore, the representative of the shareholder group does not agree with the dismissal of the Board of Directors members this time.

- Following the opinion of the Company's major shareholder group, Mr. Phan Van Thanh agreed to stop the dismissal of the Board of Directors members at this general meeting and to consolidate the personnel of the Board of Directors in the coming time.

2. The General Meeting proceeded to discuss and vote on the contents of the Reports and Submissions at the General Meeting.

Mr. **Phan Van Thanh** moderated the discussion, further emphasizing the contents in the reports and submissions that were approved before the General Meeting.

Voting on the issues in the General Meeting, the results are as follows:

Voting to approve the Reports and Submissions at the General Meeting:

No.	Voting Content	Agree	Disagree	Abstain
1	Approve the 2024 Business Performance Report and the 2025 Business Plan	10.953.811 /16.993.041 (64,46%)	0	6.039.230 /16.993.041 (35,54%)

2	Approve the 2024 Board of Directors' Activity Report and the 2025 Direction	10.953.811 /16.993.041 (64,46%)	0	6.039.230 /16.993.041 (35,54%)
3	Approve the 2024 Supervisory Board's Activity Report and the 2025 Direction	10.953.811 /16.993.041 (64,46%)	0	6.039.230 /16.993.041 (35,54%)
4	Approve the 2024 Audited Financial Statements	10.953.811 /16.993.041 (64,46%)	0	6.039.230 /16.993.041 (35,54%)
5	Approve the 2024 Profit Distribution and Dividend Payment Plan; 2025 Plan	10.953.811 /16.993.041 (64,46%)	0	6.039.230 /16.993.041 (35,54%)
6	Approve the remuneration level for non-executive Board of Directors and Supervisory Board members in 2024 and the 2025 Remuneration Plan	16.993.041 /16.993.041 (100%)	0	0
7	Approve the authorization for the Board of Directors to select the auditing firm for the 2025 Financial Statements	16.993.041 /16.993.041 (100%)	0	0
8	Approve the amendment of the Company's Charter of Organization and Operation			
8.1	Amendments related to other operators (Section I)	0	16.993.041 /16.993.041 (100%)	0
8.2	Addition of detailed business lines (Section II)	16.993.041 /16.993.041 (100%)	0	0
9	Approve the dismissal of a member of the Board of Directors.	0	16.993.041 /16.993.041 (100%)	0

VI. APPROVAL OF THE RESOLUTION, MINUTES OF THE 2025 ANNUAL GENERAL MEETING OF SHAREHOLDERS AND CLOSING OF THE GENERAL MEETING

- Mr. Le Van Hung, Secretary of the General Meeting, presented the draft Resolution and minutes of the 2025 annual General Meeting of Shareholders.

- The General Meeting voted to approve the Resolution of the 2025 annual General Meeting of Shareholders with a unanimous rate of 100%.

- Mr. Phan Van Thanh declared the closing of the General Meeting.

The General Meeting concluded at 17:10 on the same day./.

SECRETARY	ON BEHALF OF THE PRESIDIUM
Le Van Hung	Phan Van Thanh

JOINT STOCK COMPANY
VIET TRUNG QUANG BINH

SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom – Happiness

MINUTES OF THE VOTING BALLOT
ANNUAL GENERAL MEETING OF SHAREHOLDERS 2025
VIET TRUNG QUANG BINH JOINT STOCK COMPANY

- Time: 16:30, April 28, 2025.
- Location: Headquarters of Viet Trung Quang Binh Joint Stock Company - Group 3, Viet Trung Agricultural Town, Bo Trach District, Quang Binh Province.

I. BALLOT REVIEW COMMITTEE:

No	Full name	Job title
1.	Mr. Ta Ba Dung	Chairman of the Ballot Counting Committee
2.	Mr. Duong Hong Sinh	Member of the Ballot Counting Committee
3.	Mrs. Phan Thi Huong Giang	Member of the Ballot Counting Committee

II. RESULT OF THE VOTING IS AS FOLLOWS:

1. Through the Polling Committee List

Agree:	16.993.041 Shares	Holds 100% of the voting shares at the General Assembly.
Disagree:	0 Shares	Holds 0% of the voting shares at the General Assembly.
No opinion:	0 Shares	Holds 0% of the voting shares at the General Assembly.

2. Through the Congress Program

Agree:	16.993.041 Shares	Holds 100% of the voting shares at the General Assembly.
Disagree:	0 Shares	Holds 0% of the voting shares at the General Assembly.
No opinion:	0 Shares	Holds 0% of the voting shares at the General Assembly.

3. Through the Working Regulations of the Congress

Agree:	16.993.041 Shares	Holds 100% of the voting shares at the General Assembly.
Disagree:	0 Shares	Holds 0% of the voting shares at the General Assembly.
No opinion:	0 Shares	Holds 0% of the voting shares at the General Assembly.

III. RESULTS OF THE VOTING BALLOT ARE AS FOLLOWS:

1. Report on the production and business results for the year 2024 and the production and business plan for the year 2025

Agree:	10.953.811 Shares	Holds 64,46 % of the voting shares at the General Assembly.
Disagree:	0 Shares	Holds 0% of the voting shares at the General Assembly.
No opinion:	6.039.230 Shares	Holds 35,54 % of the voting shares at the General Assembly.

2. Report on the activities of the Board of Directors in 2024 and the operational direction for 2025

Agree:	10.953.811 Shares	Holds 64,46 % of the voting shares at the General Assembly.
Disagree:	0 Shares	Holds 0% of the voting shares at the General Assembly.
No opinion:	6.039.230 Shares	Holds 35,54 % of the voting shares at the General Assembly.

3. Report on the activities of the Supervisory Board of 2024 and the operational direction for 2025

Agree:	10.953.811 Shares	Holds 64,46 % of the voting shares at the General Assembly.
Disagree:	0 Shares	Holds 0% of the voting shares at the General Assembly.
No opinion:	6.039.230 Shares	Holds 35,54 % of the voting shares at the General Assembly.

4. Through the audited financial report for the year 2024

Agree:	10.953.811 Shares	Holds 64,46 % of the voting shares at the General Assembly.
Disagree:	0 Shares	Holds 0% of the voting shares at the General Assembly.
No opinion:	6.039.230 Shares	Holds 35,54 % of the voting shares at the General Assembly.

5. Through the proposal on the distribution of profits, dividend in 2024 and the plan for the distribution of profits, dividends in 2025

Agree:	10.953.811 Shares	Holds 64,46 % of the voting shares at the General Assembly.
Disagree:	0 Shares	Holds 0% of the voting shares at the General Assembly.
No opinion:	6.039.230 Shares	Holds 35,54 % of the voting shares at the General Assembly.

6. Proposal for the settlement of remuneration for the Board of Directors and the Supervisory Board in 2024 and the plan for remuneration payment for the Board of Directors and the Supervisory Board in 2025

Agree:	16.993.041 Shares	Holds 100% of the voting shares at the General Assembly.
Disagree:	0 Shares	Holds 0% of the voting shares at the General Assembly.
No opinion:	0 Shares	Holds 0% of the voting shares at the General Assembly.

7. Proposal to authorize the Board of Directors to select the auditing unit for the financial report for the year 2025

Agree:	16.993.041 Shares	Holds 100% of the voting shares at the General Assembly.
Disagree:	0 Shares	Holds 0% of the voting shares at the General Assembly.
No opinion:	0 Shares	Holds 0% of the voting shares at the General Assembly.

8. Proposal to amend the Company's Charter and Operations

8.1. Other operator-related modifications (Section I)

Agree:	0 Shares	Holds 0% of the voting shares at the General Assembly.
Disagree:	16.993.041 Shares	Holds 100% of the voting shares at the General Assembly.
No opinion:	0 Shares	Holds 0% of the voting shares at the General Assembly.

8.2. Add business details (Section II)

Agree:	16.993.041 Shares	Holds 100% of the voting shares at the General Assembly.
Disagree:	0 Shares	Holds 0% of the voting shares at the General Assembly.
No opinion:	0 Shares	Holds 0% of the voting shares at the General Assembly.

9. Proposal for the dismissal of a member of the Board of Directors of the company

Agree:	0 Shares	Holds 0% of the voting shares at the General Assembly.
Disagree:	16.993.041 Shares	Holds 100% of the voting shares at the General Assembly.
No opinion:	0 Shares	Holds 0% of the voting shares at the General Assembly.

Based on the results of the vote count as mentioned above, the General Meeting of Shareholders decides to approve the contents of this minutes.

The minutes were completed at 16:50 on April 28, 2025; with 100% of the ballot

committee members in agreement and approved before the meeting.

BALLOT INSPECTION

HEAD OF THE COMMITTEE	MEMBER	MEMBER
		
Ta Ba Dung	**Duong Hong Sinh**	**Phan Thi Huong Giang**

JOINT STOCK COMPANY **VIET TRUNG QUANG BINH**	**SOCIALIST REPUBLIC OF VIETNAM** **Independence - Freedom – Happiness**
No. **01** /VTQ	*Quang Binh, April 28, 2025*

BASIC REPORT
Summary of business production results in 2024
Plan for business production in 2025
(Report at the 2025 Annual General Shareholders' Meeting)

Part I
BUSINESS PRODUCTION RESULTS FOR 2024

I. SITUATION OVERVIEW

In 2024, the Company continues to face many difficulties: the global situation is complex, the market inflation is rising sharply, and severe climate change (localized heat waves, heavy and prolonged rains) has affected the Company's production and business sectors.

However, with a tradition of solidarity and a sense of responsibility in the face of challenges, the unity and determination of the staff, employees, and workers across the Company, under the leadership of the Party Committee, the Board of Directors, and the prompt management of the Executive Board in leadership, direction, and responsiveness in administration have been effective. Additionally, the Company has always received attention and favorable conditions from the provincial leadership, various levels, sectors, and local authorities. Therefore, in 2024, the situation of the Company continues to maintain stability, with capital preservation and profitability, job security, and improved living conditions for employees; it successfully fulfills and exceeds its commitments to the state budget; all employees' policies and regimes are fully implemented and ensured; national security and order are maintained and strengthened. This is specifically reflected in several aspects as follows:

II. PRODUCTION AND BUSINESS RESULTS

1. Exploitation and processing of rubber latex

- The total output of commercial latex produced was 1,680.65 tons, achieving the adjusted plan, an increase of 203 tons compared to 2023.
- Among 7 exploitation units, 1 unit exceeded the plan and 6 units completed and met the adjusted plan.

The latex processing factory has focused on leadership and direction, overcoming difficulties to complete all assigned tasks. It has organized the transportation and processing of all latex produced by the units. However, due to an old drying oven system, outdated technology, and many damaged drying barrels and nets, the quality of latex products upon leaving the warehouse still does not meet the standards, with impurities and raw latex still present. In addition, the

factory has regularly done well in fire prevention, environmental protection, wastewater treatment, and waste management, complying with Vietnamese standards.

2. Wood processing industry

Due to the impact of the global situation, the wood production market faced difficulties, causing production to be held back at times. However, the wood factory has made considerable efforts to overcome challenges, especially during the last months of the year, actively increasing working hours to boost production. Therefore, 2024 has also yielded noteworthy results:

2.1. Wood production sector:

- Raw material wood production: 1,467.6 m3 (doubling the volume compared to 2023); processed wood production: 610 m3, achieving 87% of the annual plan (an increase of 58% compared to 2023);
- Revenue reached 19.81 billion, achieving the assigned plan (an increase of 58% compared to 2023);
- Profit: a profit of 14 million dong.
- Fully fulfilled obligations to the State Budget and policies for employees throughout the year;
- Average income of employees reached nearly 6 million dong/person/month;
- Environmental protection, occupational safety, and fire prevention measures were ensured throughout the year.

2.2. Wood chip project:

- The company has requested to expand wood chip production to diversify occupations, create a closed supply chain, and maximize the utilization of waste and available raw materials in the wood processing production process of the factory, as well as significant raw materials in the area for wood chip production.
- Mode of organization: Joint venture with Hieu Dai Phat Quang Binh LLC (with a total asset value of 5.4 billion dong, with a capital contribution ratio of 50:50, each side contributing 2.7 billion VND).
- Through the construction and installation of machinery and equipment, by August 2024, the wood chip project will begin operations, initially achieving considerable effectiveness (total revenue from the project near 60 billion dong, profit over 1 billion dong).

3. Cultivation and care of rubber for basic construction and other short-term crops

- Continued to maintain and care for the area of 305.38 ha of rubber for basic construction, ensuring proper procedures and quality.
- New rubber planting: with an area of 52.86 ha/50 ha, achieving 105.72%.
- Tram tree garden: managed and cared for 60.37 ha of tràm trees planted from 2020 to 2023, which are developing well. In 2024, an additional 44.47 ha will

be planted in fragmented areas due to highway divisions and nutrient-poor rocky hills.

- Caring for pilot planting gardens (33.24 ha of Xoai-keo trees currently flowering for harvest); caring for 3.5 ha of windbreak tràm trees, which have now produced two harvests.

- In addition, some areas transferred from TAMICO have been planted with short-term crops (melon, cassava) with high efficiency.

4. Regarding joint ventures and collaborations

- The joint venture project for beef farming with Hòa Phát: Due to challenging market conditions, businesses suffered losses, and divestment was not possible. Therefore, in early July 2024, the company proceeded to reorganize, innovate, and restructure production, and successfully resumed farming, initially achieving results even though there are still losses; however, losses have decreased compared to the previous year (the loss for this year was nearly 35 billion dong, of which the portion of losses allocated to the company according to capital contributions was nearly 9.1 billion dong).

- For the joint venture project planting short-term crops with TAMICO, which has dissolved, there remains outstanding debts with the company that have not yet been fully recovered.

5. Business results (*financial report attached***)**

- Total revenue of the entire company: 122.66 billion VND (achieving 134.6% compared to the plan,2023 is the first year since the privatization of the Company that it has achieved revenue of over 100 billion VND) and nearly 200% of the revenue for 2023.

- Profit during the year: Profit of 3,968 billion VND (after setting aside provisions from the investment in the Hoà Phát Quảng Bình livestock company).

- Contributions to the State budget: 9,456 billion VND/Plan 5,559 billion VND, reaching 170% of the assigned plan; Implementing full and timely policies for workers. The total amount contributed to social insurance during the year is 10.3 billion VND, reaching 100.1% of the plan. All policies for workers have been fully paid during the year.

6. Basic construction investment

- The main focus is on investing in replanting 52.86 hectares of rubber (two-layer leaves variety) and planting additional gardens in 2022, 2023 (investment capital of nearly 4 billion VND).

- Investment for repairing and replacing the wood drying steam boiler at the raw material workshop of the wood processing plant (investment capital of 604 million VND); renovation of the Thắng Lợi team headquarters (investment capital of 362 million VND), upgrading the old rubber gathering tanks Độc Lập, Xung Kích and some internal roads for production (investment capital of over 50 million VND).

- The joint venture project for wood chip production will be operational from August 2024 (the Company contributes capital and co-owned assets of 50% of the amount of 2.7 billion VND).

- Investment in the rubber latex drying system using a steam boiler as per the Resolution of the Workers' Conference and the shareholders' meeting over the past 2 years (but due to difficulties in CCCP approval). Now, the legal paperwork has basically been completed and the Company is conducting bidding procedures to select contractors for construction and equipment supply.

In general: the investment during the year is on the right track, effective, and implemented in accordance with the Board of Directors' Resolution. All procedural documents are implemented in accordance with legal regulations.

7. Land management work

Total area managed and used by the Company: 2,221.49 ha/2,249.01 ha (a decrease of 27.52 ha due to the provincial People's Committee recovering land for the North-South highway project and the resettlement area). The current area of land has been and is being used in accordance with the land use plan. However, the situation of encroachment and extension by neighboring residents in some management units is still occurring. During the year, the Company has determined boundaries and signed boundary agreements for 09 records of neighboring households; implementing the excavation of boundary ditches and fencing in some areas of reclaimed land. The review, adjustment, and grant of new land use rights: has contracted with the competent authorities to survey nearly 33 ha to propose new land use rights; 17.62 ha of irrigation land, currently reviewing the area of overlapping plots with households.

8. Labor, employment, and policies for workers

- Regarding labor: Average labor throughout the year is 518 people (of which female workers are 322 people).

- The employment of workers is guaranteed. The living conditions and income of workers are increasingly stable and improved, timely paying wages to workers according to the collective labor agreement, implementing well and fully the policies for workers. The average income of workers is: 6.93 million VND/person/month, reaching 114% of the plan, an increase of 15% compared to 2023.

- In addition, each month the Company also focuses on and implements the allowance for direct laborers in latex extraction and processing; meal allowances at the wood branch...

- Adequate supply of labor protection equipment and organizing regular health check-ups for workers.

- Has organized salary upgrade exams and adjusted salary levels for 154 officials and workers.

9. Implementation of national security and defense tasks

The work of national security and defense has been consolidated and maintained. Military training has been completed during the year. The Company has also coordinated with local authorities to effectively resolve land and public order issues in the area. Successfully implementing fire prevention and fighting plans, flooding prevention, and rescue operations...

The Company was categorized and rewarded by the Bố Trạch District Military Command as an "Excellent Unit"; classified by the provincial People's Committee as an outstanding unit in the entire population movement to protect the National Security.

10. Implementation of the Democracy Regulation at the Grassroots Level

The implementation of the democracy regulation at the grassroots level has always been a focus of the Company during its leadership and direction. The Company enforces democratic regulation in an orderly manner, linking the implementation of the democracy regulation with the Working Regulation, Financial Regulation, Internal Expenditure Regulation, and the management of public assets, along with other regulations related to the Company's activities. The organization of worker conferences for interim and final reviews from the unit level to the Company; holding annual general shareholder meetings; and maintaining contacts and dialogues with workers, as well as weekly public receptions... continuously emphasizes the implementation of the program for practicing thrift, combating wastefulness, and preventing corruption.

11. Work on Emulation, Reward, and Social Charity

11.1. Emulation and Reward Work

In 2024, the Company launched an emulation campaign in production labor. This campaign focused on 02 peak emulation periods, striving to complete the annual plan 60 days and 30 days ahead of schedule, respectively. Emulation campaigns have organized interim and final reviews and timely rewards. Through 02 peak emulation periods, 01 collective and 107 individuals have achieved and exceeded the set targets. The total reward amount exceeds 120 million VND.

The results of the emulation title assessment for 2024: The Chairman of the Board of Directors of the Company has recognized and awarded certificates of merit to 05 collectives for outstanding labor, 06 collectives for advanced labor; 76 individuals achieving the title of grassroots emulation soldier; 274 individuals achieving the title of advanced labor. The total reward amount is nearly 500 million VND.

11.2. Regarding humanitarian charity work and social welfare

Besides business activities, although the Company is still facing many difficulties, it has continually focused on and actively participated in contributions to humanitarian charity and social welfare activities such as the Fund for the Poor; the Gratitude Fund; the Fund for the protection of children and people with

disabilities; the Red Cross Fund; the provincial Disaster Prevention Fund; supporting compatriots in flood-affected areas; has taken on support, care, and accompanied the people in AKY Commune, Thượng Trạch; supporting facilities for neighborhoods...

In addition, the Company and the Trade Union of the Company have always cared for the lives of workers in the Company, coordinating with supporting organizations to build 02 gratitude houses for workers; continuing to sponsor and support 03 orphans (who lost their father or mother) who are children of the Company's workers (500,000 VND/month/person).

12. Regarding restructuring, renewing the enterprise, and personnel work

During the year, the Company continued to focus on restructuring and renewing the enterprise, such as completing the plan for reorganizing and handling public assets according to Decree 118 of the Government; implementing rational labor arrangements in production units, in the spirit of correct labor standards, ensuring regular employment and stable income for workers; promoting the process of reducing the management apparatus, indirectly... Especially, the Company has vigorously implemented digital transformation within the enterprise, thus gradually achieving high efficiency in management and operation.

Personnel work has always been prioritized by the Party Committee and specialized staff, with regular emphasis on leadership in implementing innovation and organizing machinery structures toward lean, effective, and efficient operations. Planning, appointment, training, and fostering staff have been given attention: During the year, there has been a focus on leading and directing the good implementation of the review and adjustment of the leadership and management staff planning for the period 2020-2025; developing the leadership and management staff planning for the period 2025-2030; sending 01 person to study at a high-level political academy and 05 people to study at a mid-level political academy; sending many delegations to train for specialized professional work (in management, taxation, land, etc.).

III. GENERAL ASSESSMENT

In 2024, although the Company still faced many difficulties, under the leadership of the Party Committee, the Board of Directors, and the management of the Executive Board, the situation of the Company gradually improved. Business operations remained stable and developed; revenue was quite good as it was the first year revenue exceeded 100 billion (after the storm in 2013 and after privatization to date), and business was profitable; capital was preserved, obligations to the State budget were completed and surpassed; job security and policies for employees were ensured; tasks related to national security and defense were carried out well, and the situation of security and order was maintained; fire prevention and environmental management received attention and achieved good

results... This reflects the tremendous effort of the collective staff, workers, and employees of the Company who are determined, united, creative, and have upheld the tradition of over 64 years of building and developing the Company to achieve today's achievements.

Alongside the achievements made, we must also frankly and seriously recognize our shortcomings and limitations to promptly correct them, which are:

- The leadership and direction by the Executive Board and leaders at all levels (from departments to subordinate units) have made many efforts and initiatives in their work, providing many effective and timely directions and solutions. However, leadership, direction, and the establishment of policies and solutions to adapt to the actual situation at times have not been flexible enough and lacked timeliness. Some departments and units have not performed their political tasks effectively; at times, work processing has been slow, resulting in a lack of timeliness and affecting overall work efficiency.

- In general, the Company's land management work has been secured, strict in management and resolute in handling issues. However, there are still a few subordinate units where land management remains lax and inadequate. Encroachment, re-encroachment, and unauthorized expansion still occur and have not been decisively stopped from the beginning; awareness, updates, reporting, and on-site handling have not been timely and resolute.

- Most workers are passionate, enthusiastic, responsible for their work, and always strive to complete their assigned tasks. However, there are still a few workers whose sense of responsibility is not high, focusing more on personal interests and demanding benefits.

Part II
DIRECTIONS FOR TASKS IN 2025

The year 2025 is seen as a year with many significant events for the country in general and for the Company in particular: the 80th anniversary of National Day; the 50th anniversary of the liberation of the South and national unification; the 28th Congress of the Company Party Committee and Party Congresses at all levels leading to the 14th National Party Congress; the year celebrating the 65th anniversary of the establishment of Viet Trung Agricultural Farm (now Viet Trung Joint Stock Company)...

It is also a year expected to continue facing many difficulties and challenges, with a complex and risky global situation that will strongly affect the market; continuing to be influenced by climate change, with erratic weather that will significantly impact the agricultural sector... However, alongside these difficulties, we also have many advantages: the new rubber plantation business (planted after the storm) has a substantial harvesting area for stable yield. Notably,

we have a motivated, young workforce engaged in production activities, as well as in initiatives for technical improvements, breakthroughs in science and technology development, strong innovation, and digital transformation in the enterprise. The results achieved in recent years and in 2024 lay the foundation for us to continue moving forward more stably, securely, and strongly in 2025.

I. SOME MAIN TASK TARGETS FOR 2025

1. Exploit and process rubber latex, striving to reach 1,950 - 2,000 tons of dry commercial latex.

2. Invest in good care for the existing rubber plantation covering 307.09 ha. Replant 60 - 80 ha of rubber to ensure continuity in regions and fields; plant 50 - 70 ha of mixed acacia forest (concentrating on fragmented regions, hills, and rocky areas...) to create a source of wood material.

3. Continue to invest in good care and harvest trial varieties of current plantations (Keo mango; Wind acacia...) and summarize, replicate the model when effective. At the same time, study the introduction of intercropping trials under these types of trees and newly planted rubber trees (short-term crops, medicinal plants...) to increase effectiveness on a plot of land; for rocky hill areas and nutrient-poor land, concentrate on planting acacia to supply raw materials for the wood factory.

4. For the wood processing industry:

- Produce 1,500 - 1,700 m3 of raw wood and 600 - 700 m3 of refined wood.
- Total revenue reaching from 20 billion VND or more.
- Profit reaching from 5% or more on the total revenue of the entire factory.
- Fully comply with state budget obligations, labor policies, and the payments to the Company; ensure an average income for employees over 6 million VND/person/month; effectively implement fire prevention and fighting, environmental protection, occupational safety and hygiene...

5. For the projects:

- Chip production project: Continue to invest in completing (machinery and equipment, yard, management work...); complete all project-related documents (fire prevention, environmental...) to ensure high efficiency, in accordance with legal regulations. Simultaneously, establish mechanisms to attract input raw materials for chip production. Strive for a production target of over 10,000 tons of dry wood chips, revenue over 100 billion VND, and profit over 2 billion VND within the year.
- Hoa Phat cattle breeding joint venture project: Continue close cooperation between the two sides, effectively address any issues, and create all conditions for

Hoa Phat Quang Binh Livestock Co., Ltd. to stabilize production and achieve effective business, aiming to break even and generate profit this year.

- For the TAMICO project: Focus on resolving and recovering outstanding debts definitively.

6. Regarding the Company's business activities:

- Total revenue of the entire Company striving to exceed 132.7 billion VND. In which:

+ Revenue from rubber latex: 75 - 80 billion VND

+ Revenue from the wood production sector: 19 - 20 billion VND

+ Revenue from chip production: 35 - 40 billion VND

+ Revenue from financial activities and other revenues: 4 - 5 billion VND.

- Profit: strive for a profitable operation from 4 billion VND or more.

- Fully comply with state budget obligations of over 8.35 billion VND.

- Fully comply with the incurred amounts regarding labor policies (social insurance, health insurance, unemployment insurance) over 10 billion VND for the year.

7.Ensure adequate employment and income for workers. Strive for income growth of 8-10% (an average of over 7 million VND/person/month). Recruit an additional 15-20 employees for latex extraction to replace retirees and utilize all areas of rubber plantations newly brought into production.

8. Carry out National Defense and Security tasks well; train self-defense; implement fire prevention and fighting, disaster prevention and rescue, and environmental protection; manage land effectively...

9. Implement the grassroots democracy regulations well; build a "corporate culture"; focus on effectively carrying out social security, humanitarian, and charitable work...

10. Regarding investment in infrastructure: Focus specifically on a number of the following contents:

- Focus on completing necessary procedures to start immediately the investment project to renovate the rubber latex drying system using new steam boiler technology and bring it into use soon. Simultaneously, purchase 01 new specialized dump truck to transport raw materials like wood and chips from the wood factory to supply for the drying operation (expected funding of 20-21 billion VND).

- Invest in additional machinery and equipment, expand yards... at the chip production project; simultaneously perfect related paperwork, enhance management and administration to ensure stable and effective chip production.

- Invest in replanting 60-80 hectares of rubber trees on the area of liquidated rubber; plant 50-70 hectares of acacia trees on sloped rocky land, in small, scattered areas... to provide raw materials for wood production and chips.

- Invest in repairing the headquarters and working offices of the latex processing plant; toilets at the agency, and some internal roads to serve production.

- Invest in additional necessary machinery and equipment in the wood production line and some agricultural machinery to complete mechanization in production.

11. Other tasks

- Complete the land improvement project (phase 1), which has been extended for planting trees. At the same time, finalize the legal procedures and implement the land improvement project (phase 2) that has been approved.

- Coordinate with various levels and sectors to complete the land use planning proposal (especially in regions and areas affected or fragmented after the planning for the North-South expressway); measure, adjust, and issue Land Use Rights Certificates for areas not yet certificated, overlapping areas, or land and ponds no longer needed to return to the State...

- Focus on completing procedures to process the sale of public assets (Phu Quy Store) approved by the provincial People's Committee. At the same time, continue to review and seek provincial approval to handle the sale of some current assets such as houses and constructions that are no longer needed (the team's headquarters building after the previous merger).

- Enhance the application of digital technology, digitization in management and enterprise administration (personnel management, work management, digital signing...) effectively.

- Research and implement the construction of forest management certification (FSC FM) documents according to FSC standards (for the rubber and acacia areas of the company) and build documentation for the product chain certification (FSC CoC) according to FSC standards (for the wood production and processing factory, chip production, pellet production).

II. SOME MAIN SOLUTIONS

1. Regularly do well in political education for workers. Focus on propagating and encouraging workers to actively engage in production, raising awareness of responsibility in work, working productively and effectively, striving to complete and exceed assigned plans.

2. Enhance the responsibility of leaders from the company to departments and units in their assigned tasks, linking goal completion with the assessment of staff quality, and linking performance results with salary and bonus regimes for specific positions. Firmly and strictly handle leaders and their deputies who have

violations in management organization or relieve them when their completion of tasks is low, or when their unit or department loses unity.

3. Strengthen two-tier management. Unit leaders must closely follow their units, stay engaged with production, and adapt to weather conditions to ensure the highest permitted scraping days. Actively,Flexible in organizing production, in management within the unit, not relying on others, not being dependent. Complying with the directives of specialized departments. The Board of Directors of the Company and the company departments must regularly strengthen management, supervision, and inspection of the implementation by the units, while also having precise measures to help the units resolve difficulties in a timely manner, promote production and business, so that 100% of the subordinate units complete and exceed the planned targets.

Ensuring democracy, fairness, and objectivity in the units regarding assignments and implementations, in labor remuneration and salaries for workers, but always ensuring alignment with the company's revenue and expense targets and compliance with state salary regulations. Practicing cost-saving to the maximum.

Improving the material life for workers. Ensuring sufficient regular employment and stable income for workers. At the same time, effectively addressing policies for workers. All leadership from the company to the unit must always adhere to the motto: "Put workers at the center, determined to build the company more stable, developed, and sustainable."

Creatively applying achievements and results gleaned from practical experience into production. Applying new scientific and technical advancements, digital transformation into production, regularly launching initiatives, scientific and technical improvements, and patriotic emulation movements in production and business to increase productivity, quality, and efficiency in each industry and sector. Attention must be paid to midterm reviews, summaries, timely rewarding, linking the construction of exemplary models among workers, and recommending to higher authorities to reward groups and individuals with deserving achievements for their contributions.

For the wood production and business sector: continuing to implement the innovation of production organization, expanding the industry with a spirit of autonomy, proactivity, and strict supervision regulations. Actively seeking new markets and customers, maintaining and enhancing product quality, reducing reasonable input costs, and being determined to have profitable business. Gradually and actively seeking joint ventures and partnerships to ensure that the factory can directly export its products to maximize revenue and profit.

Strengthening strict management of the company's assets and land. Continuing to promote with surveying and land management agencies of the Department of Natural Resources and Environment to complete the review and adjustment of the cadastral map and issue Land Use Right Certificates for areas that have not been issued or are overlapping with households.

Continuing to organize training and effectively implement the grassroots democracy regulations as per Law No. 10/2022/QH15 dated December 10, 2022, of the National Assembly. Paying attention to and focusing on humanitarian charitable work and social security.

Strengthening security and national defense, maintaining political and economic security, and ensuring corporate safety. Building a strong self-defense and security force for the company. Effectively implementing plans for epidemic prevention, fire prevention and fighting, disaster response, ensuring there is no fire causing damage to the company's assets; enhancing the protection of materials, products, assets, and the environment.

The year 2025 is also expected to be a very difficult year for the company's production and business activities, but with enthusiasm, a high sense of responsibility, and determination from the leadership collective from the company to the unit, and all employees and shareholders throughout the company, we believe that Vietnam Trung Quang Binh Joint Stock Company will successfully achieve the set goals and plans for 2025.

COMPANY DIRECTOR

Recipient:
- Annual General Meeting of Shareholders 2025.
- Archive: Office.

M.S.D.N: 3100114493 - C.T.C.P
CÔNG TY CỔ PHẦN VIỆT TRUNG QUẢNG BÌNH
H.BỐ TRẠCH - T.QUẢNG BÌNH

Duong Chi Binh

JOINT STOCK COMPANY **VIET TRUNG QUANG BINH**	**SOCIALIST REPUBLIC OF VIETNAM** **Independence - Freedom – Happiness**
No. **02** /VTQ	*Quang Binh, April 28, 2025*

REPORT
ACTIVITIES OF THE BOARD OF DIRECTORS OF THE COMPANY IN 2024 AND THE OPERATION PLAN FOR 2025

Dear: General Meeting of Shareholders of
Viet Trung Quang Binh Joint Stock Company.

The year 2024 closed with many difficulties and significant challenges, such as the unusual weather at the beginning of the year with prolonged heat and a lot of rain and storms at the end of the year; the period for the trees to shed leaves was late and extended. But with determination, overcoming these difficulties and challenges with a tradition of solidarity, the collective staff and workers of Vietnam Trung Quang Binh Joint Stock Company have made efforts, strived to compete in production and business, achieving accomplishments to celebrate important political events in 2024.

The determination of the leadership, the support of partners, and the trust of shareholders as well as customers have created conditions for Vietnam Trung Quang Binh Joint Stock Company to maintain its goals of growth and sustainable development.

With these situational characteristics, the Board of Directors would like to report on the activities of the Board in 2024 and the orientation for 2025, as follows:

I. RESULTS OF THE BOARD OF DIRECTORS' ACTIVITIES IN 2024

1. Evaluation of the Board of Directors' activities:

In 2024, in accordance with the provisions of the Enterprise Law, the Securities Law, and the Charter of Viet Trung Quang Binh Joint Stock Company, the Board of Directors held 06 meetings.

The meetings focused on addressing key issues related to directing the implementation of the resolutions of the 2024 Annual General Meeting and developing and implementing the business production plan for 2025. The resolutions adopted by the Board of Directors during these meetings are important guidelines to assist the executive board in executing the business production plan for 2024.

2. Evaluation of the performance of the Board of Directors members in 2024:

2.1. Information about the Board of Directors members:

No	Member of the Board of Directors	Position	Start date/no longer a member of the Board/ Independent Board of Directors	
			Date of appointment	Dismissal date
1	Mr. Phan Van Thanh	Chairman of the Board of Directors	November 25, 2022	
2	Mr. Duong Chi Binh	Member of the Board of Directors and Director	November 25, 2022	
3	Mr. Pham Xuan Thanh	Member of the Board of Directors and Deputy Director	November 25, 2022	
4	Mr. Nguyen Hai Thanh	Member of the Board of Directors and Deputy Director	November 25, 2022	
5	Mr. Phan Huu Bang	Member of the Board of Directors and Chief Accountant	November 25, 2022	
6	Mr. Le Vu Thanh	Member of the Board of Directors	November 25, 2022	*There was a resignation letter on November 22, 2024*
7	Mrs. Nguyen Thi Hai	Member of the Board of Directors	November 25, 2022	*There was a resignation letter on November 22, 2024*

2.2. Evaluation of the performance results of the members of the Board of Directors:

In 2024, the members of the Board of Directors actively contributed their opinions on matters within the authority of the Board of Directors with a high sense of responsibility, promoting the leadership capabilities of the Board members for the benefit of the shareholders and the development of the Company.

In addition to fulfilling general responsibilities for the activities of the Board of Directors, the members of the Board of Directors have effectively completed the tasks assigned according to the division of responsibilities of the Board members, specifically:

- The Chairman of the Board of Directors has fulfilled the duties of the Chairman according to the Enterprise Law, the Company's Charter, and the Company's Regulations in terms of establishing and implementing the annual work program, assigning tasks among the Board members, organizing meetings, collecting opinions, and issuing Resolutions, Decisions, and Notifications of the Board of Directors; directing, managing, and supervising the Executive Board in implementing the Resolutions of the Board of Directors.

- The specialized members of the Board of Directors contributed positively in the process of improving the internal governance regulations of the Company, along with the Board of Directors managing and supervising the operations of business

production, the Company's situation continued to maintain stability, the employment and living conditions of workers were stable and improved; fulfilling state budget obligations; the policies and regimes for employees were fully implemented and ensured.

2.3. Results of supervision over the Executive Board:

In the past year, the Board of Directors has regularly monitored the activities of the Executive Board and management staff in executing assigned tasks and objectives through periodic meetings held throughout the year. All members of the Executive Board possess the necessary qualifications, competence, and qualities, are fully trained in their professional fields, understand their assigned areas, and have many years of experience in management.

- Focused on leadership and direction, implementing many timely solutions to overcome difficulties, ensuring the maintenance of business operations, successfully achieving the “dual goal” of both pandemic prevention and maintaining business development, ensuring the livelihood of employees.

- Directed the serious implementation of the decisions of the Board of Directors and effectively deployed the key solutions approved by the Board of Directors.

Overall, in 2024, the Company’s Executive Board has strived to successfully complete all operational tasks of the Company; complied with the governance decentralization in the Company’s Charter and internal regulations; implemented the directives of the Board of Directors according to the resolutions issued, in accordance with the regulations of the Company and the Law.

2.4. Compensation and operating costs of the Board of Directors and Supervisory Board:

The total amount of compensation paid to the non-professional members of the Board of Directors and Supervisory Board of the Company in 2024: 40.8 million VND

II. RESULTS OF THE IMPLEMENTATION OF THE RESOLUTIONS OF THE ANNUAL GENERAL MEETING IN 2024

In 2024, the Board of Directors directed the comprehensive and timely implementation of the contents in the resolutions of the Annual General Meeting in 2024, with results for some basic indicators as follows:

- Total revenue: Reached 122.66 billion VND, achieving 134,6% of the assigned plan.

- Profit: Reached 3.968 billion VND in the main production sector of the Company, but incurred losses due to the need to make provisions from the investment in Hoa Phat Quang Binh Livestock Company and Tamico Company.

- Payment to the State budget: 9.456 billion VND, achieving 170% of the assigned plan.

- Fully and timely implement policies for employees. The total amount paid for social insurance in the year is 10.3 billion VND, achieving 100,1% of the plan. Throughout the year, full payments of policies for employees have been made.

Viet Trung Quang Binh Joint Stock Company ensures the fulfillment of obligations to the State budget, and the rights of shareholders and employees.

III. REPORT ON MANAGEMENT SITUATION FOR 2024

In 2024, in accordance with the provisions of the Enterprise Law, the Securities Law, and the Charter of Viet Trung Quang Binh Joint Stock Company, the Board of Directors has focused on leadership and direction, concentrating on addressing key issues related to the implementation of the resolutions from the annual shareholders' meeting in 2024; building and implementing the production and business plan for 2025. The resolutions agreed upon by the Board of Directors are important orientations to help the executive board organize the completion of the production and business plan for 2024 of the Company.

During the year, the Company's Board of Directors has fully implemented management situation reports and supervised the disclosure of information sent to the State Securities Commission and the Hanoi Stock Exchange, while also publicly posting it on the Company's website, thereby enhancing transparency in management activities, and allowing shareholders to stay informed about the Company's operational status.

IV. PLAN OF ACTION OF THE BOARD OF DIRECTORS FOR 2025

1. Key tasks for 2025:

- Focus on and seriously implement the "Corporate Culture" lifestyle. Innovate the working style and methods of the company's staff. Continue to direct the restructuring of personnel and labor towards leaner, more effective operations.

- Research and innovate business production organization, applying advances in science and technology - new techniques in production, while also experimenting with some new crops suitable for land and soil conditions to gradually restructure crop planting for better economic efficiency.

- Direct the organization of the annual general shareholder meeting according to the regulations of the Law on Enterprises and the Company’s Charter. At the same time, propose solutions to achieve the targets of the business production plan approved by the general shareholders’ meeting.

- Ensure the effective implementation of the resolutions of the general shareholders’ meeting and other resolutions and decisions of the Board of Directors through the meetings. Direct the company’s business production activities to comply with the relevant legal regulations.

- Direct the implementation of information disclosure according to the regulations of the Securities Law applicable to public companies.

- Continue to implement corporate governance openly, transparently, in compliance with the law, ensuring the fulfillment of obligations to the State Budget, as well as the rights of shareholders and employees.

2. Financial targets for 2025:

- Total company revenue aims to exceed 132.7 billion VND; profit to be from 4 billion VND and above.

- Fully fulfill the state budget obligations of 8.357 billion VND and the policies for employees of 10 billion VND in the year.

- Dividend payment: With the profit plan as above, the company still continues to offset losses from external financial investments, so in 2025 it will not be able to make dividend payments to shareholders.

In 2025, the Company determines that its production and business situation will still face many difficulties. With clear direction and strategy, along with close supervision from the Board of Directors; leveraging the intelligence and experience of the Executive Board and the unrelenting enthusiasm and effort of all employees, the Board of Directors believes that the Company will overcome difficulties to excellently fulfill the contents of the Resolution of the annual General Meeting of Shareholders in 2025, contributing to building the Company increasingly stable and developing.

Above is the report on the operational results of 2024 and the operational plan for 2025 submitted by the Board of Directors to the General Meeting of Shareholders for approval./.

Receiving place:
- Annual General Meeting 2025;
- Save: Office.

ORGANIZATION REPRESENTATIVE
CHAIRMAN OF THE BOARD OF DIRECTORS



Phan Van Thanh

JOINT STOCK COMPANY
VIET TRUNG QUANG BINH

No: 03 /VTQ

SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom – Happiness

Quang Binh, April 28, 2025

REPORT
Results of the 2024 activities and the 2025 action plan of the Company's Supervisory Board

Dear: General Meeting of Shareholders of Viet Trung Quang Binh Joint Stock Company.

Based on the Enterprise Law No. 59/2020/QH14 dated June 17, 2020;

Based on the Charter on the organization and operation of Viet Trung Quang Binh Joint Stock Company;

Based on the operational regulations of the Supervisory Board of the Company.

Based on the practical examination and monitoring of the Company's operations, the Supervisory Board respectfully presents to the General Meeting of Shareholders in 2025 the report on the operational results of 2024 and the operational plan for 2025 of the Supervisory Board as follows:

PART I
RESULTS OF OPERATION IN 2024

I. BUSINESS RESULTS OF 2024
1. Overall results of the Company

No	Item	Unit of measurement	Implementing in 2023	Implementing in 2024
A	**BUSINESS RESULTS**			
1	Total revenue, income	VND	64.832.798.732	122.660.718.839
2	Total expenses	VND	108.143.445.239	118.693.049.602
3	Profit before tax	VND	(43.310.646.507)	3.967.669.237
4	Corporate income tax	VND		
5	Profit after tax	VND	(43.310.646.507)	3.967.669.237
B	**FINANCIAL SITUATION EVALUATION INDICATORS**			
	Profit after tax/revenue ratio	%		3,23
	Profit after tax/total assets ratio	%		2,00
	Profit after tax/equity ratio	%		3,11
	Basic earnings per share	VND/ stocks	(2.535)	232

2. At the Company's Office

2.1 The rubber industry and other crops:

In 2024, the rubber industry has experienced positive price changes, and the rubber production of the Company in 2024 has seen growth, resulting in relatively good outcomes for the year.

In 2024: The processed exploitation reached: 1,680.65 tons (meeting the annual plan), average selling price reached: 43 million VND/ton (standard rubber); 40.2 million VND/ton (collected rubber), with increasing latex production.

Continue to care for the existing basic rubber-growing areas, with only 52,86 hectares invested in new rubber planting this year, due to lack of capital.

Other crops and employment:

+ Other crops: Xoai-keo trees is currently in the investment phase.

+ The Company is implementing a soil improvement project for areas that can no longer be cultivated to create a foundation for planting.

+ For hilly areas with dry, rocky soil, the Company is planting melaleuca to serve the future chip milling project or to sell directly to increase income.

+ For the areas pending long-term investment in crops, or the second-year rubber areas, the Company is facilitating workers to borrow land to grow melons and cassava to increase additional income; in addition, the Company also increases income from the source of soil fertility compensation.

2.2 The wood industry:

In 2024, the wood industry has made efforts in sourcing materials and innovating production, leading to much higher business results for 2024 compared to 2023: Raw wood reached 1,467 m3, processed wood 610 m3. It has reached the break-even point.

The Company is in the process of testing the chip milling project, located at the Wood Processing Factory, in partnership with Hieu Dai Phat LLC (50/50 capital ratio), and has taken steps to seek approval for expanding the chip milling industry to maximize the available waste materials from the wood industry and the locally sourced raw materials.

After a 3-month trial run, revenue reached 60 billion VND, with a profit of 1 billion VND. This has created more job opportunities for workers.

2.3 Basic investment construction, procurement of materials, price setting for materials and products:

In the investment year, new equipment for the wood lumber drying boiler was replaced at the raw wood workshop (604 million VND). The headquarters of the Thang Loi team was renovated (362 million VND). The remaining funds were used to repair necessary machinery to serve production at the wood processing factory, the latex processing factory, and to repair some roads serving production... All stages from surveying, consulting design, preparing estimates, approving budgets, and organizing bidding, as well as evaluating tenders, were conducted in accordance with state regulations. The implementation process was closely supervised by the consulting

supervision party and the Company's Land Management and Construction Board. The construction investment projects and equipment procurement generally have good quality and have proven effective.

- The investment in the rubber latex drying system using boiler technology is according to the resolution of the Labor Conference and the shareholders' meeting over the past 2 years (but due to difficulties in fire protection approval), most of the documentation is now complete.

The total investment amount for the year is over 8 billion VND.

- Regarding the procurement and sale of materials and products: The Company has fully completed the process from determining material levels to supplier contracts.

- For the output products, after surveying market prices and customer quotes, departments (Finance - Accounting Department, Business Department) proposed selling prices, which were approved by the Company's Board of Directors and submitted to the Chairman of the Board of Directors for approval of the product selling price. Products are sold under individual contracts and price proposals at different times.

- In 2024, the Company is still implementing procedures to sell unnecessary assets approved by the provincial People's Committee (Phu Quy Supermarket). But there has been no result yet due to administrative procedures.

2.4 Controlling the implementation of salary, income plans, employee policies, and obligations to the state:

In 2024, employment for workers is ensured, and good business results have increased income for employees, improving living standards.

Average labor in 2024: 525 people

Average income: 6,94 million VND/person/month

In 2024, the company has fulfilled its obligation to pay various types of annual insurance for employees:

+ Amount overpaid as of 31/12/2023:	11,220,999 VND
+ Amount due in 2024:	10,300,778,526 VND
+ Amount paid in 2024:	10,298,666,263 VND
+ Overpaid social insurance as of 31/12/2024:	9,108,736 VND

Timely payment of wages ensures benefits for employees.

Regarding obligations to the State, the Company has also performed well:

+ Amount due as of 01/01/2024:	79,724,309 VND
+ Amount incurred due in the year:	9,553,271,770 VND
+ Amount paid/set off during the year:	9,499,244,857 VND
+ Amount remaining to be paid as of 31/12/2024:	133,751,222 VND

The remaining amount to be paid at the end of the year is the VAT that must be paid and is within the payment deadline as regulated.

3. Regarding the affiliated Joint Ventures

3.1 Joint Venture at Hoa Phat Livestock Company Limited in Quang Binh

Hoa Phat Livestock Company in Quang Binh has resumed operations after a period of suspension due to ineffective business practices. The recovery is slow in 2024; however, positive signs have been observed each quarter. The company reported a loss of 35 billion during the year, and according to regulations, it must set aside provisions for the investment. Therefore, the company has to reserve 9.1 billion for this investment, which is also the main reason for the overall decrease in the company's profits in 2024.

3.2 Testing other joint venture forms:

The mango tree is currently in the testing phase; it has begun to flower, but no harvest has occurred yet.

During the year, the company tested a wood chip project using wood resources, taking advantage of the available raw materials of the company and the local area. Initially, this yielded a good result with a profit of 1 billion. The company has submitted a project to the Province while also requesting to supplement its business lines in the Company's Charter in accordance with current laws.

4. Debt management situation:

Basically, the company manages its receivables and payables well. However, there are some customers with large debts who are currently in difficult situations, so the company's debt collection has not met expectations. TAMICO Company only collected 108 million dong this year, and the remaining debt is quite large: 9,442,685,568 dong.

5. Some basic financial indicators

Based on the financial statements for 2024 of the company, the Board of Supervisors has assessed and confirmed several key indicators regarding the financial situation and production business results of the company in 2024 as follows:

No	Content	01/01/2024		31/12/2024	
		Amount (VND)	Specific gravity (%)	Amount (VND)	Specific gravity (%)
A	**TOTAL ASSETS**	**192.886.758.482**	**100**	**197.939.574.776**	**100**
I	Current assets	21.369.717.715	11,08	35.371.642.036	17,87
II	Long-term assets	171.517.040.767	88,92	162.567.932.740	82,13
B	**TOTAL SOURCES OF FUNDS**	**192.886.758.482**	**100**	**197.939.574.776**	**100**
I	**Liabilities**	**69.339.077.080**	**35,95**	**70.424.224.137**	**35,58**
1	Short-term liabilities	68.489.586.653		69.938.283.137	
2	Long-term liabilities	849.490.427		485.941.000	
II	**Equity**	**123.547.681.402**	**64,05**	**127.515.350.639**	**64,42**

1	Owner's equity	122.867.681.402		126.835.350.639	
-	*Investment development fund*	7.451.470.765		*7.451.470.765*	
-	*Owner's investment*	*170.817.910.000*		*170.817.910.000*	
-	*Undistributed profits*	*(55.401.699.363)*		*(51.434.030.126)*	
2	Other funds and reserves	680.000.000		680.000.000	

The supervisory board conducted an assessment of the 2024 financial report of the Company: The Company's business results for the year met the plan, fully fulfilled its obligations to the State Budget, and fully implemented policies and benefits for employees.

Specifically, in 2024, business was profitable, but it had to offset losses from previous years, so there were no profits to distribute to shareholders.

The supervisory board agreed with the contents of the 2024 financial report ending on December 31, 2024, prepared by the Company and audited by iCPA International Audit Company (iCPA) 033002/2025/BCKT-iCPA issued on March 30, 2025. The general assessment is that the financial report reflects a true and reasonable view, in all key aspects, of the financial situation of Viet Trung Quang Binh Joint Stock Company as of December 31, 2024.

In 2023, the Company capitalized management costs into "Construction in progress" instead of "Enterprise management costs" with the amount of 1,882,298,224 VND. Therefore, as of December 31, 2024, after auditing, 1,882,298,224 VND was retrospectively adjusted into "Enterprise management costs," thus the business result for 2023 was adjusted to a loss of 43,310,646,507 VND.

II. ABOUT HUMAN RESOURCES AND ACTIVITIES OF THE SUPERVISORY BOARD

1. Human Resources

The structure of the Company's supervisory board in 2024 consists of 3 members:

1. Mrs. Hoang Thi Thu Huong Position: Head of the board;

2. Mrs. Nguyen Thi Phuong Position: Supervisor;

3. Mr. Tran Duy Ha Position: Supervisor;

During the year, there were no changes in personnel for the Company's supervisory board.

2. Activities carried out in 2024

During the year, based on the assigned duties, the supervisory board members conducted monitoring of financial activities, management of production and business operations of the Company through inspection activities based on the functions of the supervisory board that had a specific plan following Article 43 of the Company's Charter, reflecting results in the following main aspects:

- Each member of the supervisory board, according to assigned tasks, organized meetings in accordance with legal regulations and the Company's Charter; when important matters related to the financial report or other relevant issues needed to be resolved, the supervisory board regularly communicated and sought feedback from supervisors via the Zalo group. (Three meetings were held in the year in various forms);

- Oversaw the management and implementation of the production and business plan of the Board of Directors and the Management Board regarding the legality and rationality of the business activities in 2024 according to the resolution of the General Meeting of Shareholders;

- Reviewed quarterly financial reports, the 2024 annual financial report;

- Prepared financial statements for the fiscal year 2024;

- Fully attended all Board of Directors meetings, supervisory board meetings, and company meetings, providing timely opinions on business and financial situations to contribute to the improvement of the Company's operational policy mechanisms;

- Participated in opinions on amendments and supplements to the Charter, governance regulations, internal spending regulations, and financial regulations of the Company.

III. MONITORING RESULTS FOR THE BOARD OF DIRECTORS MEMBERS AND THE EXECUTIVE DIRECTOR

1. The Board of Directors

- The members of the Board of Directors have fulfilled their responsibilities, obligations, and powers as stipulated in the Enterprise Law, the Company’s charter, and the governance regulations.

- In 2024, the Board of Directors held 6 meetings to review and decide on issues arising within its jurisdiction during the year. All meetings were fully recorded, and all members of the Board of Directors agreed and signed, issuing 12 decisions and resolutions of the Board of Directors and 01 resolution of the General Shareholders' Meeting.

- During the year, there was a change in personnel in the Board of Directors: At the beginning of the year, there were 7 members; as of December 31, 2024, there were 5 members remaining, with 2 members being dismissed from November 22, 2024, due to submitted resignation letters. According to the Company’s Charter, additional members will be elected at the 2025 Shareholders' Meeting.

- In addition, between the Board of Directors meetings, when there were urgent tasks related to the Company’s production and business activities,The Board

of Directors has organized to gather opinions from members in writing according to the Company's regulations.

- Directing the revision and supplementation of the Company's management regulations.

2. The Director and the Deputy Directors of the Company

- The Director has organized the effective implementation of the resolutions of the General Meeting of Shareholders and decisions of the Board of Directors in a timely manner, ensuring stability and development in the Company's production and business activities.

- Completing the production and business plan for 2024 on indicators, with revenue and profit exceeding the plan.

- Effectively directing the compliance with legal regulations, fulfilling obligations to the state, and ensuring policies for employees.

3. Evaluating the coordination between the Supervisory Board and the Board of Directors and the Executive Board

- Throughout the year, the Supervisory Board has always received attention and favorable conditions from the Board of Directors and the Executive Board in providing information about production and business activities and the Company's financial situation.

- The Supervisory Board has coordinated with the Board of Directors in implementing the resolutions of the General Meeting of Shareholders and the resolutions of the Board of Directors, while regularly working with the Executive Board to both supervise and provide constructive feedback during the implementation process of those resolutions, ensuring compliance with the law and the interests of the Company and the shareholders. The Supervisory Board has participated before, during, and after the Company's business activities, offering many governance contributions to enhance the Company's business operations' effectiveness.

- Regarding its duties, the Supervisory Board assesses: The Board of Directors and the Executive Board in 2024 have set resolutions, plans, and organized business activities according to the Company's charter, the Enterprise Law, and current regulations, with business effectiveness exceeding the plan.

IV. RECOMMENDATIONS AND PROPOSALS

- It is proposed that the Company's leadership continue to closely manage the investment capital at Hoa Phat Quang Binh Livestock Co., Ltd., along with the leadership of Hoa Phat Quang Binh Livestock Co., Ltd. to find direction, restructure production and business to ensure profitable operations, while

managing other joint ventures to preserve the invested capital and achieve investment effectiveness.

- For the wood and rubber industries, it is suggested that the Board of Directors and the Executive Board effectively manage costs and increase output to ensure profitability increases compared to 2024.

- The Company is required to be more proactive in recovering overdue and overdue debts, especially large debts and long-term debts, according to commitments. This is to recover funds for production and minimize business risks.

- The Board of Directors and the Executive Board should continue to manage general costs, reducing unnecessary management costs to enhance overall business efficiency across the Company.

PART II
SUPERVISORY BOARD'S ACTIVITIES PLAN FOR 2025

In 2025, the Supervisory Board will continue to fulfill its responsibilities, enhancing the inspection and supervision of the Company's operations specifically:

1. Supervising the Board of Directors and the Director regarding compliance with legal regulations and the Company's charter. The implementation of the resolutions of the Annual General Meeting of Shareholders in 2025 and the Board of Directors' resolutions, as well as the production and business plan for 2025.

2. Checking the reasonableness, legality, truthfulness, and level of caution in managing and operating business activities, in organizing accounting, statistics, and financial reporting.

3. Reviewing the Company's quarterly financial reports. Appraising the quarterly and annual financial reports of the Company; the business situation report; the evaluation report on the management work of the Board of Directors.

4. Coordinating with the Board of Directors and the Director in managing equity and overseeing the Company's investments in branches and other enterprises: At Hoa Phat Quang Binh Livestock Co., Ltd., reviewing operational effectiveness along with the leadership of Hoa Phat Quang Binh Livestock Co., Ltd. to find suitable business directions, promptly recovering debts from large and difficult-to-collect debtors according to the schedule, and allocating funds into production;

5. Participating with the Board of Directors and the Executive Board in discussing target contents.specifying the General Meeting's resolution to propose periodic resolutions;

6. Recommending to the Board of Directors measures to amend, supplement, and improve the organizational structure for management, oversight, and conduct of the Company's business operations

7. Together with the Board of Directors, the Management Board will continue to study amendments and supplements to issues that are not suitable in the Company's governance regulations; effectively coordinating with the Board of Directors and the Executive Board in managing, overseeing, and supervising the Company's activities.

8. Checking each specific issue related to the management and operation of the Executive Board if deemed necessary or upon the request of shareholders or groups of shareholders as stipulated in the Company’s charter.

9. Monitoring the implementation of salary, bonus, and remuneration regimes for managers and employees, the distribution of profits, and the establishment of funds according to regulations.

10. Carrying out other tasks according to the duties of the Supervisory Board.

Above is the report on the operational results for 2024 and the operational plan for 2025 submitted by the Company's Supervisory Board for approval at the General Meeting of Shareholders./

HEAD OF THE CONTROL BOARD

Receiving place:
- Annual General Meeting 2025;
- Save: Office.



Hoang Thi Thu Huong

JOINT STOCK COMPANY **VIET TRUNG QUANG BINH**	**SOCIALIST REPUBLIC OF VIETNAM** **Independence - Freedom – Happiness**
No. **01** /VTQ	*Quang Binh, April 28, 2025*

TEMPLATE
ANNUAL GENERAL SHAREHOLDERS' MEETING 2025
Regarding: Approval of the audited financial report for 2024

Dear: General Meeting of Shareholders
of Vietnam Trung Quang Binh Joint Stock Company

- Based on the Enterprise Law No. 59/2020/QH14 passed by the National Assembly of the 14th term of the Socialist Republic of Vietnam on June 17, 2020;

- Based on the Charter for the organization and operation of Vietnam Trung Quang Binh Joint Stock Company;

- Based on Official Letter No. 743/UBND-TH dated April 24, 2025, of the Quang Binh Provincial People's Committee regarding the owner's opinion for the State Capital Representative at Viet Trung Quang Binh Joint Stock Company to vote at the 2025 Annual General Meeting of Shareholders;

- Based on the audited financial statements for the year 2024 of Vietnam Trung Quang Binh Joint Stock Company,

The Board of Directors (BOD) respectfully submits to the General Meeting of Shareholders (GMS) for the annual meeting in 2025 the audited financial statements for the year 2024 of Vietnam Trung Quang Binh Joint Stock Company as follows:

- The financial statements for the year 2024 were audited by International Audit Company Limited;

- The financial statements for the year 2024 of the Company have been audited by International Audit Company Limited in accordance with the prescribed standards, checked by the Company's Supervisory Board, and published by the Company's BOD on the Company's website including:

+ Report from the Board of Directors;
+ Report from the Auditor;
+ Balance sheet as of December 31, 2024;
+ Income statement for the year 2024;
+ Cash flow statement;
+ Notes to the financial statements.

The Board of Directors of the Company respectfully submits for the GMS's consideration and approval.

Thank you very much!

ON BEHALF OF THE BOARD OF DIRECTORS
CHAIRPERSON

Recipient:
- As above;
- Archive: Office.

CÔNG TY CỔ PHẦN VIỆT TRUNG QUẢNG BÌNH

Phan Van Thanh

JOINT STOCK COMPANY **VIET TRUNG QUANG BINH**	**SOCIALIST REPUBLIC OF VIETNAM** **Independence - Freedom – Happiness**
No. **02** /VTQ	*Quang Binh, April 28, 2025*

TEMPLATE
ANNUAL GENERAL MEETING OF SHAREHOLDERS 2025
Regarding: Distribution of profits for 2024 and Plan for 2025

Dear: General Meeting of Shareholders
of Viet Trung Quang Binh Joint Stock Company

- Based on the Enterprise Law No. 59/2020/QH14 passed by the 14th National Assembly of the Socialist Republic of Vietnam on June 17, 2020;

- Based on the charter of organization and operation of Viet Trung Quang Binh Joint Stock Company;

- Based on Official Letter No. 743/UBND-TH dated April 24, 2025, of the Quang Binh Provincial People's Committee regarding the owner's opinion for the State Capital Representative at Viet Trung Quang Binh Joint Stock Company to vote at the 2025 Annual General Meeting of Shareholders;

- Based on the audited financial report for the year 2024 of Viet Trung Quang Binh Joint Stock Company.

The Board of Directors (BOD) reports to the Annual General Meeting of Shareholders (AGM) in 2025 on the distribution of profits for the year 2024 and the plan for the year 2025 of Viet Trung Quang Binh Joint Stock Company as follows:

1. The plan for profit distribution and dividend payment for the year 2024

According to the audited financial report for the year 2024 of the Company, the undistributed after-tax profit as of December 31, 2024, is 3,967,669,237 VND. However, due to the Company continuing to offset losses from previous years (accumulated losses as of December 31, 2024, are -51,434,030,126 VND). Therefore, it is not possible to pay dividends to shareholders. Based on the provisions of Article 135 of the Enterprise Law 2020, the Company is not eligible to pay dividends for the year 2024 and to allocate funds.

2. The profit distribution plan for the year 2025

In 2025, determining that it will still be a challenging year for the Enterprise, the Company builds a plan with a determined profit of 4 billion VND. With the profit plan as above, the Company will continue to offset losses from previous years, so in 2025, it still cannot pay dividends to shareholders.

The Board of Directors respectfully submits the proposal to the General Meeting of Shareholders for consideration and approval./.

Thank you very much!

ON BEHALF OF THE BOARD OF DIRECTORS
CHAIRPERSON

Recipient:
- As above;
- Archive: Office.

M.S.D.N: 3100114493 - C.T.C.P - CÔNG TY CỔ PHẦN VIỆT TRUNG QUẢNG BÌNH - H. BỐ TRẠCH - T. QUẢNG BÌNH

Phan Van Thanh

JOINT STOCK COMPANY **VIET TRUNG QUANG BINH**	**SOCIALIST REPUBLIC OF VIETNAM** **Independence - Freedom – Happiness**
No. **03** /VTQ	*Quang Binh, April 28, 2025*

TEMPLATE

Through the compensation of the Board of Directors, the non-professional Supervisory Board for the year 2024 and the payment plan for 2025

Dear: General Meeting of Shareholders of Viet Trung Quang Binh Joint Stock Company

- Pursuant to the Enterprise Law No. 59/2020/QH14 dated June 17, 2020;

- Pursuant to the Securities Law No. 54/2019/QH14 dated November 26, 2019;

- Pursuant to the Charter for the Organization and Operation of Viet Trung Quang Binh Joint Stock Company;

- Pursuant to Circular No. 28/2016/TT-BLDTBXH dated September 1, 2016, of the Ministry of Labor, Invalids and Social Affairs guiding the implementation of regulations on labor, wages, remuneration, and bonuses for joint-stock companies, in which the State holds controlling stakes.

- Based on Decree No. 44/2025/ND-CP dated February 28, 2025, of the Government on the management of labor, wages, remuneration, and bonuses in state-owned enterprises;

- Based on Official Letter No. 743/UBND-TH dated April 24, 2025, of the Quang Binh Provincial People's Committee regarding the owner's opinion for the State Capital Representative at Viet Trung Quang Binh Joint Stock Company to vote at the 2025 Annual General Meeting of Shareholders,

The Board of Directors of the Company presents to the Annual General Meeting of Shareholders in 2025 the proposal for remuneration payment to the members of the Board of Directors and the non-professional Supervisory Board of the Company as follows:

1. Remuneration payment for the Board of Directors and Supervisory Board of the Company for the year 2024

- For non-professional members participating in the Company's Board of Directors: 02 members

Remuneration level: 1.000.000 VND/person/month

- For non-professional members participating in the Company's Supervisory Board: 02 members

Remuneration level: 700.000 VND/person/month

2. Plan for the remuneration level for the Board of Directors and Supervisory Board of the Company for the year 2025

- For non-professional members participating in the Company's Board of Directors: 06 members

Remuneration level: 1.000.000 VND/person/month

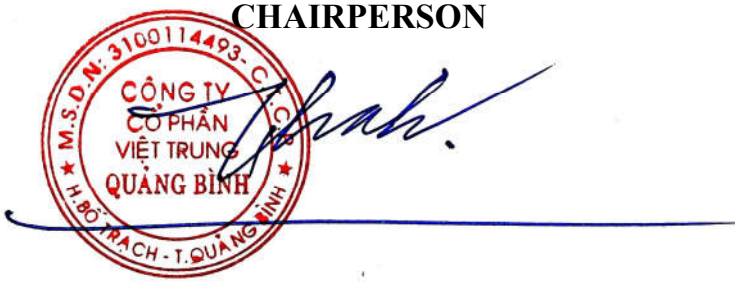
- For non-professional members participating in the Company's Supervisory Board: 02 members

Remuneration level: 700.000 VND/person/month

The Board of Directors of the Company respectfully presents to the General Meeting of Shareholders for consideration and approval./.

Thank you very much!

ON BEHALF OF THE BOARD OF DIRECTORS
CHAIRPERSON



Phan Van Thanh

Recipient:
- As above;
- Archive: Office.

JOINT STOCK COMPANY **VIET TRUNG QUANG BINH**	**SOCIALIST REPUBLIC OF VIETNAM** **Independence - Freedom – Happiness**
No. **04** /VTQ	*Quang Binh, April 28, 2025*

TEMPLATE
Authorizing the Board of Directors to select the auditing firm for the 2025 financial statements

Dear: General Meeting of Shareholders
of Viet Trung Quang Binh Joint Stock Company

- Based on the Enterprise Law No. 59/2020/QH14 dated June 17, 2020;

- Based on Official Letter No. 743/UBND-TH dated April 24, 2025, of the Quang Binh Provincial People's Committee regarding the owner's opinion for the State Capital Representative at Viet Trung Quang Binh Joint Stock Company to vote at the 2025 Annual General Meeting of Shareholders;

- Based on the Charter of Organization and Operation of Viet Trung Quang Binh Joint Stock Company;

The Board of Directors respectfully submits to the General Meeting of Shareholders for approval the authorization for the Board of Directors to select the auditing firm for the 2025 financial statements of the Company with the following contents:

1. Criteria for selecting an independent auditing firm

- It must be a company legally operating in Vietnam and approved by the State Securities Commission to audit public interest companies in 2025;
- It must have auditing experience with companies in Vietnam;
- It must have a reputation for the quality of its audits;
- Its auditing team must be highly qualified and have extensive experience;
- It must meet the requirements of Viet Trung Quang Binh Joint Stock Company;
- Its auditing fees must be reasonable and commensurate with the quality of the audit based on the consideration of the auditing fee proposals and the audit scope.

2. Proposed list of auditing firms

- International Auditing LLC
- VACO Auditing LLC
- PKF Vietnam LLC

The above auditing firms meet the selection criteria, including firms that have conducted audits for businesses in Quang Binh for many years, ensuring quality and effectiveness with reasonable fees and in accordance with legal regulations.

The Board of Directors respectfully submits this to the General Meeting of Shareholders for consideration and approval.

Thank you very much!

ON BEHALF OF THE BOARD OF DIRECTORS
CHAIRPERSON



Phan Van Thanh

Recipient:
- As above;
- Archive: Office.

JOINT STOCK COMPANY **VIET TRUNG QUANG BINH**	**SOCIALIST REPUBLIC OF VIETNAM** **Independence - Freedom – Happiness**
No. **05** /VTQ	*Quang Binh, April 28, 2025*

TEMPLATE
Regarding: Amendments to the Company's Charter and Operations

Dear: General Meeting of Shareholders
of Viet Trung Quang Binh Joint Stock Company

- Based on the Enterprise Law No. 59/2020/QH14 dated June 17, 2020;

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

- Based on the Charter on Organization and Operation of Vietnam Trung Quang Binh Joint Stock Company;

- Based on Official Letter No. 743/UBND-TH dated April 24, 2025, of the Quang Binh Provincial People's Committee regarding the owner's opinion for the State Capital Representative at Viet Trung Quang Binh Joint Stock Company to vote at the 2025 Annual General Meeting of Shareholders,

The Board of Directors respectfully submits to the Annual General Meeting of Shareholders in 2025 for approval of amendments to the Charter on the organization and operation of the Company to align with the management personnel and the business sectors of the Company. Specifically as follows:

SECTION 1: AMENDMENTS RELATED TO OTHER OPERATORS

1. AT ARTICLE 1

1.1. At paragraph 1 of article 1

Before amendment: There are 15 points including: a, b, c, d, e, f, g, h, i, j, k, l, m, n, o

After amendment: There are 14 points including: a, b, c, d, e, f, g, h, j, k, l, m, n, o

1.2. At point g of paragraph 1, article 1

Before amendment: "Enterprise manager" is the Chairman of the Board of Directors, members of the Board of Directors, General Director, and individuals holding other management positions as prescribed by the Company Charter

After amendment: "Enterprise manager" is the Chairman of the Board of Directors, members of the Board of Directors, General Director, Deputy General Director, and Chief Accountant of the Company

1.3. At point i of paragraph 1, article 1

Before amendment: "Other executives" are the titles appointed by the Chairman of the Board of Directors of the Company such as Heads, Deputy Heads of departments, team leaders, and deputy team leaders of production teams

After amendment: (Removed)

2. AT ITEM VIII

Before amendment: DIRECTORS AND OTHER EXECUTIVES

After amendment: DIRECTORS AND EXECUTIVES

3. AT ARTICLE 2, SECTION 33

Before amendment: At the proposal of the Director and with the approval of the Board of Directors, the Company is allowed to hire other executives with quantity and standards suitable to the structure and management regulations of the Company as prescribed by the

Board of Directors. The enterprise executive must be responsible for supporting the Company in achieving the set goals in operations and organization.

After amendment: At the proposal of the Director and with the approval of the Board of Directors, the Company is allowed to hire executives with quantity and standards suitable to the structure and management regulations of the Company as prescribed by the Board of Directors. The enterprise executive must be responsible for supporting the Company in achieving the set goals in operations and organization.

4. AT POINT b, SECTION 2, ARTICLE 37

Before amendment: Request the Board of Directors, the Director, and other executives to provide relevant information for reporting to the Supervisory Board.

After amendment: Request the Board of Directors, the Director, Deputy Director, and Chief Accountant to provide relevant information for reporting to the Supervisory Board.

5. AT SECTION 5, ARTICLE 38

Before amendment: In case of detecting violations of law or violations of the company's charter by members of the Board of Directors, the Director, and other executives of the enterprise, the Supervisory Board must notify the Board of Directors in writing within 48 hours, requesting the violator to terminate the violation and to have measures to remedy the consequences.

After amendment: In case of detecting violations of law or violations of the company's charter by members of the Board of Directors, the Board of Directors, and the Chief Accountant, the Supervisory Board must notify the Board of Directors in writing within 48 hours, requesting the violator to terminate the violation and to have measures to remedy the consequences.

6. AT ITEM X

Before amendment: RESPONSIBILITIES OF MEMBERS OF THE BOARD OF DIRECTORS, MEMBERS OF THE SUPERVISORY BOARD, DIRECTOR AND OTHER EXECUTIVES

After amendment: RESPONSIBILITIES OF MEMBERS OF THE BOARD OF DIRECTORS, MEMBERS OF THE SUPERVISORY BOARD, BOARD OF DIRECTORS AND CHIEF ACCOUNTANT.

7. AT ARTICLE 41

Before amendment: Members of the Board of Directors, members of the Supervisory Board, the Director and other executives are responsible for performing their duties, including those as members of the subcommittees of the Board of Directors, honestly and carefully for the benefit of the Company.

After amendment: Members of the Board of Directors, members of the Supervisory Board, the Board of Directors, and the Chief Accountant are responsible for performing their duties, including those as members of the subcommittees of the Board of Directors (if any), honestly and carefully for the benefit of the Company.

8. AT SECTION 6, ARTICLE 42

Before amendment: Transactions between the Company and one or more members of the Board of Directors, members of the Supervisory Board, the Director, other executives and individuals or organizations related to these subjects are not invalid in the following cases.

After amendment: Transactions between the Company and one or more members of the Board of Directors, members of the Supervisory Board, the Board of Directors, the

Chief Accountant, and individuals or organizations related to these subjects are not invalid in the following cases.

8.1. At point a, section 6, article 42

Before amendment: For transactions with a value less than or equal to 35% of the total value of assets recorded in the most recent financial statements, the important contents of the contract or transaction as well as the relationships and interests of the members of the Board of Directors, members of the Supervisory Board, the Director, and other executives have been reported to the Board of Directors and approved by the majority vote of the members of the Board of Directors without related interests.

After amendment: For transactions with a value less than or equal to 35% of the total value of assets recorded in the most recent financial statements, the important contents of the contract or transaction as well as the relationships and interests of the members of the Board of Directors, members of the Supervisory Board, the Board of Directors,The chief accountant has reported to the Board of Directors and has been approved by the Board of Directors by a majority vote of members of the Board of Directors who have no related interests.

8.2. At point b, clause 6, article 42

Before amendment: For transactions with a value greater than 35% or transactions that lead to a transaction value arising within 12 months from the date of the first transaction with a value of 35% or more of the total assets recorded in the latest financial report, the important contents of this transaction as well as the relationship and interests of members of the Board of Directors, members of the Control Board, Directors, and other executives must be disclosed to shareholders and approved by the General Meeting of Shareholders through the voting of shareholders with no related interests.

After amendment: For transactions with a value greater than 35% or transactions that lead to a transaction value arising within 12 months from the date of the first transaction with a value of 35% or more of the total assets recorded in the latest financial report, the important contents of this transaction as well as the relationship and interests of members of the Board of Directors, members of the Control Board, the Board of Directors, and the chief accountant must be disclosed to shareholders and approved by the General Meeting of Shareholders through the voting of shareholders with no related interests.

9. AT ARTICLE 43

9.1 At clause 1, article 43

Before amendment: Members of the Board of Directors, members of the Control Board, Directors, and other executives who violate their obligations, responsibilities of honesty and caution, and fail to carry out their obligations shall be liable for damages caused by their violations.

After amendment: Members of the Board of Directors, members of the Control Board, the Board of Directors, and the chief accountant who violate their obligations, responsibilities of honesty and caution, and fail to carry out their obligations shall be liable for damages caused by their violations.

10.2 At clause 2, article 43

Before amendment: The company shall indemnify those who have been, are, or may become a related party in lawsuits, claims, prosecutions (including civil, administrative cases, and not cases initiated by the company) if they have been or are members of the Board of Directors, members of the Control Board, Directors, other executives, employees, or representatives authorized by the company who have been or are performing duties on

behalf of the company, acting honestly, cautiously in the interests of the company in compliance with the law and there is no evidence confirming that they have violated their responsibilities.

After amendment: The company shall indemnify those who have been, are, or may become a related party in lawsuits, claims, prosecutions (including civil, administrative cases, and not cases initiated by the company) if they have been or are members of the Board of Directors, members of the Control Board, the Board of Directors, the chief accountant, employees, or representatives authorized by the company who have been or are performing duties on behalf of the company, acting honestly, cautiously in the interests of the company in compliance with the law and there is no evidence confirming that they have violated their responsibilities.

10. AT CLAUSE 3, ARTICLE 44

Before amendment: Members of the Board of Directors, members of the Control Board, Directors, and other executives have the right to access the company's shareholder register, list of shareholders, books, and other records of the company for purposes related to their positions, provided that this information must be kept confidential.

After amendment: Members of the Board of Directors, members of the Control Board, the Board of Directors, and the chief accountant have the right to access the company's shareholder register, list of shareholders, books, and other records of the company for purposes related to their positions, provided that this information must be kept confidential.

11. AT POINT b, CLAUSE 1, ARTICLE 58

Before amendment: Shareholders with the Board of Directors, Control Board, Directors, or other executives.

After amendment: Shareholders with the Board of Directors, Control Board,Executive Director, Chief Accountant.

<u>SECTION 2:</u> ADDITIONAL DETAILS ON BUSINESS LINES AND PRODUCTION

AT PARAGRAPH 1 OF ARTICLE 4

Before amendment:

No	Business sector, profession	Industry code
01	Planting, caring for rubber trees and producing rubber seedlings	0125
02	Processing rubber latex	2013
03	Wholesale rubber	4669
04	Hotels providing short-term lodging services	5510
05	Producing wooden products, various types of fine wooden crafts	1629
06	Planting vegetables and legumes	0118
07	Planting other annual crops	0119
08	Processing and preserving fruits and vegetables	1030
09	Planting spice plants and medicinal herbs	0128
10	Planting fruit trees	0121

After amendment:

No	Business sector, profession	Industry code
1	Growing and caring for rubber trees and producing rubber	0125

No	Business sector, profession	Industry code
	seedlings	
2	Processing rubber latex	2013
3	Wholesale rubber	4669
4	Hotels providing short-term lodging services	5510
5	Growing other annual crops	0119
6	Processing and preserving fruits and vegetables	1030
7	Growing fruit trees	0121
8	Wholesale general Details: + Displaying products, selling items produced by the company, goods for the workers' livelihood + Trading various materials serving the rubber industry; the wood processing industry + Buying and selling in general export	4690
9	Growing vegetables, legumes, and flowers	0118
10	Growing spice plants, medicinal plants, and perennial aromatic plants	0128
11	Production of fertilizers and nitrogen compounds	2012
12	Forestry, forest care, and forestry seedling cultivation. Details: + Forestry and care of hardwood trees + Forestry and care of other forests + Forestry seedling cultivation	0210
13	Wood exploitation	0220
14	Exploitation of other forest products excluding wood	0231
15	Collection of other forest products excluding wood	0232
16	Forestry service activities	0240
17	Sawing, splitting, planing wood, and wood preservation Details: + Sawing, splitting, and planing wood + Wood preservation	1610
18	Production of plywood, veneer, and other thin boards	1621
19	Production of wood construction materials	1622
20	Production of wooden packaging	1623
21	Manufacturing beds, cabinets, tables, and chairs Details: + Manufacturing beds, cabinets, tables, and chairs from wood + Manufacturing beds, cabinets, tables, and chairs from metal + Manufacturing beds, cabinets, tables, and chairs from other materials	3100

No	Business sector, profession	Industry code
22	Warehousing and storage of goods Details: Warehousing and storage of goods	5210
23	Other support services related to transportation Details: + Agency services, freight forwarding + Logistics + Other support services related to transportation not classified elsewhere	5229
24	Wholesale of other household goods Details: Wholesale of beds, cabinets, tables, chairs, and furniture	4649
25	Wholesale of materials and other installation equipment in construction Details: Wholesale of bamboo, rattan, timber, and processed wood	4663
26	Retail of hardware, paint, glass, and other installation equipment in specialized stores Details: Purchasing and selling supplies for the woodworking and interior-exterior industry	4752
27	Other residual business support services not classified elsewhere Details: Import and export of goods	8299
28	Manufacturing other products from wood, various types of artisan wooden goods Details: + Manufacturing wood chips, pellets… + Manufacturing products from forest products (excluding wood), sedge, and woven materials	1629

The Company's Board of Directors submits for the consideration and approval of the General Meeting of Shareholders.

Thank you very much!

ON BEHALF OF THE BOARD OF DIRECTORS
CHAIRPERSON

Recipient:
- As above;
- Archive: Office.

M.S.D.N: 3100114493 - C.T.C.P
CÔNG TY CỔ PHẦN VIỆT TRUNG QUẢNG BÌNH
H. BỐ TRẠCH - T. QUẢNG BÌNH

Phan Van Thanh

JOINT STOCK COMPANY **VIET TRUNG QUANG BINH**	**SOCIALIST REPUBLIC OF VIETNAM** **Independence - Freedom – Happiness**
No. **06** /VTQ	*Quang Binh, April 28, 2025*

TEMPLATE
Through the dismissal of a member of the Board of Directors of the Company

Dear: General Meeting of Shareholders
of Viet Trung Quang Binh Joint Stock Company

- Based on the Enterprise Law No. 59/2020/QH14 passed by the 14th National Assembly of the Socialist Republic of Vietnam on June 17, 2020;

- Based on the charter of organization and operation of Viet Trung Quang Binh Joint Stock Company;

- Based on Official Letter No. 743/UBND-TH dated April 24, 2025, of the Quang Binh Provincial People's Committee regarding the owner's opinion for the State Capital Representative at Viet Trung Quang Binh Joint Stock Company to vote at the 2025 Annual General Meeting of Shareholders,

The Board of Directors (BOD) respectfully submits to the Annual General Meeting of Shareholders (AGM) in 2025 the proposal to relieve 03 members of the BOD from their duties and introduce the number of additional members to ensure compliance with the structure as stated in the Company's Charter. Specifically:

1. Relieving Mr. Le Vu Thanh

Mr. Le Vu Thanh (a non-operational member of the BOD) will cease to participate as a member of the BOD of Viet Trung Quang Binh Joint Stock Company from the date approved by the General Meeting of Shareholders.

Reason: According to personal wishes (with a resignation letter attached).

2. Relieving Ms. Nguyen Thi Hai

Ms. Nguyen Thi Hai (a non-operational member of the BOD) will cease to participate as a member of the BOD of Viet Trung Quang Binh Joint Stock Company from the date approved by the General Meeting of Shareholders.

Reason: According to personal wishes (with a resignation letter attached).

3. Relieving Mr. Pham Xuan Thanh

Mr. Pham Xuan Thanh, Deputy Director of the Company (an operational member of the BOD) will cease to participate as a member of the BOD of Viet Trung Quang Binh Joint Stock Company from the date approved by the General Meeting of Shareholders.

Reason: According to personal wishes (Mr. Pham Xuan Thanh will retire according to the announcement No. 1531-TB/TU dated March 20, 2025, from the Provincial Party Committee of Quang Binh regarding retirement to receive social insurance benefits, effective June 1, 2025).

The Board of Directors respectfully submits for the General Meeting of Shareholders to consider and approve./.

Thank you very much!

ON BEHALF OF THE BOARD OF DIRECTORS
CHAIRPERSON

Recipient:
- As above;
- Archive: Office.

M.S.D.N: 3100114403 - C.T.C.P - CÔNG TY CỔ PHẦN VIỆT TRUNG QUẢNG BÌNH - H. BỐ TRẠCH - T. QUẢNG BÌNH

Phan Van Thanh