

Số: 105/2026/CBTT-LA

TP.Hồ Chí Minh, ngày 09 tháng 06 năm 2026

No: 105 /2026/CBTT-ILA

Ho Chi Minh City, 09 June 2026

CÔNG BỐ THÔNG TIN BẤT THƯỜNG
EXTRAORDINARY INFORMATION DISCLOSURE

Kính gửi: Sở Giao dịch Chứng khoán Hà Nội

To: Hanoi Stock Exchange

1. Tên tổ chức/Name of organization: Công ty Cổ phần ILA

- Mã chứng khoán/Stock code: ILA

- Địa chỉ/Address: Số 49, đường số 5, Khu đô thị An Phú An Khánh, phường Bình Trưng, TP. Thủ Đức, Thành phố Hồ Chí Minh/ No. 49, Street No. 5, An Phu An Khanh Urban Area, Binh Trung Ward, Thu Duc City, Ho Chi Minh City

- Điện thoại liên hệ/Tel: 0869 265 299

E-mail: info@ilagroup.com.vn

Loại công bố thông tin/Type of information disclosure: Bất thường 24h/24h Abnormal

2. Nội dung thông tin công bố/Contents of disclosure:

- Tài liệu Đại hội cổ đông thường niên năm 2026/ Documents for the 2026 Annual General Meeting of Shareholders

3. Thông tin này đã được công bố trên trang thông tin điện tử của công ty vào ngày 09/06/2026 tại đường dẫn <https://ilagroup.com.vn/cong-bo-thong-tin/>; This information was published on the company's website on 09 June 2026, as in the link <https://ilagroup.com.vn/cong-bo-thong-tin/>:

Chúng tôi xin cam kết các thông tin công bố trên đây là đúng sự thật và hoàn toàn chịu trách nhiệm trước pháp luật về nội dung các thông tin đã công bố/We hereby certify that the information provided is true and correct and we bear the full responsibility to the law.

Tài liệu đính kèm/Attached documents:

-Nghị quyết số 105/2026/NQ-HĐQT

-Resolution No. 105/2026/NQ-HĐQT

Người công bố thông tin/Information disclosure person

Người đại diện theo pháp luật/Legal representative



Hoàng Nhật Hồng



ILA JOINT STOCK COMPANY
 49 Street No. 5, An Phu An Khanh Urban Area, Binh Trung Ward, Ho Chi Minh City, Vietnam
 Tel: +84 869 265 299
 Website: <http://ilagroup.com.vn/>
 Enterprise Registration No.: 0312933227

PROGRAM OF THE 2026 ANNUAL GENERAL MEETING OF SHAREHOLDERS.

- Time: 9:00 AM, June 30, 2026**
 - Venue: 101/14 Street No. 11, Thu Duc Ward, Ho Chi Minh City, Vietnam.**
- 3. Detailed Meeting Agenda:**

AGENDA ITEMS	TIME	
OPENING OF THE GENERAL MEETING		
<ul style="list-style-type: none"> • Registration of attendees and shareholders. • Verification of attendees' and shareholders' eligibility; distribution of voting cards, voting ballots, election ballots, and meeting materials. 	08:30	08:45
<ul style="list-style-type: none"> • Call to order and confirmation of quorum. • Report on the verification results of shareholders' eligibility to attend the Meeting. 	08:45	09:00
<ul style="list-style-type: none"> • Introduction of distinguished guests and the Chairperson of the Meeting. • The Chairperson introduces and seeks approval of the Presidium members. <i>(Voting)</i> • Appointment of the Secretariat. • Approval of the composition of the Vote Counting Committee. <i>(Voting)</i> • Introduction and approval of the Shareholder Eligibility Verification Committee. <i>(Voting)</i> • Approval of the Meeting Agenda. <i>(Voting)</i> • Approval of the Meeting Working Regulations and Election Regulations. <i>(Voting)</i> 	09:00	09:15
<ul style="list-style-type: none"> • Opening of the 2026 Annual General Meeting of Shareholders. 	09:15	09:20
MEETING PROCEEDINGS		
<p>The Board of Management, the Board of Directors, and the Supervisory Board present the following reports:</p> <p>1. Report of the Board of Management on business performance in 2025.</p>		

2. Report of the Board of Directors on its activities in 2025.		
Proposals submitted to the General Meeting:		
1. Proposal for approval of the audited 2025 Financial Statements.		
2. Proposal for the selection of an auditing firm for the 2026 Financial Statements.	09:20	10:10
3, Proposal for approval of the 2025 business performance results.		
4. Proposal for approval of the 2026 business plan.		
5. Proposal for approval of the remuneration and bonuses for the Board of Directors in 2026.		
6. Proposal for approval of the relocation of the Company's head office.		
7. Proposal for approval of the 2025 after-tax profit distribution and the 2026 after-tax profit distribution plan.		
8. Proposal for approval of the cancellation of the private placement of shares for charter capital increase.		
9. Other matters falling within the authority of the General Meeting of Shareholders.		
• Discussion by the General Meeting.	10:10	10:25
• Instructions on the voting procedures for matters submitted to the Meeting.		
• Voting on the reports and proposals presented to the Meeting.	10:25	10:40
• Instructions on the election procedures and conduct of the election for additional member(s) of the Board of Directors.		
• Break Time.	10:40	11:00
CLOSING AND ADJOURNMENT OF THE MEETING		
• The Secretariat presents the Draft Minutes of the Meeting and the Resolution of the General Meeting of Shareholders.		
• The General Meeting of Shareholders votes to approve the Minutes of the Meeting and the Resolution of the General Meeting of Shareholders.	11:10	11:15
• Declaration of the Closing of the General Meeting.	11:15	11:20

Note: The above Meeting Agenda may be amended or adjusted as necessary in accordance with actual circumstances arising during the organization of the 2026 Annual General Meeting of Shareholders.



ILA JOINT STOCK COMPANY

Address: 49 Street No. 5, An Phu An Khanh Urban Area, Binh Trung Ward, Ho Chi Minh City, Vietnam Tel: +84 869 265 299
Website: <http://ilagroup.com.vn/>

RULES OF PROCEDURE FOR THE 2026 ANNUAL GENERAL MEETING OF SHAREHOLDERS OF ILA JOINT STOCK COMPANY

To ensure the successful conduct of the 2026 Annual General Meeting of Shareholders of ILA Joint Stock Company, the Board of Directors hereby establishes the Rules of Procedure governing the conduct, order, and voting procedures of the Meeting for approval by the General Meeting of Shareholders, as follows:

1. PURPOSE.

- To ensure that the order of proceedings, rules of conduct, and voting procedures at the Annual General Meeting of Shareholders of ILA Joint Stock Company are conducted in compliance with applicable regulations and successfully achieved.
- To ensure that the resolutions adopted by the General Meeting of Shareholders reflect the unified will of the shareholders, safeguard their legitimate interests and expectations, and comply with applicable laws..

2. SUBJECTS AND SCOPE OF APPLICATION

1. **Subjects:** All shareholders, representatives (authorized proxies), and invited guests attending the Annual General Meeting of Shareholders of ILA Joint Stock Company shall comply with and observe the provisions of these Rules of Procedure, the Company's Charter, and the applicable laws and regulations.
2. **Scope of Application:** These Rules of Procedure shall apply to the organization and conduct of the 2026 Annual General Meeting of Shareholders of ILA Joint Stock Company.

3. INTERPRETATION OF TERMS / ABBREVIATIONS

- **Company:** ILA Joint Stock Company
- **BOD:** Board of Directors
- **SB:** Supervisory Board
- **AC:** Audit Committee
- **Supervisor:** Member of the Supervisory Board
- **OC:** Organizing Committee
- **GMS:** General Meeting of Shareholders
- **Delegate:** Shareholder or authorized representative (proxy)
- **Meeting:** The General Meeting of Shareholders meeting.

4. RULES OF PROCEDURE

4.1 Conditions for Holding the General Meeting of Shareholders

- The General Meeting of Shareholders shall proceed when attending shareholders represent at least 51% of the total voting shares.
- If the first meeting does not satisfy the quorum requirement prescribed in Clause 1, Article 19 of the Company's Charter, a notice convening the second meeting shall be sent within 30 days from the date scheduled for the first meeting. The second General Meeting of Shareholders shall proceed when attending shareholders represent at least 33% of the total voting shares.
- If the second meeting does not satisfy the quorum requirement prescribed in Clause 2, Article 19 of the Company's Charter, a notice convening the third meeting shall be sent within 20 days from the date scheduled for the second meeting. The third General Meeting of Shareholders shall proceed regardless of the total number of voting shares represented by attending shareholders.

4.2 Eligibility of Shareholders to Attend the Meeting

- Shareholders entitled to vote according to the shareholder list finalized on June 2, 2026, shall have the right to attend the General Meeting of Shareholders either in person or through an authorized representative. Where more than one authorized representative is appointed in accordance with applicable laws, the number of shares represented by each authorized representative must be clearly specified.

4.3 Guests Attending the Meeting

- Guests may include the Company's management personnel, invited guests, and members of the Organizing Committee who are not shareholders of the Company but are invited to attend the Meeting.
- Guests shall not speak at the Meeting unless invited by the Chairperson of the Meeting or unless they have registered in advance with the Organizing Committee and obtained the Chairperson's approval.

4.4 Delegates attending the Meeting shall comply with the following regulations:.

Delegates attending the Meeting shall comply with the following regulations:

- Arrive on time, wear appropriate and formal attire, comply with security screening procedures (if any), and present identification documents as required by the Organizing Committee.
- Receive meeting documents and materials from the reception desk before entering the Meeting venue.
- Shareholders arriving late shall have the right to register and participate in the Meeting and voting immediately thereafter. The Chairperson shall not be required to suspend the Meeting to allow late-arriving shareholders to register. Any voting results adopted

before such shareholders' arrival shall remain valid and unaffected.

- Mobile phones should be switched off or set to silent mode. Delegates who need to make or receive calls should do so outside the Meeting room.
- Smoking is prohibited, and delegates shall maintain order and decorum within the Meeting venue.
- Comply with the instructions of the Organizing Committee and the Chairperson presiding over the Meeting.
- In the event that a delegate fails to comply with the inspection procedures, measures, or regulations mentioned above, the Chairperson, after careful consideration, may refuse admission to or request the removal of such delegate from the Meeting venue in order to ensure the orderly conduct of the Meeting in accordance with the approved agenda and plan.

4.5 Chairperson and Presidium

- **The Presidium shall consist of the Chairperson and other members.**
- The Chairperson of the Board of Directors shall act as the Chairperson of the Meeting or may authorize another member of the Board of Directors to act as Chairperson of the General Meeting of Shareholders convened by the Board of Directors.
- In the event that the Chairperson is absent or temporarily unable to perform his/her duties, the remaining members of the Board of Directors shall elect one of themselves to act as Chairperson of the Meeting by majority vote. If no Chairperson can be elected, the Chief Executive Officer shall preside over the election of the Chairperson by the General Meeting of Shareholders from among the attendees, and the candidate receiving the highest number of votes shall serve as Chairperson of the Meeting.
- Except for the case stipulated in Point a, Clause 2, Article 20 of the Company's Charter, the person convening the General Meeting of Shareholders shall preside over the election of the Chairperson by the General Meeting of Shareholders, and the candidate receiving the highest number of votes shall serve as Chairperson of the Meeting.
- The Chairperson shall appoint one or more persons to act as Secretaries of the Meeting.
- The Chairperson shall have the right to take all necessary and reasonable measures to conduct the General Meeting of Shareholders in an orderly manner, in accordance with the approved agenda, and in a way that reflects the wishes of the majority of attendees.
- The Chairperson may adjourn a General Meeting of Shareholders that has satisfied the quorum requirements for a period not exceeding **three (03) working days** from the scheduled opening date and may only adjourn the Meeting or change the venue in accordance with Clause 8, Article 146 of the Law on Enterprises.
- **Duties of the Presidium:.**

- To conduct the proceedings of the General Meeting of Shareholders in accordance with the agenda proposed by the Board of Directors and approved by the General Meeting of Shareholders.
- To guide delegates and facilitate discussions on matters included in the Meeting agenda.
- To present draft resolutions, conclusions, and other matters requiring approval by the General Meeting of Shareholders.
- To respond to questions and matters raised by the General Meeting of Shareholders.
- To resolve issues arising throughout the course of the Meeting.
- Working Principle of the Presidium
- The Presidium shall operate on the principles of collective leadership, democratic centralism, and decision-making by majority vote.

4.6 Secretary of the Meeting

- The Chairperson shall appoint one or more persons to serve as the Secretary(ies) of the Meeting.
- Duties and Powers:
 - To accurately and fully record the proceedings and contents of the Meeting.
 - To receive delegates' registration forms for speaking at the Meeting.
 - To prepare the Minutes of the Meeting and draft the Resolution of the General Meeting of Shareholders.
 - To assist the Chairperson in disclosing information related to the General Meeting of Shareholders and notifying shareholders in accordance with applicable laws and the Company's Charter.
 - To perform other duties as assigned by the Chairperson.

4.7 Vote Counting Committee

- The General Meeting of Shareholders shall elect one or more members to the Vote Counting Committee upon nomination by the Chairperson of the Meeting. Candidates standing for election or being nominated (when conducting elections) shall not be eligible to serve on the Vote Counting Committee.
- Duties of the Vote Counting Committee:
 - To disseminate the principles, rules, and procedures for voting and election, and provide guidance on voting and election methods.
 - To review and report to the General Meeting any violations of voting and election regulations, as well as any complaints or petitions regarding voting and election results.

- To check and record voting ballots and election ballots, prepare the vote counting report, announce the results, and submit the minutes to the Chairperson

4.8 Shareholder Eligibility Verification Committee

- The Shareholder Eligibility Verification Committee of the Meeting shall consist of two (02) members, including one (01) Head and one (01) member, nominated by the Chairperson and presented to the General Meeting for approval.
- Duties of the Shareholder Eligibility Verification Committee:
 - To verify the eligibility and attendance status of shareholders and shareholder representatives attending the Meeting.
 - The Head of the Shareholder Eligibility Verification Committee shall report to the General Meeting of Shareholders on the attendance status of shareholders. If the Meeting is attended by shareholders and duly authorized representatives representing at least 51% of the total voting shares, the General Meeting of Shareholders shall be duly convened and proceed.

4.9 Phát biểu tại Đại hội

- Delegates attending the Meeting who wish to speak must obtain approval from the Chairperson of the Meeting. Speeches shall be brief and focused on key issues relevant to the approved agenda, or may be submitted in writing to the Meeting Secretariat for consolidation and reporting to the Chairperson.
- The Chairperson shall arrange for delegates to speak in the order of registration and shall address shareholders' questions at the Meeting or record them for response in writing at a later time.

4.10 Voting on Matters at the General Meeting of Shareholders

4.10.1 Principles

- All matters in the agenda and contents of the Meeting shall be discussed and voted on openly by the General Meeting of Shareholders.
- Voting cards, ballots, and election ballots shall be printed, affixed with the Company's seal, and distributed directly to delegates at the Meeting (together with the AGM meeting materials). The voting cards, ballots, and election ballots shall clearly indicate the delegate code, full name, number of owned shares, and authorized shares for voting purposes.
- The Chairperson shall propose the voting method for each item in the agenda for approval by the General Meeting.
- The voting methods are as follows:
 - **Voting by raising Voting Cards:** This method shall be used to approve matters such as: approval of the Presidium list; approval of the Vote Counting Committee;

introduction of the Shareholder Eligibility Verification Committee; approval of the Meeting Agenda; approval of the Working Regulations and Election Regulations.

- **Voting by completing Voting Ballots:** This method shall be used to approve proposals under the authority of the General Meeting of Shareholders.

4.10.2 Voting Method

– Shareholders shall vote to either Approve, Disapprove, or Abstain on each matter submitted for voting at the Meeting by raising the Voting Card or completing the Voting Ballot corresponding to the matters specified under Section 4.10.1.

– When voting by raising the Voting Card, the front side of the Voting Card must be clearly raised facing the Presidium. If a delegate does not raise the Voting Card during all three voting options (Approve, Disapprove, or Abstain) for a given matter, such vote shall be deemed as an approval of such matter. If a delegate raises the Voting Card more than once for the same voting option, such vote shall be considered invalid. In this method, the Shareholder Eligibility Verification Committee/Vote Counting Committee shall record the delegate code and the corresponding voting shares of each shareholder for the options of Approve, Disapprove, Abstain, and Invalid votes.

– When voting by completing the Voting Ballot, for each matter, delegates shall select one of three options: “Approve”, “Disapprove”, or “Abstain” pre-printed on the Voting Ballot by marking “X” or “√” in the chosen box. After completing all voting contents, delegates shall submit the Voting Ballot into the sealed ballot box at the Meeting in accordance with the instructions of the Vote Counting Committee.

4.10.3 Validity of Voting Ballots

- **A valid Voting Ballot is a pre-printed form issued by the Organizing Committee of the Meeting, bearing the Company’s red seal, with no erasures, overwriting, corrections, tearing, or damage. The ballot must not contain any additional content other than that prescribed for the form and must bear the signature and full handwritten name of the attending delegate.**

On the Voting Ballot, each voting item (Reports, Proposals) shall be considered valid when the delegate marks only one (01) of the three (03) voting boxes.

- **An invalid Voting Ballot includes:**

- Adding any additional content to the Voting Ballot;
- Voting Ballots that are not in the pre-printed form issued by the Organizing Committee, do not bear the Company’s red seal, or have been erased, scraped, altered, or contain any content beyond the prescribed form; ballots without signature or without full handwritten name of the delegate; in such cases, the entire Voting Ballot shall be deemed invalid.

4.10.4 Voting Rules

Each common share shall correspond to one (01) voting right. Each delegate attending the Meeting representing one or more voting rights shall be issued a Voting Card and a Voting Ballot.

- As of the record date for the list of shareholders (.../06/2026), the total number of shares of the Company is **19,641,431 shares**, corresponding to **19,641,431 voting rights**.
- Matters submitted for voting at the Meeting shall be approved only when they receive approval from shareholders representing at least **51% of the total voting shares of attending shareholders**. For certain matters as specified in Clause 1, Article 21 of the Company's Charter, approval must be obtained from at least **65% of the total voting shares of attending shareholders**; and for matters specified in Clause 2, Article 21 of the Company's Charter, approval must be obtained from at least **70% of the total voting shares of attending shareholders**.
 - Shareholders/authorized representatives having related-party interests shall not have the right to vote on contracts and transactions with a value equal to or greater than 35% of the total assets of the Company as stated in the most recent financial statements. Such contracts or transactions shall only be approved when shareholders/authorized representatives holding at least 65% of the remaining total voting shares approve them (in accordance with Clause 4, Article 167 of the Law on Enterprises 2020).
 - Shareholders/authorized representatives holding 51% or more of the total voting shares, or their related persons, shall not have the right to vote on contracts and transactions with a value exceeding 10% of the total assets of the Company as stated in the most recent financial statements between the Company and such shareholder (in accordance with Point b, Clause 3 and Clause 4, Article 167 of the Law on Enterprises 2020).

4.10.5 Recording of Voting and Election Results

- At the Meeting, the General Meeting of Shareholders shall approve the Vote Counting Committee.
- The Vote Counting Committee shall be responsible for collecting voting ballots and election ballots.
- The Vote Counting Committee shall verify the number of votes of approval, disapproval, and abstention for each item, and shall be responsible for recording, compiling, and reporting the results of vote counting at the General Meeting of Shareholders.

4.11 Election of the Board of Directors

The election of members of the Board of Directors shall be conducted in accordance with the Regulations on the Election of Board of Directors Members, which shall be approved by the General Meeting of Shareholders at the Meeting.

4.12 Minutes and Resolution of the General Meeting of Shareholders

The Minutes of the Meeting and the Resolution of the General Meeting of Shareholders shall be read and approved prior to the closing of the Meeting.

5 IMPLEMENTATION

All delegates, representatives, and invited guests attending the Meeting shall be responsible for fully complying with the provisions of these Regulations, as well as the Company's applicable rules, internal regulations, management policies, and relevant provisions of law. Người triệu tập ĐHĐCĐ có quyền:

- Require all attendees to comply with security checks or other security measures;
- Request competent authorities to maintain order at the Meeting; and remove or expel any persons who fail to comply with the Chairperson's authority, deliberately cause disruption, obstruct the normal proceedings of the Meeting, or refuse to comply with security screening requirements from the General Meeting of Shareholders.

Any matters not specifically provided for in these Regulations shall be governed by the provisions of the Company's Charter, the Law on Enterprises 2020, and other applicable laws and regulations of the State.

These Regulations shall take effect immediately upon approval by the General Meeting of Shareholders of the Company.

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

Recipients:

- *General Meeting of Shareholders (GMS);*
- *Members of the Board of Directors (BOD), Board of Management (BOM), and Supervisory Board (SB);*
- *Filed: Administration Office, Secretariat.*



VO XUAN PHONG



**REGULATIONS ON NOMINATION, CANDIDACY AND ADDITIONAL
ELECTION OF MEMBERS OF THE BOARD OF DIRECTORS FOR THE
2026–2031 TERM
ILA JOINT STOCK COMPANY**

- The Vote Counting Committee of the Meeting hereby announces the Regulations on Nomination, Candidacy, and Election of the Board of Directors at the 2026 Annual General Meeting of Shareholders of ILA Joint Stock Company as follows: **Interpretation of Terms / Abbreviations**

- **Company** : ILA Joint Stock Company
- **BOD** : Board of Directors
- **OC** : **Organizing Committee**
- **GMS** : General Meeting of Shareholders
- **Delegate** : Shareholder or authorized representative (proxy)
- **Chairperson of the Meeting:**

The Chairperson of the Meeting shall preside over the election process with the following specific responsibilities:

- Introducing the list of nominees and candidates for election to the Board of Directors;
- Supervising the voting and vote counting process;
- Resolving complaints related to the election (if any)

III. Regulations on Nomination and Candidacy for the Board of Directors

- **Number of Board of Directors members:** 05 persons
- **Term of office:** 2026–2031
- **Maximum number of candidates for the Board of Directors:** Unlimited

1. Right to Nominate and Stand for Election to the Board of Directors:

Shareholders or groups of shareholders holding at least **10% of the total ordinary shares**, or a lower threshold as prescribed in this Charter, shall have the right to nominate and/or self-nominate candidates for the Board of Directors in accordance with the Law on Enterprises and this Charter.

Nominated candidates must satisfy the standards and conditions specified in Section 2 below.

In the event that the number of candidates nominated and self-nominated for the Board of Directors is still insufficient as required under Clause 5, Article 115 of the Law on Enterprises, the incumbent Board of Directors may introduce additional candidates or organize the nomination process under a mechanism stipulated in the Company’s Charter, internal corporate



Regulations on nomination, candidacy, and additional election of members of the board of directors for the 2026–2031 term

governance regulations, and the Board of Directors' operating regulations. The introduction of additional candidates by the incumbent Board of Directors must be clearly disclosed prior to the General Meeting of Shareholders voting on the election of Board members in accordance with applicable law.

Standards for Candidates for the Board of Directors: *Candidates for election to the Board of Directors must fully satisfy the following standards and conditions:*

- *Having full civil act capacity and not falling under the category of persons prohibited from managing enterprises as prescribed in Clause 2, Article 17 of the Law on Enterprises No. 59/2020/QH14;*
- *Possessing professional qualifications and experience in corporate governance or in the business sector, industry, or line of business of the Company, and not necessarily being a shareholder of the Company;*
- *Not being a person with family relationship (spouse, biological father, biological mother, adoptive father, adoptive mother, father-in-law, mother-in-law, stepfather, stepmother, biological child, adopted child, son-in-law, daughter-in-law, brother, sister, sibling-in-law and other related family members as defined by law) with the General Director or other managers of the Company; or with managers or persons authorized to appoint managers of the parent company;*
- *A member of the Board of Directors of the Company shall not concurrently serve as a member of the Board of Directors of more than five (05) other companies.*

- **Election Method:**

- The list of candidates for the Board of Directors shall be arranged in alphabetical order based on full names, and fully stated on the ballot.
- **Election method:** (In accordance with Clause 3, Article 148 of the Law on Enterprises 2020)

- **Cumulative voting method shall be applied**, whereby each shareholder has a total number of votes equivalent to the number of shares owned multiplied by the number of members to be elected to the Board of Directors.
 - Attending shareholders shall have the right to allocate all of their votes to one or several candidates.
 - Each attending shareholder shall be issued one (01) ballot for the election of the Board of Directors. Upon receipt of the ballot, delegates shall check all information stated on the ballot; any errors must be immediately reported to the Vote Counting Committee.
 - In the event that additional candidates arise on the day of the Meeting, delegates may request the Vote Counting Committee to reissue a new ballot and must return the old ballot before placing the new one into the ballot box.
 - **Instructions for completing the ballot:**
- ✓ } Delegates may vote for a maximum number of candidates equal to the number of members to be elected.

Regulations on nomination, candidacy, and additional election of members of the board of directors for the 2026–2031 term

) If allocating all votes to one candidate or distributing votes equally among all candidates, delegates shall tick the “Equal allocation of votes” box for the respective candidates.

) If allocating votes unevenly among candidates, delegates shall clearly indicate the number of votes in the “Number of votes” box for each corresponding candidate.

Note:

In case a delegate both ticks the “Equal allocation of votes” box and writes a specific number in the “Number of votes” box, the result shall be determined based on the number of votes indicated in the “Number of votes” box.

- The voting ballots shall be placed into the sealed ballot box before vote counting is conducted.
- A valid ballot is a pre-printed form issued by the Organizing Committee, bearing the Company’s red seal, with no erasures, overwriting, or corrections, and containing no additional content other than that prescribed for the ballot form.
- The following ballots shall be considered invalid:
 - Adding any other content to the ballot;
 - Ballots that do not follow the official template issued by the Organizing Committee; ballots without the company’s official red seal; or ballots that have been erased, altered, corrected, or contain additional content other than what is prescribed for the ballot;
 - The number of candidates selected by a delegate exceeds the number of positions to be elected;
 - The total number of votes cast by a delegate for all candidates exceeds the total number of votes the delegate is entitled to cast;
- The ballot does not contain the signature and full name of the attending delegate. After the voting process is completed, the vote counting shall be conducted under the supervision of the Vote Counting Committee and representatives of the shareholders (if necessary).
- The Vote Counting Committee shall be responsible for preparing the vote-counting minutes, announcing the results, and, together with the Chairing Committee, addressing any questions or complaints raised by shareholders (if any).
- The ballots, after being counted, shall be retained in accordance with applicable regulations and may only be opened upon the request of the company's General Meeting of Shareholders.

V. Principles for Electing and Selecting Candidates:

- Elected candidates shall be determined based on the number of votes received, ranked from highest to lowest, starting with the candidate receiving the highest number of votes until all positions to be filled have been filled.
- In the event that two (02) or more candidates receive the same number of votes for the final available position, a re-election shall be conducted among those candidates who received an equal number of votes.



Regulations on nomination, candidacy, and additional election of members of the board of directors for the 2026–2031 term

- If the results of the first round of voting do not produce a sufficient number of elected candidates, additional rounds of voting shall be conducted until all positions to be filled have been filled.

VI Nomination and Candidacy Documentation for Election to the Board of Directors.

Application Documents for Nomination and Candidacy for Election to the Board of Directors

The application dossier for nomination or candidacy for election to the Board of Directors shall include:

- Application for candidacy/nomination for election to the Board of Directors (in the prescribed form).
- Curriculum Vitae (CV) (in the prescribed form).
- Copies of the following identification documents: National ID Card/Citizen Identity Card/Passport.
- Copies of educational certificates, diplomas, and professional qualifications (if any).
- Certification of share ownership percentage of the shareholder or shareholder group meeting the nomination requirements as stipulated in the Company's Charter.

The nominee or candidate for election to the Board of Directors shall be fully responsible before the law and the General Meeting of Shareholders for the accuracy and truthfulness of the information and documents submitted in their application dossier.

The application dossier must be submitted to **ILA Joint Stock Company** before the opening time of the General Meeting of Shareholders.

The above constitutes the complete Regulations on Nomination and Candidacy for Election to the Board of Directors and the Supervisory Board at the 2026 Annual General Meeting of Shareholders of **ILA Joint Stock Company**, respectfully submitted to the General Meeting of Shareholders for consideration and approval.



This Regulation shall take effect immediately upon its approval by the General Meeting of Shareholders.

ON BEHALF OF THE BOARD OF DIRECTORS

Recipients:

- *General Meeting of Shareholders;*
- *Members of the Board of Directors, Audit Committee, and Executive Management Board;*
- *For filing: Administration Department and Company Secretariat.*

CHAIRMAN

VO XUAN PHONG

**ILA JOINT STOCK COMPANY
2026 ANNUAL GENERAL MEETING OF SHAREHOLDERS**



**REPORT OF THE BOARD OF DIRECTORS
AT THE 2026 ANNUAL GENERAL
MEETING OF SHAREHOLDERS**



JUNE 2026



I. REPORT ON BUSINESS PERFORMANCE IN 2025

The year 2025 continued to be a challenging period for the economy, particularly for the real estate and construction sectors, which significantly affected the Company's business plan.

BUSINESS PERFORMANCE RESULTS IN 2025

	2024	2025	Change in 2025 Compared to 2024	Growth Rate
	(VND Billion)	(VND Billion)	(VND Billion)	
Revenue	140,16	93,97	(46,19)	-33%
Profit After Tax	(2,07)	(27,06)	(24,99)	1210%
Equity	204,52	176,13	(2,07)	-1%

- Revenue in 2025 reached VND 93.97 billion, a decrease of VND 46.19 billion, equivalent to 33%, compared to 2024. This decline reflects the impact of the general market downturn. In addition, the Company divested its investments in two subsidiaries whose business activities were no longer aligned with the Group's development strategy, thereby concentrating resources on construction and mining sectors with stronger profit potential in the future.
- The Company recorded a net loss after tax of VND 27.06 billion in 2025, an increase in losses of VND 24.99 billion compared to the loss of VND 2.07 billion in 2024. Although profitability remained negative, the loss was mainly attributable to the write-off of impaired projects with limited feasibility and the provision for doubtful receivables recognized at year-end. These measures reflect the Company's ongoing business restructuring and corporate transformation efforts. Recognizing all related costs and financial obligations in full provides a more transparent view of the Company's financial position and establishes a stronger foundation for future stability and operational improvement.
- Regarding financial capacity, shareholders' equity at the end of 2025 remained at VND 176.13 billion, maintaining a relatively strong level despite the decline caused by business losses. The substantial equity base demonstrates the Company's financial resilience, its ability to withstand market fluctuations, and its capacity to implement recovery and expansion plans when business conditions become more favorable.

II. BUSINESS PLAN FOR 2026

General Orientation

- Although the real estate and construction markets remained challenging and recovered slowly throughout most of 2025, market conditions improved toward the end of the year. The restart of

numerous projects is a positive signal for 2026. The Company has successfully secured three new contracts and resumed participation in Novaland’s Aqua City project.

- The stone quarry completed its basic construction investment and equipment acquisition by the end of 2024 and has commenced commercial operations. During 2025, the Company significantly increased mining activities and sales; however, revenues have not yet fully offset the initial investment costs. Therefore, in 2026, the Company will focus on expanding sales and developing a wider range of products to meet diverse market demands.
- The Company will continue improving production processes, researching and developing new cable products to enhance competitiveness, and strengthening marketing activities.
 - o Major Targets for 2026

Although the domestic economy showed encouraging signs of recovery in late 2025 and early 2026, including the National Assembly's approval of an economic growth target of approximately 12%, creating positive expectations for business activities, the global economic environment remains complex and subject to significant uncertainties. In particular, wars, geopolitical conflicts, and increasing trade tensions, including higher import tariffs imposed by the **United States on many countries, continue to place pressure on supply chains, input costs, and business consumption activities.**

STT	Indicator	Unit	Plan 2026
1	Net Revenue from Sales and Service Provision	VND	120.000.000.000
2	Profit Before Tax	VND	4.500.000.000



In 2026, the Management Board and all employees will continue striving to build ILA Joint Stock Company into a stable, efficient, and sustainable enterprise, creating the best possible value for shareholders and business partners.

The above is the summary report on the Company's business performance in 2025 and the business plan and operating orientation for 2026 presented by the Management Board.

We respectfully submit this report and the 2026 business plan to the General Meeting of Shareholders for review and approval.

Respectfully submitted.

Ho Chi Minh City, June 9, 2026

GENERAL DIRECTOR

CÔNG PHẢN
ILA



Hoàng Như Huệ

**ILA JOINT STOCK COMPANY
2026 ANNUAL GENERAL MEETING OF SHAREHOLDERS**



**REPORT OF THE BOARD OF DIRECTORS
AT THE 2026 ANNUAL GENERAL
MEETING OF SHAREHOLDERS**

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JUNE 2026



I. GENERAL SITUATION

The Board of Directors respectfully submits to the General Meeting of Shareholders a report on the performance of its rights and duties during 2025. The key matters are summarized as follows:

Business Performance in 2025

	2024	2025	Growth in 2025 Compared to 2024		
	VND billion		VND billion	VND billion	Ratio
Revenue		140,16	93,97	(46,19)	-33%
Net Profit After Tax		(2,07)	(27,06)	(24,99)	1210%
Shareholders' Equity		204,52	176,13	(2,07)	-1%

- In 2025, the economy continued to face significant challenges, particularly due to the prolonged downturn in the real estate market, which had a substantial impact on the broader economy.

Overall Assessment:

- The Company was managed in accordance with sound corporate governance practices to safeguard the interests of shareholders and other stakeholders.
- Cash flows were effectively coordinated and allocated to support investment activities, while flexible payment arrangements were implemented for subcontractors and suppliers.
- The Company maintained and implemented employee policies and welfare programs effectively, thereby strengthening employees' confidence in and commitment to the Company.

1. II. BOARD OF DIRECTORS' ACTIVITIES DURING 2025 Summary of Meetings and Resolutions of the Board of Directors

During 2025, the Board of Directors, comprising five (05) members, held ___ Board meetings relating to the management of business operations and other important corporate decisions.

The Board of Directors issued eight (08) resolutions during the year. All resolutions and decisions adopted by the Board of Directors received the unanimous approval and consensus of its members and were in compliance with the Company's Charter.

Details are summarized as follows: *(To be updated based on the resolutions and decisions disclosed during 2025.)*

No	Resolution No.	Meeting Date	Resolution Content	Approval Rate (%)
1	07/2025/NQ-HĐQT	22/01/2025	Approval of the record date and plan for organizing the Annual General Meeting of Shareholders (AGM).	100%
2	24/2025/NQ-HĐQT	31/3/2025	Approval of the agenda and meeting materials for the 2025 Annual General Meeting of Shareholders.	100%
3	29/2025/NQ-HĐQT	2/4/2025	Approval of the divestment of the Company's entire capital contribution in Phu Bao Trading and Business Co., Ltd.	100%
4	42/2025/NQ-HĐQT	27/5/2025	Approval of the divestment of the Company's entire capital contribution in Vinh Khanh Investment and Development Co., Ltd. and approval of the 16th amendment to the Company's Charter.	100%
5	60/2025/ NQ-HĐQT	31/07/2025	Approval of transactions with related parties.	100%
6	78/2025/ NQ-HĐQT	05/12/2025	Resolution on the change of the Person in Charge of Corporate Governance – Mr. Hoang Minh Khanh.	100%
7	80/2025/ NQ-HĐQT	05/12/2025	Resolution on the appointment of the Chief Accountant – Mr. Hoang Minh Khanh.	100%
8	82/2025/ NQ-HĐQT	05/12/2025	Resolution on the appointment of the Chief Executive Officer (CEO) – Ms. Hoang Nhu Hue.	100%

2. Supervisory Results of the Board of Directors over the Board of Management

The Board of Directors (BOD) has continuously monitored and provided strategic direction to the Board of Management (BOM) in implementing the 2025 business and production plan in line with the Company's development strategy and the resolutions approved at the Extraordinary General Meeting of Shareholders. The supervisory results are as follows:

- Ensured compliance with legal regulations on corporate governance and information disclosure, providing shareholders, state regulatory authorities, and other

stakeholders with complete and timely information regarding the Company’s business and operational performance on a transparent, accurate, and timely basis.

- Participated in and provided opinions at important management meetings concerning the preparation of proposals, reports, and projects submitted to the BOD; and supervised the implementation of resolutions and decisions issued by the BOD.
- Attended and contributed opinions at meetings related to the allocation of business and production plans, investment activities, employee policies, compensation and bonus schemes, as well as the development and improvement of the Company’s management procedures and regulations.
- The Board of Management regularly reported on the Company’s business performance and operational activities, enabling the BOD to provide timely guidance and direction.

3. Remuneration, Operating Expenses, and Other Benefits of the Board of Directors and Individual Members of the Board of Directors

- In 2025, the Board of Directors proposed not to receive any remuneration. Accordingly, the total remuneration actually paid to the Board of Directors during the year was **VND 0**.

4. Report on Related-Party Transactions

- Related-party transactions were fully disclosed in accordance with applicable regulations and were reported by the Company in the **2025 Corporate Governance Report**, which was published on the Company’s website and the Hanoi Stock Exchange (HNX) website.
- Details of related-party transactions, including signed agreements and transactions arising during the reporting period, are presented in the 2025 Corporate Governance Report and the Report on Related-Party Transactions. *(Please update this section based on the actual transactions and agreements disclosed in the Company's reports.)*

No	Name of Related Organization/Individual Transacting with ILA Joint	Relationship with ILA	Business Registration /ID No., Date of Issue, Issuing Authority	Registered Address / Contact Address	Transaction Period with ILA	Resolution/Decision No. of GMS/BOD (if any)	Main Transaction Content	Notes

	Stock Company							
1	ILA E&C Joint Stock Company	Subsidiary; Related party of an internal person	Enterprise Registration No. 0310259362 , issued by the Ho Chi Minh City Department of Planning and Investment on 16 September 2010	139D Street No. 11, Truong Tho Ward, Thu Duc City, Ho Chi Minh City	During 2025	87/2024/NQ-HDQT	Approval of the cancellation of Transfer Agreement No. 01/2023/HDCN/ILA-ILAE&C regarding the transfer of a land lot in the An Phu – An Khanh area	Mr. Vo Xuan Phong , Chairman of the Board of Directors of ILA, is concurrently Chairman and Director of ILA E&C Joint Stock Company
2	Vinh Khanh Development Investment Company Limited	Subsidiary; Related party of an internal person	Enterprise Registration No. 3703078326 , issued by the Binh Duong Department of Planning and Investment on 18 August 2022	No. 101 N8 Street, Dong An Residential Area, Dong An Quarter, Tan Dong Hiep Ward, Di An City, Binh Duong Province, Vietnam	During 2025	57/2024/NQ-HDQT and 104/2024/NQ-HDQT	Purchase and sale of goods with a transaction value of VND 3,978,010,500	Transaction with a subsidiary

3	ILA E&C Joint Stock Company	Subsidiary; Related party of an internal person	Enterprise Registration No. 0310259362 , issued by the Ho Chi Minh City Department of Planning and Investment on 16 September 2010	139D Street No. 11, Truong Tho Ward, Thu Duc City, Ho Chi Minh City	During 2025	57/2024/NQ-HDQT and 104/2024/NQ-HDQT	Loan and/or lending transactions; financial support arrangements between the parent company and its subsidiaries, with a transaction value of VND 1,370,000,000	
4	Mr. Vo Xuan Phong	Internal person of the Company and its subsidiary	Citizen Identification No. 054084005784 , issued on 26 December 2022 by the Police Department for Administrative Management of Social Order	Phu An Hamlet, An Phu Commune, Tuy Hoa City, Phu Yen Province	During 2024	01/2024/B BTL/ILA-ILA EC	Cancellation of Contract No. 01/HDCNQSD/ILA E&C and its appendix dated 09 September 2023 , and Contract No. 02/HDCNQSD/ILA E&C together with Appendix No. 02/HDCNQSD/ILA E&C-PL01 dated 09 September 2023 , pursuant to Deposit Agreement No. 01/HDCNQSD/ILA E&C dated 10 March 2023 and Deposit Agreement No. 02/HDCNQSD/ILA E&C dated 10 March 2023 , relating to the transfer of two land-use rights intended for the head office of ILA E&C Joint Stock Company and for storage facilities for machinery, equipment, and scaffolding of the Company	Mr. Vo Xuan Phong, Chairman of the Board of Directors of ILA, is concurrently Chairman and Director of ILA E&C Joint Stock Company

5	DNC Development Joint Stock Company	The Director was formerly a member of the Board of Directors of ILA within the past three years	Enterprise Registration Certificate No. 3702648809 , issued by the Binh Duong Department of Planning and Investment	177/38 Nguyen Thi Minh Khai Street, Tan Long Quarter, Tan Dong Hiep Ward, Di An City, Binh Duong Province, Vietnam	During 2024		Purchase and sale of goods	Mr. Than Xuan Nghia , Director of DNC Development Joint Stock Company, served as a member of the Board of Directors of ILA Joint Stock Company from May 2023 to December 2023
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5. Other Matters

The following matters approved under the resolutions of the 2025 General Meeting of Shareholders have not yet been fully implemented:

I. Board of Directors' Operational Plan for 2026

- Continue to implement and refine the five-year business strategy of ILA Joint Stock Company for the period from 2026 to 2031. The Board of Directors aims to promote the Company's growth through focused expansion while ensuring high operational efficiency, supported by effective risk management and mitigation measures.
- Continue to focus on the Company's core business sectors, including construction, construction materials, mineral exploitation, and related industries.

The above is a summary report of the activities of the Board of Directors regarding the implementation of the resolutions adopted by the General Meeting of Shareholders in 2025, together with the Board's operational direction for 2026.

In 2026, the Board of Directors, the Management Team, and all employees of the Company will continue their efforts to develop ILA Joint Stock Company in a stable, efficient, and sustainable manner, thereby creating the greatest value for shareholders and business partners.

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

Respectfully submitted.

Ho Chi Minh City, June 9, 2026

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


VO XUAN PHONG





ILA JOINT STOCK COMPANY

2026 ANNUAL GENERAL MEETING OF SHAREHOLDERS



**REPORT OF THE AUDIT COMMITTEE
FOR THE YEAR 2025**

MEETING OF SHAREHOLDERS



JUNE 2026

I. ACTIVITIES OF THE AUDIT COMMITTEE (“AC”) IN 2025**1. Composition of the Audit Committee****a. Members of the Audit Committee**

The Audit Committee was established on 15 July 2024 and currently consists of the following two members:

Mr. Nguyen Minh Trieu – Chairman of the Audit Committee

Mr. Vo Xuan Cuong – Member of the Audit Committee

b. Changes in Audit Committee Membership in 2025**II. There were no changes in the membership of the Audit Committee during 2025.****2. Activities of the Audit Committee**

During 2025, the Audit Committee performed the following key duties:

- a. Oversaw the integrity and accuracy of the Company's financial statements.
- b. Reviewed related-party transactions falling within the approval authority of the Board of Directors (“BOD”) and provided recommendations on transactions requiring BOD approval.
- c. Monitored and assessed the independence, objectivity, and performance of the external auditor and the effectiveness of the audit process.
- d. Supervised compliance with applicable laws, regulatory requirements, and the Company's internal policies and regulations.
- e. Attended meetings of the Board of Directors and participated in discussions, providing comments and recommendations on matters submitted for approval.
- f. Reviewed the implementation of resolutions adopted by the General Meeting of Shareholders and the Board of Directors.

III. SUPERVISORY RESULTS REGARDING THE BOARD OF DIRECTORS AND THE GENERAL DIRECTOR

1. The resolutions and decisions issued by the Board of Directors and the General Director were promulgated in compliance with the applicable procedures and regulations.

2. The General Director performed his/her rights and duties honestly, prudently, and in compliance with the Company's internal regulations and applicable laws.
3. All activities and decisions of the Board of Directors and the General Director were carried out with the objective of maximizing the interests of the Company's customers, shareholders, and the Company as a whole.

IV. COMPANY'S BUSINESS PERFORMANCE IN 2025

1. Accounting and Financial Reporting

In 2025, the Company's accounting activities, including the recording and retention of accounting documents, bookkeeping, and preparation of financial statements, were conducted in accordance with applicable regulations and fairly and accurately reflected the Company's financial position and operating results.

2. Business Performance in 2025

The Company's business performance for 2025 is presented in detail in the audited financial statements and the annual report for the year ended 31 December 2025.

(Please insert the actual financial and operating results, such as revenue, profit, total assets, equity, and other key performance indicators, as appropriate.)

No	Indicator	2024	2025	% Increase/(Decrease)
1	Net Revenue	139,39	93,38	-33%
2	Cost of Goods Sold	126,36	99,58	-21%
3	Financial Income	1,85	0,35	-81%
4	Profit from Operating Activities	(1,49)	(24,45)	1541%
5	Profit Before Tax	(1,81)	(24,89)	1274%
6	Profit After Tax	(2,07)	(27,06)	1210%

III. ASSESSMENT OF THE COORDINATION BETWEEN THE AUDIT COMMITTEE, THE BOARD OF DIRECTORS, AND THE GENERAL DIRECTOR

During 2025, the Audit Committee was provided with favorable conditions by the Board of Directors, the General Director, and the Company's functional departments to perform its duties effectively. This support included the timely and comprehensive provision of reports, documents, and information relating to the Company's corporate governance, financial position, and business operations.

IV. SELF-ASSESSMENT REPORT OF THE AUDIT COMMITTEE

Despite the challenging economic environment, the members of the Audit Committee successfully fulfilled their duties and responsibilities in accordance with the Company's Charter and applicable laws and regulations.

The Audit Committee actively carried out its supervisory functions, reviewed financial reporting and related-party transactions, monitored compliance with legal and internal regulatory requirements, and provided recommendations to enhance the effectiveness of the Company's governance and internal control systems. Overall, the Audit Committee considers that it has satisfactorily discharged its responsibilities during 2025.

Ho Chi Minh City, ___ June 2026

**ILA JOINT STOCK COMPANY™. ỦY
ON BEHALF OF THE AUDIT
COMMITTEE
CHAIRMAN**

NGUYEN MINH TRIEU



SOCIALIST REPUBLIC OF VIETNAM
Independence – Freedom – Happiness

No: .../2026/TTr-ILA

Ho Chi Minh City, June 2026

PROPOSAL TO THE GENERAL MEETING OF SHAREHOLDERS

Re: Approval of the Audited Financial Statements for Fiscal Year 2025

To: The General Meeting of Shareholders of ILA Joint Stock Company

Pursuant to Point (f), Clause 1, Article 15 of the Charter of ILA Joint Stock Company, which stipulates the rights and responsibilities of the General Meeting of Shareholders regarding the approval of the Company's annual audited financial statements;

The separate financial statements of the parent company and the consolidated financial statements for the year ended 2025 were audited by Moore AISC Auditing and Informatics Services Co., Ltd. and issued on 31 March 2026. These audited financial statements have been publicly disclosed on the Company's website at www.ilagroup.com.vn, the website of the Hanoi Stock Exchange (HNX), and through other public disclosure channels.

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

Respectfully submitted.

ON BEHALF OF THE BOARD
OF DIRECTORS



VO XUAN PHONG



SOCIALIST REPUBLIC OF VIETNAM
Independence – Freedom – Happiness

No: .../2026/TTr-ILA

Ho Chi Minh City, 09 June 2026

PROPOSAL TO THE GENERAL MEETING OF SHAREHOLDERS

Re: Business Performance Results for 2025

To: The General Meeting of Shareholders of ILA Joint Stock Company

The Board of Directors respectfully submits to the General Meeting of Shareholders for consideration and approval the Company's business performance results for 2025, as follows:

No	Item	Unit	Note	Amount
				(VND)
1	Total Revenue	VND	1	93.730.477.702
	Of which:			
	Revenue from sale of goods and rendering of services	VND		93.384.098.479
	Financial income	VND		346.379.223
2	Profit Before Tax	VND	2	(24.889.308.562)
3	Profit After Tax for the Current Year	VND	3	(27.056.802.707)
4	Corporate Income Tax Reduction	VND	4	-
5	Profit Available for Allocation to Funds	VND	5 = 3-4	(27.056.802.707)
6	Allocation to Bonus and Welfare Fund (0%)	VND	6 = 5 x 0%	-
7	Allocation to Development Investment Fund (0%)	VND	7 = 5 x 0%	-
8	Allocation to Management Incentive Fund	VND	8	-
9	Profit Available for Dividend	VND	9 = 5-6-7-8	



	Distribution			(27.056.802.707)
10	Cash Dividend Payment (0%)	VND	10 = 0% VDL	-
11	Retained Earnings Brought Forward from Previous Year	VND	11	3.423.357.770
12	Remaining Retained Earnings	VND	12 = 9-10+11	(23.633.444.937)

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

Respectfully submitted.

**ON BEHALF OF THE BOARD
OF DIRECTORS**



VO XUAN PHONG



Ng: .../2026/TTr-ILA

Ho Chi Minh City, 09 June 2026

PROPOSAL TO THE GENERAL MEETING OF SHAREHOLDERS

Re: Business Plan for 2026

To: The General Meeting of Shareholders of ILA Joint Stock Company

1/ Based on the Company's business performance in 2025 and its development orientation for 2026, the Board of Directors respectfully submits to the General Meeting of Shareholders for consideration and approval the Company's business plan for 2026 as follows:

STT	Indicator	Unit	Actual 2025	Plan 2026
1	Total Revenue	<i>VND million</i>	93.384	120.000
2	Total Expenses	<i>VND million</i>	118.185	115.000
3	Profit Before Tax	<i>VND million</i>	(27.057)	2.000
4	Dividend	%	-	



2/ Authorize the Board of Directors to determine the detailed restructuring of the Company's asset portfolio (including joint ventures, partnerships, cooperation arrangements, acquisitions, and disposals of the Company's assets) in accordance with applicable regulations, and to undertake all necessary actions to achieve the approved business objectives.

3/ Review and, where necessary, adjust the Company's business targets and strategic

directions for 2026 in response to market developments and the Company's actual business performance.

4/ The Board of Directors is authorized to further delegate certain matters within the scope of the above authorization to the General Director of the Company.

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

Respectfully submitted.

**ON BEHALF OF THE BOARD
OF DIRECTORS**



VO XUAN PHONG



No.: .../2026/TTr-ILA

Ho Chi Minh City, 09, June 2026

PROPOSAL TO THE GENERAL MEETING OF SHAREHOLDERS

**Re: Approval of the 2025 Profit Distribution Plan and the 2026 After-Tax Profit
Distribution Plan**

To: The General Meeting of Shareholders of ILA Joint Stock Company

Legal Basis

- Pursuant to the prevailing Charter of Organization and Operation of ILA Joint Stock Company;
- Pursuant to the audited consolidated financial statements for the year ended 2025, audited by Moore AISC Auditing and Informatics Services Co., Ltd.

The Board of Directors respectfully submits to the General Meeting of Shareholders the proposal on the allocation of profit after tax for 2025 and the profit distribution plan for 2026 as follows:

1. Allocation of Profit After Tax for 2025

- Total profit/(loss) after tax of the Parent Company for 2025: VND (15,155,133,086)
- Total consolidated profit/(loss) after tax for 2025: VND (27,056,802,707)
- Retained earnings of the Parent Company brought forward from previous years: VND 963,966,414

Proposed Profit Distribution for 2025

Due to the Company's loss-making results in 2025, the Board of Directors proposes not to pay any dividend for 2025.

2. Proposed Profit Distribution Plan for 2026


Estimated consolidated profit after tax for 2026: VND 2,000,000,000

Proposed Profit Distribution for 2026



- Proposed dividend payment: Dividend in shares or cash is expected to be 0% of 2026 profit. All profit generated in 2026 is expected to be used to offset accumulated losses from previous years and to support the Group's reinvestment and business operations.
- Appropriation to funds: No appropriations are proposed.
- Retained earnings: It is proposed that 100% of the profit earned in 2026 be retained. The Board of Directors respectfully submits this proposal to the General Meeting of Shareholders for consideration and approval. Respectfully submitted.

**ON BEHALF OF THE
BOARD OF DIRECTORS**



VO XUAN PHONG





No: .../2026/TTr-ILA

Ho Chi Minh City, 09 June 2026

PROPOSAL TO THE GENERAL MEETING OF SHAREHOLDERS

V/v: Proposal on the Selection of an Independent Audit Firm for the Audit of the 2026 Financial Statements

To: The General Meeting of Shareholders of ILA Joint Stock Company

- Pursuant to the Law on Enterprises No. 59/2020/QH14;
- Pursuant to the rights and responsibilities of the General Meeting of Shareholders as stipulated in the Charter of ILA Joint Stock Company;
- Pursuant to the recommendation of the Audit Committee regarding the selection of an approved audit firm to audit the Company's financial statements for 2026.

The Board of Directors respectfully submits to the General Meeting of Shareholders for approval the principles and proposal for selecting an independent audit firm to audit the Company's financial statements for 2026 as follows:

1. Principles and Criteria for Selecting an Independent Audit Firm

- The audit firm must be reputable, legally authorized to operate in Vietnam, and approved by the State Securities Commission of Vietnam (SSC) to provide audit services to public-interest entities.
- The audit firm must have a team of highly qualified auditors. Preference will be given to firms with extensive experience in auditing companies operating in the manufacturing and trading sectors.
- The audit firm must be independent and free from any conflicts of interest.
- The audit fee must be reasonable and appropriate to the scope of audit services required by the Company.

2. Proposed Independent Audit Firm for the Audit of the 2026 Financial Statements

MOORE AISC AUDITING & INFORMATION SERVICES CO., LTD.

In the event that the Board of Directors is unable to successfully negotiate with the above-mentioned audit firm, or if such firm is no longer qualified to perform the audit, the General Meeting of Shareholders authorizes the Board of Directors to select another audit firm from the list of audit firms approved by the State Securities Commission of Vietnam.

The Board of Directors respectfully requests that the General Meeting of Shareholders authorize the Board of Directors to implement this resolution and delegate authority to the General Director to negotiate the terms and conditions and execute the audit engagement contract with the selected audit firm.



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

Respectfully submitted.

**ON BEHALF OF THE BOARD
OF DIRECTORS**



VO XUAN PHONG





SOCIALIST REPUBLIC OF VIETNAM
Independence – Freedom – Happiness

No: .../2026/TTr-ILA

Ho Chi Minh City, 09 June 2026

PROPOSAL TO THE GENERAL MEETING OF SHAREHOLDERS

Re: Approval of the dismissal of the Board of Directors upon expiration of term (2021–2026)

- Election of Members of the Board of Directors for the term (2026–2031)*
- Approval of the list of candidates for the Board of Directors*

To: General Meeting of Shareholders of ILA Joint Stock Company

The Board of Directors respectfully submits to the General Meeting of Shareholders for approval the dismissal of the Board of Directors upon expiration of its term (2021–2026); the election of members of the Board of Directors for the term (2026–2031), with a total of 05 (five) members, including at least 01 (one) independent member as prescribed; and the approval of the list of candidates for the Board of Directors as follows:

1. Approval of the dismissal of the Board of Directors upon expiration of term (2021–2026):

No.	Full name	Position
1	Mr. Võ Xuân Phong	Chairman of the BOD
2	Mr. Lê Nhật Nguyên	Member of the BOD
3	Mr. Nguyễn Minh Triều	Independent Member of the BOD
4	Mr. Lê Anh Thông	Member of the BOD
5	Mr. Trần Minh Chương	Member of the BOD

2. Approval of the list of candidates for the Board of Directors for the term 2026–2031:

- List of candidates (CVs attached).

No.	Full name
1	
2	
3	
4	
5	

Other matters related to the election of the Board of Directors for the term 2026–2031 shall be implemented in accordance with the election regulations of the Board of Directors at the 2026 Annual General Meeting of Shareholders.

We respectfully submit for approval by the General Meeting of Shareholders.

Sincerely,

**ON BEHALF OF THE BOARD
OF DIRECTORS**

VO XUAN PHONG



ILA JOINT STOCK COMPANY

49 Street No. 5, An Phu – An Khanh Urban Area, Binh Trung Ward, Ho Chi Minh City, Vietnam

Tel: +84 869 265 299

Website: <http://ilagroup.com.vn>

Enterprise Registration Certificate No.: 0312933227

INVITATION LETTER

TO ATTEND THE 2026 ANNUAL GENERAL MEETING OF SHAREHOLDERS

Dear Shareholder: _____ Tel.: _____
Shareholder Code: _____ No.: «SỐ_TT»

Address: _____

Securities Registration No.: _____ Date of Issue: _____

Number of Shares Owned: shares

The Board of Directors of ILA Joint Stock Company cordially invites shareholders to attend the 2026 Annual General Meeting of Shareholders with the following details:

1. Time and Venue

Time: 09:00 a.m., Tuesday, June 30, 2026

Venue: 101/14 Street No. 11, Thu Duc Ward, Ho Chi Minh City, Vietnam

2. Meeting Agenda

The documents for the 2026 Annual General Meeting of Shareholders have been published and may be updated (if any) on the Company's website at:

<https://ilagroup.com.vn/cong-bo-thong-tin/>

from June 9, 2026. Printed copies will also be provided to shareholders attending the Meeting.

3. Registration for Attendance

To facilitate the preparation and organization of the Meeting, shareholders are kindly requested to register their attendance with ILA Joint Stock Company or submit the Registration Form to the address below no later than June 26, 2026.

4. Authorization to Attend the Meeting

If a shareholder is unable to attend the Meeting and wishes to authorize another person to attend on his/her behalf, the shareholder is requested to complete the enclosed Power of Attorney Form or another form in accordance with applicable civil laws and submit the duly signed authorization document to the address below no later than June 26, 2026, or present it upon the authorized representative's attendance at the Meeting.

Note: The Power of Attorney must clearly state the name of the authorized individual or organization and the number of shares represented. The document must be an original bearing the original signature of the shareholder. In the case of an institutional shareholder, the Power of Attorney must bear the seal of the authorizing organization.

5. Correspondence Address and Contact Information

ILA Joint Stock Company

Address: 101/14 Street No. 11, Thu Duc Ward, Ho Chi Minh City, Vietnam

Telephone: +84 869 265 299

Contact Person: Ms. Trinh Thi Phuong Tram – Secretary

Mobile: +84 909 290 196

Email: phongnhansu.ilacc@gmail.com

6. Documents Required for Attendance

Shareholders or their authorized representatives attending the Meeting are requested to bring the following documents:

- Invitation Letter;
- Power of Attorney (if applicable);
- Citizen Identification Card (ID Card) or Passport;
- For institutional shareholders, a valid copy of the Enterprise Registration Certificate.

We look forward to welcoming you to the 2026 Annual General Meeting of Shareholders.

Yours sincerely,

CHAIRMAN OF THE BOARD OF DIRECTORS





SOCIALIST REPUBLIC OF VIETNAM
Independence – Freedom – Happiness

LETTER OF AUTHORIZATION

TO ATTEND THE 2026 ANNUAL GENERAL MEETING OF SHAREHOLDERS

To: ILA Joint Stock Company

Shareholder name:

Legal representative (for organizations):

ID/Passport/Enterprise Registration No.: Date of issue:/...../..... Place of issue:
.....

Address: Phone:

Total number of shares owned or represented: shares

(Shareholders please choose one of the options below by ticking the appropriate box)

1. REGISTER TO ATTEND:

2. AUTHORIZE THE FOLLOWING PERSON:

Full name (individual/organization):

ID/Passport/Enterprise Registration No.: Date of issue:/...../..... Place of issue:
.....

Address: Phone:

Number of shares authorized: shares

OR

In case the shareholder cannot attend and is unable to authorize another person, the shareholder authorizes a member of the Company's Board of Directors according to the list below:

No	Full name	Position	Selected	Number of authorized shares
1	Mr. Vo Xuân Phong	Chairman of BOD	<input type="checkbox"/>	
2	Mrs Hoang Nhu Hue	General Director	<input type="checkbox"/>	

(Note: Please tick (x) next to the name of the selected authorized person. Only one person should be authorized for all shares owned. If authorizing multiple persons, please clearly specify the number of shares assigned to each person.)

Notes:

The authorization must comply with relevant provisions of civil law and the company charter. The authorized person must bring their ID/Passport and this authorization letter when attending the 2026 Annual General Meeting of Shareholders.

This authorization letter is valid only if it bears the original signatures of both parties. For organizational shareholders, the organization's seal is also required. This authorization becomes invalid once the 2026 Annual General Meeting of Shareholders of ILA Joint Stock Company concludes.

.....,June 2026

AUTHORIZED PERSON

(Signature and full name)

AUTHORIZING SHAREHOLDER

(Signature and full name)



SOCIALIST REPUBLIC OF VIETNAM
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LETTER OF AUTHORIZATION

NOMINATION FOR MEMBER OF THE BOARD OF DIRECTORS

Term 2026 – 2031

(For Shareholders)

To: ILA Joint Stock Company

- Shareholder's full name:
- ID/Passport/Enterprise Registration No.: Date of issue: Place of issue:
- Legal representative (if any):
- Number of shares owned (*as of the record date for the 2026 Annual General Meeting of Shareholders*): shares
- Equivalent total value at par value: (VND)
- Equivalent total value at par value: (VND)

I hereby request ILA Joint Stock Company to accept my nomination of:

I. Nominee Information:

- Mr./Ms.:
- ID/Passport No.: Date of issue: Place of issue:
- Permanent address:
- Educational qualification: Major:
- Current shareholding: shares
- Equivalent total value at par value: (VND)
- To serve as a candidate for membership of the Board of Directors of ILA Joint Stock Company for the term 2026 – 2031.
- Thank you very much.

Attached documents:

- Copy of ID card/Passport/Household registration
- Curriculum Vitae of the nominee

- Copies of educational and professional qualifications (if any)

....., date month year

NOMINATING SHAREHOLDER
(Signature, stamp if applicable, and full name)

SOCIALIST REPUBLIC OF VIETNAM

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FOR MEMBER OF THE BOARD OF DIRECTORS

TERM 2026 – 2031

(Applicable to a Group of Shareholders)

To: ILA Joint Stock Company

- Representative of the shareholder group:
- ID Card/Passport/Enterprise Registration Certificate No.:
Date of Issue: Place of Issue:
- (Attached: List of shareholders in the group)
- Total number of shares owned by the shareholder group (as of the record date for attendance at the 2026 Annual General Meeting of Shareholders): shares
- Equivalent total value at par value: (VND)

We hereby request ILA Joint Stock Company to allow us to nominate:

1. Mr./Ms.:

ID Card/Passport No.:

Date of Issue:

Place of Issue:

Permanent Address:

Educational Qualification:

Major:

Current Shareholding: shares

Equivalent total value at par value: (VND)

as a candidate for election to the Board of Directors of ILA Joint Stock Company for the term 2026 – 2031.

We sincerely thank you.

Attached documents:

- Copy of ID Card/Passport/Permanent Residence Registration.
- Curriculum Vitae of the nominee.
- Copies of educational and professional qualification certificates (if any).

....., date month year

NOMINATING SHAREHOLDER

**(Signature, stamp if applicable,
and full name)**



ILA JOINT STOCK COMPANY

2026 ANNUAL GENERAL MEETING OF SHAREHOLDERS

VOTING BALLOT

DELEGATE CODE: ...

Delegate's Full Name:

Number of voting rights owned: votes

Number of voting rights received by proxy: votes

Total number of voting rights represented: votes

(Please mark (✓) in the appropriate box corresponding to your voting choice for each voting item.)

AGENDA ITEMS	APPROVEDISAPPROVE	DISAPPROVE	ABSTAIN
Item 01: Report on the activities of the Board of Directors in 2025 and the Operational Plan for 2026			
Item 02: Report on the activities of the Independent Member of the Board of Directors in the Audit Committee in 2025 and the Operational Plan for 2026			
Item 03: Report of the Board of Management on the Company's business performance in 2025 and the Business Plan for 2026			
Item 04: Proposal for approval of the Company's audited separate and consolidated financial statements for 2025			
Item 05: Proposal on business performance results and profit distribution for 2025			
Item 06: Proposal for approval of the 2026 business plan targets			
Item 07: Proposal on remuneration for the Board of Directors			
Item 08: Proposal for the selection of			

the auditing firm for the Company's 2026 separate and consolidated financial statements			
Item 09: Proposal on transactions with related parties			
Item 10: Proposal on amendments and supplements to the Company's Charter			
Item 11: Proposal on amendments and supplements to the Internal Regulations on Corporate Governance			
Item 12: Proposal on amendments and supplements to the Regulations on the Operation of the Board of Directors			

Instructions:

Shareholders are requested to place a mark (X) in one of the three boxes: Approve / Disapprove / Abstain for each voting item.

Date:, June 2026

DELEGATE

(Signature and Full Name)



APPENDIX III

CURRICULUM VITAE

(Promulgated together with Circular No. 96/2020/TT-BTC dated November 16, 2020 of the Minister of Finance)

THE SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom - Happiness

Ho Chi Minh City, day month year 2026

CURRICULUM VITAE

To:

- The State Securities Commission of Vietnam;
- The Stock Exchange.

1. Full name:
2. Gender:
3. Date of birth:
4. Place of birth:
5. ID Card/Passport No.:
Date of issue:
Place of issue:
6. Nationality:
7. Ethnicity:
8. Permanent residence:
9. Telephone number:
10. Email address:
11. Name of the organization subject to information disclosure:
ILA Joint Stock Company (Ticker Symbol: ILA)
12. Current position at the organization subject to information disclosure:
.....
13. Current positions held in other organizations:
.....
14. Number of shares held: shares, representing% of charter capital.
 - Holding on behalf of (the State/strategic shareholder/other organization):
.....
 - Personally owned:
.....
15. Other ownership commitments (if any):
.....

16. List of affiliated persons of the declarant:

.....

17. Related interests in public companies or public funds (if any):

None.

18. Interests conflicting with public companies or public funds (if any):

None.

I hereby certify that the information provided above is true and accurate. I shall bear full responsibility before the law for any false declaration.

DECLARANT
(Signature, full name)



No. .../2026/NQ-ĐHĐCĐ

DRAFT

Ho Chi Minh City, June 09 2026

RESOLUTION

OF THE 2026 ANNUAL GENERAL MEETING OF SHAREHOLDERS

ILA JOINT STOCK COMPANY

- Pursuant to the Law on Enterprises No. 59/2020/QH14 adopted by the National Assembly on June 17, 2020;
- Pursuant to the Law on Securities No. 54/2019/QH14 adopted by the National Assembly on November 26, 2019;
- Pursuant to the Charter on Organization and Operation of ILA Joint Stock Company;
- Pursuant to the Minutes of the 2026 Annual General Meeting of Shareholders No. ... dated .../.../2026;

RESOLVES

On June 30, 2026, at No. 101/14 Street No. 11, Thu Duc Ward, Ho Chi Minh City, the 2026 Annual General Meeting of Shareholders of ILA Joint Stock Company was convened with the participation of ... shareholders representing ... shares, accounting for ...% of the total voting shares of the Company.

After hearing the reports and proposals presented at the Meeting, the General Meeting of Shareholders discussed and approved the following resolutions:

Article 1. Approval of the Report on the Activities of the Board of Directors in 2025 and the Operational Plan for 2026

The Meeting approved this report with ... affirmative votes, representing ...% of the voting shares attending the Meeting.

Article 2. Approval of the Report on the Activities of the Independent Member of the Board of Directors in the Audit Committee in 2025 and the Operational Plan for 2026

The Meeting approved this report with ... affirmative votes, representing ...% of the voting shares attending the Meeting.

Article 3. Approval of the Report of the Board of Management on Business Performance in 2025 and the Business Plan for 2026

The Meeting approved this report with ... affirmative votes, representing ...% of the voting shares attending the Meeting.

Article 4. Approval of the Proposal on the Audited Separate and Consolidated Financial Statements for Fiscal Year 2025

The Meeting approved this proposal with ... affirmative votes, representing ...% of the voting shares attending the Meeting.

Article 5. Approval of the Proposal on Business Performance Results and Profit Distribution for 2025

The Meeting approved this proposal with ... affirmative votes, representing ...% of the voting shares attending the Meeting.

Article 6. Approval of the Proposal on the Business Production and Operation Targets for 2026

The Meeting approved this proposal with ... affirmative votes, representing ...% of the voting shares attending the Meeting.

Article 7. Approval of the Proposal on the Selection of the Independent Auditor for the Separate and Consolidated Financial Statements for Fiscal Year 2026

The Meeting approved this proposal with ... affirmative votes, representing ...% of the voting shares attending the Meeting.

Article 8. Approval of the Proposal on Transactions with Related Parties

The Meeting approved this proposal with ... affirmative votes, representing ...% of the voting shares attending the Meeting.

This Resolution was fully adopted by the 2026 Annual General Meeting of Shareholders of ILA Joint Stock Company at the Meeting.

The Board of Directors, the Board of Management, and relevant individuals shall be responsible for implementing this Resolution.

This Resolution shall take effect from the date of signing.

Recipients:

**ILA JOINT STOCK COMPANY / CHAIRPERSON
OF THE GENERAL MEETING OF
SHAREHOLDERS**

- Board of Directors;
- Board of Management;
- Company Secretary.