



MEETING DOCUMENTS

**ANNUAL GENERAL MEETING OF
SHAREHOLDERS 2025**

IDJ VIETNAM INVESTMENT JOINT STOCK COMPANY

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TABLE OF CONTENTS

| | |
|--|--|
| ANNUAL GENERAL SHAREHOLDERS' MEETING AGENDA 2025 | |
| WORKING REGULATIONS | |
| PRINCIPLES, VOTING RULES | |
| REGULATIONS FOR CANDIDACY, NOMINATION AND ELECTION | |
| REPORT OF THE GENERAL DIRECTORATE | |
| REPORT OF THE BOARD OF DIRECTORS..... | |
| REPORT OF THE SUPERVISORY BOARD..... | |
| PROPOSAL 01 | |
| PROPOSAL 02..... | |
| PROPOSAL 03 | |
| PROPOSAL 04..... | |
| PROPOSAL 05 | |
| PROPOSAL 06..... | |
| PROPOSAL 07..... | |

2024
G
1
2
3
4
5
6
7
8
9
10
11
12

ANNUAL GENERAL SHAREHOLDERS' MEETING AGENDA 2025
IDJ VIETNAM INVESTMENT JOINT STOCK COMPANY

| PROGRAM | | Expected time |
|------------|--|---------------|
| I | Opening ceremony | |
| 1 | Welcoming delegates to the meeting. Checking the eligibility of shareholders attending the Meeting and distributing meeting documents | 13h30 – 14h00 |
| 2 | Organizing Committee: Announcing the reason, introducing the Chairman of the Congress | 14h00 – 14h30 |
| 3 | Chairman of the congress: Introducing the presidium and appointing the Secretary of the congress Report on checking the eligibility of shareholders attending the Congress | |
| 4 | Opening the Congress; Introducing and approving the Presidium; Secretariat, Vote Counting Board, Shareholder Eligibility Checking Board; | |
| 5 | The Chairman of the Congress introduces the Congress program; Approving the Working Regulations; Principles of voting; Regulations on candidacy, nomination and election at the congress. | |
| II | Congress content | |
| 1 | Presenting reports and submissions: a. Report of the General Director on business results in 2024; b. Report of the Board of Directors on operations in 2024; c. Report of the Supervisory Board on operations in 2024; d. Audited financial statements for 2024; e. Report on business results in 2024, Business plan for 2025; f. Approving the selection of an auditing/reviewing unit for the 2025 Financial Statements; g. Approving the Remuneration for 2024 and the remuneration payment plan for 2025 of the Board of Directors and the Supervisory Board; h. Approving the addition of members to the Supervisory Board for the term 2024 - 2029 i. Proposal to authorize the Board of Directors to decide on certain matters within the authority of the General Meeting of Shareholders; j. Proposal for the dividend payment for the year 2024. | 15h00 – 15h20 |
| 2 | Discussion at the Congress on the content of the submissions | 15h20 – 16h00 |
| 3 | The Congress conducts voting and election on the presented contents | 16h00 – 16h15 |
| 4 | Break and ballot counting | 16h15 – 16h45 |
| 5 | Announcing the results of the ballot counting and election | |
| 6 | Presenting the Congress Minutes and Draft Resolution of the Congress | 16h45 – 17h00 |
| 7 | Approving the Minutes and Resolution of the General Meeting of Shareholders | |
| III | Closing remarks | 17h00 |
| | The Chairman delivers closing remarks at the Congress | |

WORKING REGULATIONS
ANNUAL GENERAL SHAREHOLDERS' MEETING 2025

- Pursuant to the Enterprise Law No. 59/2020/QH14;
- Pursuant to the Securities Law No. 54/2019/QH14;
- Pursuant to the Charter of Operations of IDJ Vietnam Investment Joint Stock Company;
- Pursuant to the functions, tasks and powers of the Board of Directors of IDJ Vietnam Investment Joint Stock Company.

In order for the congress to achieve the highest consensus of shareholders, implement the plan and regulations of the Charter of Operations of IDJ Vietnam Investment Joint Stock Company. The Company's Board of Directors develops the Working Regulations of the Congress with the following specific contents:

Objectives:

- Ensuring the principles of publicity, fairness, democracy and construction;
- For the benefit of shareholders;
- Creating favorable conditions for the organization and conduct of the General Meeting of Shareholders.

CHAPTER I
GENERAL PROVISIONS

Article 1. Scope of application:

1.1 These regulations are used for organizing the annual General Meeting of Shareholders in 2025 of IDJ Vietnam Investment Joint Stock Company (hereinafter referred to as "Company" or "IDJ").

1.2 This regulation specifies the rights and obligations of parties participating in the Congress, conditions, and procedures for conducting the Congress.

1.3 Shareholders and participants are responsible for complying with the regulations in this document.

Article 2. Objectives:

2.1 Ensure the principle of publicity and transparency;

2.2 Facilitate the successful organization of the Congress in compliance with the law.

CHAPTER II

RIGHTS AND OBLIGATIONS OF PARTIES PARTICIPATING IN THE CONGRESS

Article 3. Participants of the Annual General Shareholders' Meeting:

All shareholders owning shares of the Company listed in the shareholder registry on the record date for participation in the Congress (April 18, 2025), the Organizing Committee of the Congress, and other individuals as approved by the Chairman of the Congress.

Article 4. Rights and obligations of shareholders when attending the Congress:

4.1 Rights of shareholders when attending the Congress:

a. All shareholders of the company have the right to attend and vote on matters within the authority of the General Meeting of Shareholders.

b. Shareholders may attend the General Meeting of Shareholders in one of the following forms:

- Attend the General Meeting of Shareholders directly.
- If unable to attend the Congress, shareholders may authorize another person to attend and vote on matters within their authority. This authorization must be in writing according to the form attached to the Invitation (notice of invitation) to the Company's General Meeting of Shareholders.

c. Be publicly informed by the Organizing Committee of the Congress agenda.

d. At the Congress, each shareholder or authorized representative, upon arrival, will receive a Ballot, a Written Opinion Poll, and a Ballot Paper (containing the shareholder code and the number of voting shares) after registering to attend the Congress with the Shareholder Qualification Verification Committee:

- The Ballot and Written Opinion Poll contain information about the shareholder's name, shareholder code, number of owned shares, number of represented shares, and the number of shares entitled to vote by the shareholder or representative;
- The Ballot Paper contains information about the shareholder's name, shareholder code, and the number of valid voting shares. The number of voting shares on the Ballot Paper is calculated as the total number of votes, corresponding to the total number of owned shares with voting rights multiplied by the number of members to be elected according to the cumulative voting method and the Election Regulations approved by the 2025 Annual General Meeting of Shareholders.

e. Shareholders or authorized representatives arriving late to the Congress have the right to register immediately and then participate and vote immediately at the Congress, but the Chairman is not responsible for stopping the meeting, and the validity of previous votes will not be affected. If the Vote Counting Committee is in the process of counting votes, the shareholder does not have the right to vote. The Vote Counting Committee is responsible for adding the number of shares entitled to vote at the Congress to calculate the approval rate of the voting content later.

4.2 Obligations of shareholders when attending the Congress:

- a. Shareholders attending the congress must dress politely and formally;
- b. Shareholders or authorized representatives attending the Congress must bring the following documents:
 - Invitation to the Congress;
 - Valid Identification Card or Passport.
 - Power of Attorney according to the form attached to the invitation to the Congress (in case of authorized participation in the Congress: If the Shareholder is an individual, the power of attorney must be signed by that Shareholder; If the Shareholder is a legal entity/organization, the power of attorney must be stamped and signed by the legal representative of that legal entity/organization); The authorized person attending the Congress may not re-authorize a third party.
- c. Shareholders may only officially attend and vote at the Congress after completing the registration procedures and proving that their status as a Shareholder or/and authorized representative is valid with the Shareholder Qualification Verification Committee.
- d. Shareholders/representatives of shareholders attending the meeting must complete the registration procedures with the Congress Organizing Committee.
- e. During the Congress, shareholders/representatives of shareholders must comply with the guidance and direction of the Chairman, respect the working results of the Congress, behave civilly and politely, and not cause disorder.
- f. If a Shareholder leaves the meeting before the Congress votes without notifying the Vote Counting Committee, that shareholder is considered to have a different opinion from all issues to be voted on at the Congress.
- g. Comply with the conditions and procedures specified in this Regulation.

Article 5. Rights and obligations of the Chairman of the Congress:

5.1 Chairman of the Congress:

The Chairman of the Congress is the Chairman of the Board of Directors or a person authorized by the Chairman of the Board of Directors, who plays the role of presiding over the General Meeting of Shareholders. The authorized person must be a member of the Board of Directors.

5.2 The Chairman of the Congress has the following rights and obligations:

- a. Conduct the Congress to implement the working program in a valid and orderly manner;
- b. When events arise outside the program of the General Meeting of Shareholders, the Chairman will discuss with other members of the Organizing Committee (before the Congress begins), or the Presidium (during the Congress) to find a solution. In case of many different opinions, the opinion supported by the Chairman will be decisive;
- c. Has the right to take necessary measures to conduct the meeting in a reasonable, orderly manner, in accordance with the approved program and reflecting the wishes of the majority of attendees;

d. Has the right to postpone the Congress that has enough delegates to another time and place decided by the Chairman without consulting the Congress, if it finds that:

- The meeting place does not have enough convenient seating for all attendees;
- An attendee has behaviors that obstruct, cause disorder, and risk making the meeting not conducted fairly and legally;
- The postponement is necessary for the work of the congress to be carried out in a valid manner. The maximum postponement time is no more than three days from the date the meeting is scheduled to open.

Article 6. Responsibilities of the Shareholder Qualification Inspection Committee:

6.1 The Shareholder Qualification Inspection Committee is nominated by the Chairman of the Board of Directors and approved at the Congress, with the following functions and tasks:

- Check the eligibility of shareholders and authorized representatives of shareholders to attend the meeting based on the documents they present: Check ID card/Passport, Meeting invitation, Power of attorney and accompanying documents (if any);
- Issue to shareholders or authorized representatives of shareholders Voting ballots, Written shareholder opinion ballots, Election ballots and Congress documents;
- Summarize and report to the Congress on the results of checking the qualifications of shareholders attending the Congress.

6.2 In case the person attending the meeting does not have full qualifications to attend the Congress, the Shareholder Qualification Inspection Committee has the right to refuse the person's right to attend the meeting, refuse to issue Voting ballots, Written shareholder opinion ballots, Election ballots and Congress documents.

Article 7. Responsibilities of the Congress Secretariat:

7.1 The secretariat is nominated by the Chairman and approved by the Congress through voting to assist the Congress. The secretariat is responsible to the Chairman and the Congress for its tasks.

7.2 The Secretariat performs assistance work as assigned by the Chairman, with the task of:

- Fully and truthfully record the entire content of the Congress proceedings and the issues that have been approved or noted by the shareholders at the Congress;
- Draft and present the Minutes of the Congress and Resolutions on issues that have been approved at the Congress.

Article 8. Responsibilities of the Vote Counting Committee:

8.1 The Vote Counting Committee is nominated by the Chairman of the Board of Directors and approved at the Congress. Members of the Vote Counting Committee must not be named on the list of nominations for members of the Board of Directors and members of the Supervisory Board.

8.2 The Vote Counting Committee has the task of:

- Guiding the principles and rules of voting;

- Counting the number of votes for each type: in favor, against, no opinion immediately after the Congress votes;
- Issue and collect Written shareholder opinion ballots. Confirm valid information on written shareholder opinion ballots;
- Record the results of Voting ballots and Written shareholder opinion ballots. Summarize and report to the Congress on issues that are approved or not approved in accordance with the Voting Regulations approved by the Congress;
- Guiding the principles and rules for electing members of the Board of Directors and the Supervisory Board according to the Regulations on election of members of the Board of Directors, Supervisory Board;
- Conducting the issuance, collection, and counting of ballots for electing members of the Board of Directors and the Supervisory Board of shareholders in accordance with the number of shares and voting rights of each shareholder;
- Summarizing, preparing minutes of vote counting and announcing the results to the Congress before approving the Minutes of the General Meeting of Shareholders;
- Performing other assigned tasks.

CHAPTER III

CONGRESS PROCEDURE

Article 9. Conditions for conducting the Congress:

The General Meeting of Shareholders shall be conducted when the number of attending shareholders represents at least 50% of the total number of voting shares of the Company according to the list of shareholders invited to the meeting when deciding to convene the Congress.

Article 10. How to conduct the Congress:

10.1 The Congress will discuss and approve the contents stated in the Program of the General Meeting of Shareholders in turn.

10.2 The order of conducting the Congress is specified in detail in the Program of the General Meeting of Shareholders.

Article 11. Adoption of Decisions of the Annual General Meeting of Shareholders:

11.1 Resolutions of the General Meeting of Shareholders related to the following contents are passed when 65% or more of the total number of voting shares of all attending shareholders agree:

- Type of shares and total number of shares of each type;
- Changes in industries, occupations, and business lines;
- Changes in the company's management organizational structure;
- Investment projects or sale of assets with a value of 35% or more of the total asset value recorded in the company's most recent financial statements, unless the company's charter stipulates a different ratio or value;

- Reorganization, dissolution of the company.

11.2 Except as provided in Clause 11.1 above, Decisions of the General Meeting of Shareholders are passed when 50% or more of the total number of votes of all attending Shareholders agree.

Article 12. Handling cases where the General Meeting of Shareholders fails to take place:

12.1 If within 30 minutes from the scheduled opening time of the meeting, there is not enough of the required number of shareholder representatives as stipulated in Article 9 of this regulation, then within 30 days from the date of the first meeting, the second meeting must be convened.

12.2 The second General Meeting of Shareholders shall be conducted when the number of attending shareholders represents 33% or more of the total number of voting shares. If the second congress does not have enough of the required number of delegates within 30 minutes from the scheduled opening time of the meeting, then within 20 days from the date of the second meeting, the third meeting must be convened.

12.3 The third General Meeting of Shareholders shall be conducted regardless of the total number of votes of the attending shareholders and shall have the right to decide on all matters of the Annual General Meeting of Shareholders.

Article 13. Minutes of the Annual General Meeting of Shareholders:

The chairman of the General Meeting of Shareholders and the secretary of the meeting are responsible for the accuracy of the Minutes and must organize the storage of the minutes of the General Meeting of Shareholders. The minutes of the meeting are read and approved before the meeting is closed and are kept at the company.

CHAPTER IV OTHER REGULATIONS

Article 14. Some other regulations:

14.1 Shareholders attending the congress who wish to speak must obtain the consent of the Chairman of the Congress. Shareholders should speak briefly and focus on the key contents to be exchanged, in accordance with the content of the congress program that has been approved. The Chairman of the Congress will arrange for shareholders to speak in the order of registration, and at the same time assign people in the Presidium or the Board of Directors to answer shareholders' questions;

14.2 Shareholders will be stripped of their right to attend the General Meeting of Shareholders by the Presidium of the Congress if they intentionally fail to comply with the regulations of the congress, cause disturbances, disrupt order, or take actions that directly affect the administration of the Congress.

CHAPTER V IMPLEMENTATION PROVISIONS

Điều 2. Effectiveness of the Regulation:

This Regulation includes 5 chapters, 15 articles, and is applied by the Organizing Committee of the General Meeting of IDJ Vietnam Investment Joint Stock Company to the 2025 Annual General Meeting of Shareholders of IDJ Vietnam Investment Joint Stock Company and takes effect immediately after being approved by the General Meeting of Shareholders./.

Recipient:

- *General Meeting of Shareholders;*
- *Archive HC, BOD./.*

ON BEHALF OF THE BOARD OF DIRECTORS

CHAIRMAN



Nguyen Duc Quan

PRINCIPLES AND RULES OF VOTING

ANNUAL GENERAL MEETING OF SHAREHOLDERS 2025

- *Pursuant to the Law on Enterprises No. 59/2020/QH14;*
- *Pursuant to the Law on Securities No. 54/2019/QH14;*
- *Pursuant to the Charter of Operations of IDJ Vietnam Investment Joint Stock Company.*

I. Voting principles

- In accordance with the provisions of law, the company's charter and accuracy.
- Shareholders, shareholder representatives, or proxies of shareholders shall exercise their voting rights at the 2025 Annual General Meeting of Shareholders of IDJ Vietnam Investment Joint Stock Company by using "Ballots" and "Written Opinion Ballots".
- Each shareholder has the number of voting shares equal to the number of shares that person owns and/or represents ownership of by proxy.
- "Ballots" and "Written Opinion Ballots" are pre-printed according to the form of the Organizing Committee, with the seal of IDJ Vietnam Investment Joint Stock Company.
- "Ballots" and "Written Opinion Ballots" are only valid if they are valid according to regulations.
- The voting result is calculated according to the percentage between the total number of shares of valid ballots and the total number of shares of all attending shareholders.

1. General Regulations

- Voting on the approval of reports, submissions, and resolutions of the Annual General Meeting of Shareholders shall be conducted publicly and directly under the direction of the Presidium of the Congress and shall only use ballots issued by the Organizing Committee of the Congress.
- Shareholders or authorized representatives of shareholders (hereinafter referred to as shareholders) attending the General Meeting of Shareholders with voting rights will be issued 01 Ballot and 01 Written Opinion Ballot, used to vote on the contents presented at the Congress.
- Classification of Ballots and Written Opinion Ballots:
 - + Valid Ballot: is a Ballot pre-printed according to the form issued by the Organizing Committee of the Congress, with the company's seal, the Ballot is not torn, erased, scraped, repaired and marked/commented according to the regulations on the Ballot.
 - + Invalid Ballot: is a Ballot that does not comply with the regulations of a valid Ballot.

2. Voting Method

- For the presented contents at the Congress, if the Shareholders agree, disagree or have other opinions, they should fill in their answers on the "Written Opinion Ballot" for each content and submit it to the Vote Counting Board at the Congress. In case the shareholder does not

fill in the answer on the "Written Opinion Ballot", it will be recorded that the shareholder has a different opinion.

- When voting on other contents at the Congress, if the Shareholders agree, disagree or have other opinions, they should raise the "Ballot" in turn, with the front of the Ballot facing the Chairman of the Congress.

3. Result Synthesis

- After each vote using the "Ballot", the Vote Counting Board will announce the result of the number or percentage of votes.
- For the content voted by "Written Opinion Ballot", the voting result will be summarized by the Vote Counting Board and announced before the approval of the Minutes of the General Meeting of Shareholders.
- Any complaints or questions regarding voting will be resolved immediately at the Congress.
- The voting result must be recorded in the Minutes of the General Meeting of Shareholders.

II. Approval of Voting Results

1. Resolutions, Decisions, and Submissions of the Congress are only valid when the number of shareholders owning and representing ownership is 50% or more of the total number of voting rights of all shareholders with voting rights present directly or through authorized representatives present at the General Meeting of Shareholders.
2. For Decisions and Submissions of the Congress related to Amendments and Supplements to the Charter; Types of shares and the total number of shares of each type offered for sale; Changes in the company's management organization structure; Investment projects or sale of assets with a value of 35% or more of the total asset value recorded in the company's most recent financial statements; Reorganization or dissolution of the company will only be approved when the number of shareholders owning and representing ownership is 65% or more of the total number of voting rights of all shareholders with voting rights present directly or through authorized representatives present at the General Meeting of Shareholders.

III. Effectiveness

The Principles and Rules of Voting and Speaking are effective immediately upon approval at the 2025 Annual General Meeting of Shareholders of IDJ Vietnam Investment Joint Stock Company.

Recipient:

- General Meeting of Shareholders;
- Archive HC, BOD./.

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



Nguyen Duc Quan

**REGULATIONS ON NOMINATION, RECOMMENDATION AND ELECTION OF THE
SUPERVISORY BOARD**

TERM 2024 - 2029

Article 1. Scope of adjustment and subjects of application

1. The nomination, candidacy, and supplementary election of members to the Supervisory Board (SB) of IDJ Vietnam Investment Joint Stock Company at the 2025 Annual General Meeting of Shareholders shall be conducted in accordance with this regulation.
2. This regulation applies to all shareholders owning shares of IDJ Vietnam Investment Joint Stock Company or their validly authorized representatives.

Article 2. Number and criteria of Supervisory Board members

1. Number of Supervisory Board members to be elected: 02 members
2. Term of the Supervisory Board: No more than 05 years, and Supervisors may be re-elected for an unlimited number of terms.
3. Criteria for Supervisors:

Members of the Supervisory Board must meet the following criteria and conditions:

- a. Not be subject to the provisions of Clause 2, Article 17 of the 2020 Enterprise Law;
- b. Be trained in one of the majors of economics, finance, accounting, auditing, law, business administration, or a major suitable for the business activities of the enterprise;
- c. Not be a family member of a member of the Board of Directors, Director or General Director, or other manager;
- d. Not be a company manager; not necessarily a shareholder or employee of the company;

Members of the Supervisory Board must not fall into the following cases:

- a. Working in the accounting or finance department of the company;
- b. Being a member or employee of an auditing organization approved to audit the company's financial statements in the preceding 03 years.

Article 3. Right to nominate and stand for election as a member of the Supervisory Board

Shareholders holding common shares at the time of chốt Danh sách tham dự Đại hội, owning shares for a continuous period of 06 months, have the right to nominate and stand for election as members of the SB with the following quantities:

1. Shareholders, groups of shareholders owning from 5% to less than 10% of the total number of voting shares may nominate a maximum of one (01) candidate;
2. Shareholders, groups of shareholders owning from 10% to less than 30% of the total number of voting shares may nominate a maximum of two (02) candidates;
3. Shareholders, groups of shareholders owning from 30% to less than 50% of the total number of voting shares may nominate a maximum of three (03) candidates;
4. Shareholders, groups of shareholders owning from 50% to less than 65% of the total number

of voting shares may nominate a maximum of four (04) candidates;

5. Shareholders, groups of shareholders owning from 65% of the total number of voting shares or more may nominate enough candidates.

In the event that the number of candidates through candidacy and nomination is still not sufficient according to the provisions of the Company's Charter and the law, the incumbent Board of Directors shall introduce additional candidates. The list of candidates nominated by the incumbent BOD will be clearly announced at the AGM before the election is conducted.

Article 4. Application for candidacy and nomination of candidates for election to the Supervisory Board

1. The application for candidacy and nomination of candidates for election to the SB includes:
 - a. Application for candidacy, nomination as a member of the SB (according to the form);
 - b. Curriculum vitae self-declared by the candidate with a photo attached (according to the form);
 - c. Valid copy of ID card/Passport;
 - d. Valid copies of degrees, diplomas, and certificates certifying cultural and professional qualifications.
 - e. Confirmation of the number of shares owned continuously for the last 6 months
2. Applications for nomination and candidacy must be sent to the head office of IDJ Vietnam Investment Joint Stock Company before 17:00 on May 15, 2025.

Article 5. Selection of candidates

Based on the applications for nomination and candidacy for members of the SB of shareholders or groups of shareholders, the Organizing Committee of the 2025 Annual General Meeting of Shareholders will check the validity of the applications and compile a list of candidates who meet the prescribed conditions for election to the SB. The list of candidates for election to the SB will be approved at the General Meeting.

Article 6. Form and method of election

1. The election of members of the Supervisory Board of IDJ Vietnam Investment Joint Stock Company will be conducted directly, by secret ballot at the General Meeting, using the cumulative voting method.
2. Each shareholder has a total number of voting rights corresponding to the total number of shares represented (including the number of shares owned, and/or authorized) multiplied by (x) the number of members elected to the SB (1 - is the number of SB members elected as mentioned in Article 3 of this Regulation. Specifically, according to the following formula:

$$\boxed{\text{Total number of voting rights}} = \boxed{\text{Total number of shares represented}} \times \boxed{\text{Number of members elected to the SB}}$$

3. Shareholders have the right to pool all of their voting rights for one candidate or divide their total voting rights among several candidates, provided that the total number of votes for the

candidates of a shareholder does not exceed the total number of votes allowed to that shareholder.

Article 7. Ballots and ballot recording

1. Ballots:

- a. Ballots issued by IDJ Vietnam Investment Corporation are printed uniformly, have the seal of IDJ Vietnam Investment Corporation, and include the shareholder's code, full name, number of shares owned, and number of authorized shares (if any);
- b. Shareholders or authorized representatives are issued 01 ballot simultaneously according to the attendance code (owned and authorized);
- c. When receiving ballots, shareholders or shareholder representatives must check the information on the ballot. If there are any errors, the shareholder must immediately notify the Ballot Counting Committee to exchange for another ballot.

2. How to fill out the ballot:

- a. When agreeing to vote for a candidate, the shareholder/authorized representative of the shareholder writes the number of votes they want to cast in the blank box in the row corresponding to that candidate's name.
- b. If you do not agree to vote for any candidate, the shareholder/authorized representative of the shareholder leaves the blank box empty or enters "0" in the blank box in the row corresponding to that candidate's name.
- c. The total number of votes for the candidates must not exceed the total number of votes that the shareholder/shareholder representative has the right to vote.

3. A ballot is valid when it meets the following conditions:

- a. It is a ballot issued by the GMS Organizing Committee as stipulated in Clause 1 of this Article. The ballot is not scraped, modified, erased, or contains sufficient information as instructed in Clause 2 of this Article.
- b. The ballot is for a candidate whose name is on the list and within the number of members to be elected that has been approved by the General Meeting of Shareholders.
- c. The number of votes for the candidates has been rounded to the nearest whole number; fractions are not allowed.
- d. The total number of votes for the Board of Supervisors must be less than or equal to the total number of votes allowed to that shareholder.
- e. The ballot is signed by the shareholder/authorized representative, with their full name clearly written.

4. A ballot is invalid in one of the following cases:

- a. It is not a ballot issued by the GMS Organizing Committee. The ballot is scraped, modified, erased, or does not contain sufficient information as instructed in Clause 2 of this Article (in case of incorrect or mistaken entries, contact the Organizing Committee to exchange for a new ballot).
- b. The ballot votes for more members of the Board of Supervisors than have been approved

by the General Meeting.

- c. The ballot crosses out a candidate's name or adds another person's name to the list.
- d. The number of votes for a candidate is fractional and not rounded to the nearest whole number.
- e. The ballot has a total number of votes for the Board of Supervisors exceeding the total number of votes allowed to that shareholder.
- f. The ballot is not signed and does not clearly state the full name.

Article 8. Voting and counting votes

- 1. Voting begins when announced by the Chairman or the Head of the Ballot Counting Committee and ends when the last shareholder casts their ballot into the ballot box.
- 2. The Ballot Counting Committee inspects the ballot box in the presence of the shareholders.
- 3. Shareholders only cast ballots into the sealed ballot box supervised by the Ballot Counting Committee.
- 4. The ballot counting must be conducted by the Ballot Counting Committee in the ballot counting room immediately after the voting ends; before opening the ballot box, the Ballot Counting Committee must count, record, and seal the number of unused ballots. The Ballot Counting Committee must not cross out, modify, or correct the ballots.

Article 9. Principles for determining election results

- 1. For members of the Board of Supervisors: The candidates who are elected as members of the Board of Supervisors are determined by the number of votes, from highest to lowest, starting from the candidate with the highest number of votes until the number of members that the General Meeting of Shareholders has voted for is reached.
- 2. In the event that two or more candidates receive the same number of votes for the last member of the Board of Directors, the person who owns or represents more shares will be selected.

Article 10. Preparation and announcement of the Ballot Counting Record

- 1. After counting the votes, the Ballot Counting Committee must prepare a Ballot Counting Record.
- 2. The Ballot Counting Committee announces the results to the General Meeting and it is recorded in the Resolution of the General Meeting.

Article 11. Right to question

Shareholders/shareholder representatives have the right to question and complain about the election and vote counting. The Chairman of the General Meeting and the Ballot Counting Committee are responsible for explaining and clarifying the shareholders' questions, which are recorded in the minutes of the General Meeting of Shareholders.

Article 12. Effectiveness of the Regulations

This regulation takes effect after being approved by the General Meeting of Shareholders and only applies to the election of members of the Supervisory Board for the 2024-2029 term of IDJ Vietnam Investment Joint Stock Company.

Recipient:

- General Meeting of Shareholders;
- Archive, BOD./.

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



Nguyen Duc Quan

**REPORT OF THE GENERAL DIRECTORATE
IDJ VIETNAM INVESTMENT JOINT STOCK COMPANY**

Dear: Shareholders of IDJ Vietnam Investment Joint Stock Company

- *Pursuant to the Charter on organization and operation of IDJ Vietnam Investment Joint Stock Company;*
- *Pursuant to the business operations and management - administration of IDJ Vietnam Investment Joint Stock Company.*

The General Directorate would like to report to the General Meeting of Shareholders of IDJ Vietnam Investment Joint Stock Company the following contents:

I. REPORT ON BUSINESS RESULTS IN 2024

1. Assessment of the general situation in 2024

2024 continues to be a challenging year for the Vietnamese economy in general and the real estate industry in particular. Strong movements from the global economic context, domestic policies, credit flows and market sentiment have directly affected the production and business activities of real estate businesses, including IDJ Vietnam Investment Joint Stock Company.

1.1. Macroeconomic and policy situation

In the context of global economic uncertainty, Vietnam's economy continues to maintain a positive growth rate thanks to flexible fiscal policies and the clear recovery of key sectors (manufacturing, exports, domestic consumption). Inflation remains under control at below 4%, while policy interest rates have gradually declined since the second half of 2024, creating more favorable conditions for businesses to access loans.

However, the real estate market still faces significant obstacles: tightened real estate credit policies continue to indirectly impact purchasing power and disbursement progress for many developers; although the government has been promoting reforms in legal procedures, investment licensing, and planning adjustments, implementation remains inconsistent across localities, delaying many real estate projects or preventing them from reaching the market at the right time. Investor and customer sentiment remains cautious, especially in the investment and resort real estate segments, while the actual demand for urban housing remains high but is hindered by legal bottlenecks and limited suitable supply.

The housing market in tier-I cities and provincial capitals continues to record strong real demand, especially in the mid-range apartment segment, high-rise condominiums, and housing integrated with urban amenities. However, new supply remains limited due to legal barriers and rising implementation costs. IDJ Vietnam continues to focus on areas with high real demand and good absorption rates, such as Lang Son and Bac Giang, with a project development strategy that integrates infrastructure and services, modern amenities, and emphasizes green landscape architecture.

Meanwhile, the resort real estate market shows signs of recovery, particularly in locations with strong tourism advantages. However, mass-market resort properties lacking a well-structured operational model still face challenges in attracting secondary investors. On the other hand, projects associated with professional management brands and high-end resort models (wellness, experiential) are gradually regaining attention. With its focus on developing the Mandala hotel brand and a chain of high-end condotel/hotel properties in Mui Ne, Ninh Thuan, Phu Yen, Ninh Binh, Hoa Binh, etc., IDJ Vietnam has aligned with market trends and is well-prepared for the recovery cycle from 2025 onward

1.2. Tourism – Hospitality Sector: Recovery Momentum Creates Breakthrough Opportunities

Vietnam's tourism industry in 2024 experienced a strong recovery in both domestic and international markets, especially from Q2/2024, when visa policies, air connectivity, and tourism promotion efforts were intensified. International arrivals reached nearly 12 million, exceeding the initial targets set for the year, leading to a significant increase in demand for accommodation, resort stays, and related services. Integrated hotel models with amenities, professional operations, and high-experience value (wellness, resort, retreat) have become increasingly popular. This presents an opportunity for IDJ to continue expanding the Mandala Hotel & Spa ecosystem, not only adding value to resort real estate products but also increasing sustainable revenue from hotel operations

Summary

The economic and market context in 2024, while still facing many challenges, also opens up opportunities for businesses with strong internal foundations, clear strategic visions, and flexible deployment capabilities. With a focus on developing a comprehensive real estate - construction - operation - service ecosystem, IDJ Vietnam continues to strengthen its position in strategic markets, creating a solid foundation for the acceleration phase of 2025 - 2026.

2. Management Board's Assessment Report

2.1 Business Results in 2024

In 2024, amidst many fluctuations in the real estate market, IDJ Vietnam maintained its focus on the core areas of real estate and construction, while enhancing operational efficiency across the entire chain through a closed ecosystem. However, pressure from the market, credit policies, and project deployment conditions significantly impacted business results.

Unit: VND

| No. | Indicator | Year 2023 | Year 2024 |
|-----|-------------------|-----------------|-----------------|
| 1 | Net revenue | 862.043.543.600 | 717.542.138.019 |
| 2 | Profit before tax | 141.470.524.866 | 120.878.698.039 |
| 3 | Profit after tax | 109.408.912.172 | 95.594.301.336 |

(Source: 2024 Audited Consolidated Financial Statements)

IDJ Vietnam closed the year 2024 with business results recorded in its consolidated financial statements: 717 billion VND in revenue and 95.6 billion VND in after-tax profit. Although this growth did not meet expectations and was lower than in 2023, it remains a clear testament to the

company's flexible operational strategy amid challenges in the real estate market. As new laws require time to be effectively implemented, IDJ Vietnam has continued stable operations and ensured a steady revenue stream, primarily from the handover of products at the Apec Mandala Wyndham Mui Ne project. These results not only reflect the company's ability to adapt to fluctuations but also affirm its strong internal capabilities during a difficult year.

2.2 Business Operation Deployment Status in 2024

With a pioneering spirit and positioning as a responsible real estate developer, IDJ Vietnam always aligns its growth strategy with the mission of contributing to the community and promoting sustainable development in local areas. In each region where IDJ is present, the Company not only implements pure real estate projects but also creates iconic structures with unique concepts, tailored to market needs and in harmony with local cultural identity.

Projects developed by IDJ are implemented with a professional process, in collaboration with renowned architects, reputable contractors, and leading consulting - operation management units. Each project aims to build an integrated, multi-utility ecosystem, contributing to improving the quality of life, promoting tourism, and local economy. Thanks to the steadfast commitment to a long-term development strategy, the IDJ Vietnam brand is increasingly appreciated by shareholders and investors for its management capabilities, creativity in product models, and market development vision.

In 2024, the deployment status of IDJ Vietnam's projects is as follows:

APEC Mandala Wyndham Mui Ne: With a scale of four 27-story towers comprising 2,912 hotel apartments along with a fully operational 5-star amenity system, this is the largest project that has generated multi-trillion revenue for IDJ Vietnam in recent years. In 2024 alone, revenue recorded from sales at the Mui Ne project exceeded 670 billion VND, accumulating a total of 2,078 billion VND since the project's launch. The remaining projected revenue of approximately 1,712 billion VND from real estate sales at the project is expected to be completed by IDJ Vietnam within the next two years. Additionally, once operational, the project will provide stable income from hotel operation and rental activities.

APEC Diamond Park Lang Son – Phase 2: Following the success of Phase 1 (with 229 shophouses sold and handed over, generating 1,200 billion VND in revenue and 302 billion VND in after-tax profit), IDJ Vietnam is now developing Phase 2, which includes a commercial service area and high-rise residential buildings. In 2024, the company has focused on completing legal documentation and product design for the new phase, ensuring readiness for business deployment when market conditions become favorable.

Nam Hong – Hong Phong Industrial Cluster: IDJ Vietnam is carrying out procedures for planning adjustments and submitting them to the Hai Duong Provincial People's Committee for approval. Once the policy is approved, the company will proceed with investment preparations and land clearance to implement the industrial cluster project.

APEC Mandala Grand Phu Yen: The project is in the process of completing relevant legal procedures, establishing a solid legal foundation before proceeding with further investment steps.

Apec Dubai Tower Ninh Thuan: The project is completing land clearance and relevant legal procedures to ensure readiness for construction when market conditions are favorable.

Apec Infinity Tower Thai Nguyen: The project is completing land clearance to develop surrounding infrastructure, ensuring eligibility for investment policy approval and related legal procedures, ready for groundbreaking when conditions permit.

II. BUSINESS OPERATION PLAN FOR 2025

2.1 Project implementation plan under IDJ

Nam Hong Phong Industrial Cluster Project (Hai Duong):

- IDJ predicts that 2025 will be a breakthrough year for industrial real estate. The company aims to complete the 1/500 detailed planning adjustment, obtain investment policy approval, carry out land clearance, and commence technical infrastructure construction within the year. Simultaneously, IDJ will actively seek and engage with potential investors in sectors such as electronics manufacturing, logistics, and food processing to sign preliminary land lease agreements, ensuring that the project generates revenue right from the early implementation phase.

- The expected plan is as follows:

- Q3/2025: Complete the application for approval of the 1/500 detailed plan
- Q4/2025: Complete procedures for connecting transport infrastructure
- Q1/2026: Complete procedures for environment, design, and fire prevention and fighting
- Q2/2026: Obtain construction permit, commence the project

Apec Diamond Park Lang Son Project (Phase 2):

- Lang Son is a market where mid-to-high-end apartments are still relatively new, presenting both opportunities for growth and challenges. The Board of Directors has directed the Executive Board to thoroughly research the market, integrate impressive product designs tailored to target customer preferences, and make this a key factor in ensuring the success of Phase 2. The Executive Board aims to complete the legal procedures for the project in 2025, develop a unique and compelling product concept, and prepare for construction and sales when market conditions are favorable

Apec Mandala Wyndham Mui Ne Project:

- In 2025, the company will execute a campaign to sell the remaining condotel units, leveraging a specialized agency network within the resort real estate segment. IDJ plans to apply digital technology and AI in customer care processes, optimizing the sales operation system to reduce costs and improve transaction efficiency. Regarding operational management, the Executive Board will focus on reinvesting in service infrastructure upgrades, enhancing customer experience to increase occupancy rates and average rental revenue (ARR), thereby boosting property value and product liquidity.

Apec Infinity Tower Thai Nguyen Project:

- Capturing the strong urbanization trend and the planned administrative expansion between Thai Nguyen and Bac Kan, IDJ has identified downtown Thai Nguyen as a strategic area for developing a premium apartment model in the province's new administrative center. The project promises to set a new living standard while effectively leveraging the potential for real estate value appreciation in the near future. The Executive Board aims to finalize the legal framework and product development strategy in 2025, focusing on high-rise luxury apartments with modern design and superior amenities, catering to young professionals, experts, government employees,

and the growing middle-class population. Detailed market research and a structured sales strategy will be the foundation for efficient project deployment once market conditions allow.

- The expected implementation plan is as follows:
 - Q1/2026: Apply for approval of investment policy and detailed planning.
 - Q3/2026: Approve construction permit, commence the project.
 - Year 2028: Handover and put into use

Apec Mandala Grand Phu Yen, Apec Dubai Tower Ninh Thuan:

- The year 2024 marks a significant milestone in refining the legal framework for the condotel and resort villa segment, as regulations regarding land use rights certificates and property certification for these asset types are gradually being clarified. This development helps restore market confidence and opens new opportunities for large-scale resort projects in tourism-rich locations.

- However, the market continues to face challenges from the high inventory of older projects, while demand, despite recovering, has not yet surged. Therefore, to attract customers, new projects must be built on a foundation of differentiated product strategies, impressive designs, and strong brand positioning.

- The Executive Board has determined that the priority for 2025 is to complete the legal procedures and land clearance for the Apec Dubai Tower Ninh Thuan project while simultaneously researching and developing unique product concepts for both projects, aligned with the high-end resort trend. Preparations will be carried out methodically, ensuring readiness for the construction phase and sales deployment as soon as the market shows clear signs of recovery.

2.2 Construction general contractor plan for projects under the Apec Group ecosystem

OCT5 Project – 55 Nguyen Van Cu, Bac Giang City

- Bac Giang is emerging as one of the fastest-growing industrial hubs in Northern Vietnam, attracting a large number of foreign experts, engineers, and high-quality workers who come to live and work. The strong expansion of industrial zones has driven increasing demand for premium housing, particularly in the city center—where infrastructure, amenities, and regional connectivity are well-developed.

- The OCT5 project is a 22-story high-rise, strategically located on Nguyen Van Cu Street, the administrative and commercial hub of Bac Giang City. This project follows the success of Apec Aqua Park (OCT8), a 29-story building jointly developed by IDJ Vietnam and Asia-Pacific Investment Joint Stock Company.

- In 2025, IDJ Vietnam will continue to act as the general contractor and project manager for OCT5, aiming to Commence project construction in Q3/2025, Complete foundation inspection and officially launch product sales in Q1/2026 and Handover for use in Q4/2027.

- OCT5 is expected to build on IDJ's successful track record in Bac Giang by meeting the rapidly growing real housing demand while shaping the high-rise apartment segment in one of Vietnam's most dynamic industrial cities. The projected revenue from the project is estimated at 600 billion VND.

APEC Golden Palace Project – 85 Le Dai Hanh, Lang Son City

- The project consists of a 30-story high-rise, centrally located in Lang Son City. As the first premium condominium complex in the area, it is designed to establish a modern and comfortable living standard for residents. The project features smart designs with moderately sized apartments optimized for functionality, while integrating a diverse range of amenities (four-season swimming pool, gym & yoga studio, BBQ garden, children's playground, VIP reception lounge, etc.) to fully meet the needs of living, leisure, and community interaction for its residents.

- IDJ Vietnam plays the role of general contractor for construction and construction management, and also cooperates with Asia-Pacific Joint Stock Company to develop the project. With a tightly planned implementation process:

- QIV/2025: Project commencement.
- QI/2026: Acceptance of the foundation, officially launching products to the market.
- QI/2028: Handover for use.

- APEC Golden Palace is expected to elevate the urban landscape of Lang Son, transforming traditional living habits of the local population and serving as a catalyst for future real estate developments in the area. The projected total contractor revenue is approximately 750 billion VND.

2.3 Operation, exploitation and brand development plan

Develop the Mandala Hotel & Spa brand

- IDJ Vietnam aims to continue enhancing service quality across its Mandala-branded resort hotel system (including Mandala Hotel & Suites Hai Duong, Mandala Retreats Kim Boi, and Mandala Cham Bay Mui Ne), offering premium stay experiences that meet the growing demands of both domestic and international travelers.

- The company will make substantial investments in infrastructure, train a professional workforce, standardize operational processes, expand wellness services, and integrate a loyalty program to increase room occupancy and improve average room rates (ARR). IDJ strives to establish Mandala as a trusted and beloved resort hotel brand, contributing to the company's prestige in Vietnam's tourism market.

- Additionally, IDJ is researching the development of high-quality service models that combine natural therapies with modern technology, collaborating with both local and international experts to create comprehensive wellness centers, therapeutic spa chains, and premium resorts aligned with the wellness trend.

Optimize office and commercial center operations

- IDJ Vietnam applies a flexible office rental model (subdividing spaces, offering hourly/daily rentals), integrating community event spaces to maximize asset utilization efficiency.

- The company also leverages AI and data analytics to optimize operating costs and enhance tenant experiences.

- Additionally, IDJ actively attracts partners in the F&B, entertainment, and education sectors to boost customer traffic, thereby improving occupancy rates and service revenue at its commercial centers.

- Currently, all commercial spaces owned by IDJ are in prime, central locations with strong growth potential. In 2025, IDJ will continue to expand its leasing activities at major projects

such as Grand Plaza, Hai Duong, Phu Yen, Mui Ne..., aiming to become a reliable partner, accompanying businesses in their journey to conquer the market.

a. Financial and management solutions

- Establish and expand cooperative relationships with financial institutions and commercial banks to ensure stable financial resources for investment plans.
- Implement strict control over operating costs and sales expenses, striving to reduce the sales expense/revenue ratio by at least 10% compared to 2024.
- Promote the application of digital transformation in internal management, sales, and customer care:
 - Use AI to analyze customer behavior and optimize marketing campaigns.
 - Apply CRM and CDP systems to improve management efficiency and service quality to customers.

3. Business plan targets for 2025:

| No. | Content | Value (VND) |
|-----|-------------------|-----------------|
| 1 | Total Revenue | 898.400.000.000 |
| 2 | Profit before tax | 39.600.000.000 |
| 3 | Profit after tax | 27.300.000.000 |

III. CONCLUSION

The year 2024 closes with many fluctuations and challenges, but it is also a pivotal time for IDJ Vietnam to affirm its internal strength, adaptability, and steadfastness to the set sustainable development strategy. In the context of a real estate market with many difficulties, the Company still maintains stable business operations, gradually commercializing key projects, and developing a closed real estate - operation ecosystem to enhance long-term value.

Stepping into 2025, the Management Board of IDJ Vietnam identifies this as a year of strong acceleration on all fronts:

- Promote the development of urban housing and resort real estate;
- Expand into the field of industrial real estate, seizing the trend of global investment shift;
- Strengthen the role of general contractor, being more proactive in managing construction progress and quality;
- Strongly develop the Mandala Hotel & Spa brand, optimize asset operations, and increase exploitation cash flow;
- Apply digital transformation, improve internal management, sales, and customer care capabilities.

With the foundations built in 2024, along with high determination, innovative thinking, and a sense of responsibility, the Management Board of IDJ Vietnam is committed to making maximum efforts to complete the set targets, creating a breakthrough development for the Company in 2025 and the following years, while bringing practical benefits to shareholders, partners, and the whole society.

Sincerely thank you, esteemed shareholders./.

Recipient:

- *IDJ General Meeting of Shareholders;*
- *Board of Directors, Supervisory Board;*

**ON BEHALF OF THE GENERAL
MANAGEMENT BOARD
GENERAL DIRECTOR**




Nguyen Manh Cuong

**REPORT OF THE BOARD OF DIRECTORS
IDJ VIETNAM INVESTMENT JOINT STOCK COMPANY**

Dear: Shareholders of IDJ Vietnam Investment Joint Stock Company

The Board of Directors of IDJ Vietnam Investment Joint Stock Company would like to send to the Shareholders a report including the following main contents:

I. Remuneration, operating expenses and other benefits of the Board of Directors and each member of the Board of Directors

IDJ's Board of Directors consists of 04 members, including:

1. Mr. Nguyen Duc Quan - Chairman
2. Mr. Nguyen Manh Cuong - Member
3. Mr. Ngo Thanh Trung - Member
4. Ms. Nguyen Thi Ngoc Ha - Member

The actual remuneration of the Board of Directors in 2024 is: VND 285,387,096 (In words: Two hundred eighty-five million three hundred eighty-seven thousand ninety-six dong)

II. Meetings of the Board of Directors and decisions of the Board of Directors in 2024

In 2024, the Board of Directors held 14 meetings with the participation of members of the Board of Directors. The Board of Directors closely followed the orientation of the Resolution of the 2024 Annual General Meeting of Shareholders and the actual situation of the Company to manage the Company's activities; approved issues according to management decentralization for the General Director and specialized departments to implement.

| No. | No. NQ/QĐ | Date | Content |
|-----|-----------------------|------------|---|
| 1 | 03/2024-NQ-HĐQT | 21/03/2024 | Board Resolution on convening the General Meeting of Shareholders |
| 2 | 06/2024/NQ-HĐQT | 1/4/2024 | Board Resolution on the appointment of General Director |
| 3 | 04/05/NQ/HĐQT | 4/5/2024 | Board Resolution on the request for credit and underwriting guarantee |
| 4 | 10/2024/IDJ/NQ-ĐHĐCĐ | 28/05/2024 | Board Resolution on personnel appointment |
| 5 | 10B/2024/IDJ/NQ-ĐHĐCĐ | 28/05/2024 | Board Resolution on remuneration of the Board of Directors |
| 6 | 0706/2024/IDJ/NQ-HĐQT | 6/6/2024 | Board Resolution on credit granting, underwriting guarantee |
| 7 | 2006/NQ/HĐQT | 20/06/2024 | Board Resolution on credit granting for underwriting guarantee |
| 8 | 12/NQ/HĐQT | 24/07/2024 | Resolution on approving A&C Auditing Company |
| 9 | 14/2024/NQHDQT-IDJ | 20/08/2024 | Resolution appointing Mr. Nguyen Huu Dat as Chief Accountant of IDJ |
| 10 | 16/2024/IDJ/NQ-HĐQT | 22/08/2024 | Resolution on investing in API shares |

| | | | |
|----|---------------------|------------|--|
| 11 | 18/2024/IDJ/NQHĐQT | 14/11/2024 | Resolution on relieving Mr. Nguyen Doan Tung from the position of General Director |
| 12 | 19/2024/IDJ/NQHĐQT | 14/11/2024 | Resolution on appointing Mr. Nguyen Manh Cuong as General Director |
| 13 | 21/2024/IDJ/NQ-HĐQT | 23/12/2024 | Resolution on entrusting investment to MDL Company |
| 14 | 23/2024/IDJ/NQ-HĐQT | 27/12/2024 | Resolution on entrusting investment to MDL Company |

III. Report on Transactions Between the Company and Related Parties in 2024.

This report summarizes transactions between IDJ Vietnam (including the parent company, subsidiaries, and companies controlled by IDJ with over 50% charter capital) and members of the Board of Directors, individuals related to Board members, or transactions between IDJ and companies where IDJ Board members have been founding members or managers within the last three years before the transaction, in accordance with the Enterprise Law and Securities Law. A total of 08 transactions occurred in 2024, primarily related to business activities:

| No. | Name of organization, individual | Related relationship with the Company | Transaction time | Content, quantity |
|-----|---|---------------------------------------|------------------|---|
| 1 | Asia Pacific Securities Joint Stock Company | Related person of insider | 2024 | APS provides consulting services to IDJ |
| | | | | IDJ leases premises |
| 2 | Asia Pacific Investment Joint Stock Company | Related person of insider | 2024 | Reduced acceptance value of IDJ-API construction contract according to settlement documents |
| | | | | IDJ leases premises |
| | | | | Offset IDJ receivables |
| | | | | Offset IDJ payables |
| 3 | Apec Land Hue Joint Stock Company | Other related | 2024 | IDJ purchases fixed assets |
| 4 | Apec Group Joint Stock Company | Related person of insider | 2024 | Debt offset |
| | | | | Loan interest incurred |
| | | | | IDJ leases premises |
| | | | | IDJ purchases goods and services |
| 5 | Apec Hoa Binh Investment JSC | Subsidiary | 2024 | IDJ repays principal to Apec Hoa Binh |
| | | | | Interest on Apec Hoa Binh's loan to IDJ |
| 6 | Thai Nguyen Printing JSC | Subsidiary | 2024 | Interest expense incurred during the year |

| | | | | |
|---|-------------------------------|--------------------------|------|---|
| 7 | Kim Boi Trade and Tourism JSC | Related party of insider | 2024 | IDJ provides construction services |
| 8 | Loc Phat Binh Thuan Co., Ltd. | Related party of insider | 2024 | Interest on IDJ's loan to Loc Phat Binh Thuan |

IV. Activities of the Board of Directors and performance results of the Board of Directors

In 2024, the Board of Directors actively and proactively participated in all key company activities, aiming to ensure effective, transparent, and sustainable operations. The Board held regular and extraordinary meetings in accordance with regulations, focusing on in-depth discussions and strategic directives for the execution of IDJ's key projects. Throughout the year, the Board guided the Executive Board in carrying out comprehensive tasks, from completing project legal procedures to planning sales and operations, ensuring progress and investment efficiency:

Assessment of the activities of the Board of Directors by independent members of the Board of Directors

- In the fiscal year 2024, the Company's Board of Directors (BOD) consists of 4 members, including 01 independent member of the Board of Directors, Ms. Nguyen Thi Ngoc Ha.

- Overall assessment, Ms. Nguyen Thi Ngoc Ha — an independent member of the Board of Directors — said that the Board of Directors has performed well its management and supervision role, effectively implementing the plans, policies and strategies approved by the General Meeting of Shareholders (GMS). Board meetings are held regularly and extraordinarily when necessary, to promptly direct and adjust the Company's operations in accordance with the actual situation.

-In addition, the Board of Directors has closely coordinated with the General Management Board in finding solutions to remove difficulties, flexibly responding to market fluctuations, ensuring the maintenance of stable and sustainable production and business activities in 2024.

Results of supervision of the General Management Board.

In 2024, the Board of Directors continued to effectively oversee the operations of the Executive Management. The real estate market faced numerous macroeconomic challenges, including tightened credit, high interest rates, exchange rate fluctuations, and prolonged legal obstacles. These factors significantly impacted capital mobilization and project implementation for businesses, including IDJ Vietnam. In response to these conditions, the Executive Management proactively assessed and adjusted the business strategy flexibly, actively seeking alternative financial solutions to maintain stable operations. With its clean land bank, transparent governance, and years of accumulated credibility, IDJ has maintained its competitive position in the market with products aligned with new investment trends.

Some key achievements in the management and operations of the Executive Management in 2024 include:

- **Real Estate Project Development:** In 2024, real estate remained a strategic priority for IDJ. The company focused on completing legal procedures, accelerating land clearance, and preparing for groundbreaking on new projects. The Executive Management devised product strategies and sales policies that enhance investment efficiency despite market fluctuations.
- **Expansion of the Mandala Resort Hotel Brand:** The Executive Board emphasized service quality enhancement at Mandala hotels (Hai Duong, Kim Boi, Mui Ne), aiming to standardize operations and expand wellness services. The company has invested in infrastructure, staff training, and the development of a loyalty program to increase occupancy rates and average room revenue, thereby strengthening the Mandala brand's position in the resort tourism sector.
- **Office and Commercial Center Operations:** IDJ Vietnam has implemented a flexible office rental model tailored to demand (small-space rentals, hourly/daily leasing), while integrating community event spaces to optimize asset utilization efficiency. Additionally, the company has actively attracted F&B, education, and entertainment partners to operate within its commercial centers, increasing customer traffic and improving occupancy rates for leased spaces

V. Report on contents approved by the General Meeting of Shareholders but not implemented in 2024

- The 2024 Annual General Meeting of Shareholders approved the plan for handling loans and recovering advances. However, in 2024, the implementation of this plan at IDJ did not proceed as expected, as additional time was needed to fulfill the necessary conditions. The details are as follows:

- + **Loan to Apec Thai Nguyen shareholder:** This loan is secured by shares in Apec Thai Nguyen Investment Joint Stock Company. After a review and reassessment of financial conditions, secured assets, and a preliminary valuation of shares in Apec Thai Nguyen, it has been determined that reassessing the value of the secured assets requires additional time due to legal factors, property ownership rights attached to the land, and the actual value of the project. This is a complex process that necessitates the involvement of specialized consulting units to ensure accuracy and transparency. Therefore, to maintain caution and effectiveness in handling this liability, the Board of Directors is continuing to study and carefully consider the option of acquiring shares as well as the asset ownership strategy for the land at the Apec Thai Nguyen project.
- + **Loan to Apec Finance:** During implementation, the partner company, APEC Finance—currently owning the Thuan Thao project through Loc Phat Binh Thuan Co., Ltd.—has made adjustments to asset valuation, considering that the project's value has significantly increased compared to the initial assessment. At present, APEC Finance's loan is secured by its capital contribution in Loc Phat Binh Thuan Co., Ltd.; however, the two parties have yet to reach an agreement on the value of this collateral. As a result, negotiations are ongoing to determine a suitable solution. Possible scenarios include: recovering the entire

loan and acquiring a portion of the capital contribution in Loc Phat Binh Thuan Co., Ltd.; or IDJ taking over the entire capital contribution and compensating APEC Finance for the difference, depending on the final negotiation outcome.

- + Advance payment: The Board of Directors is carefully evaluating the potential and long-term development strategy for the Cuc Phuong project. Currently, negotiations and the transfer of shares related to the project are ongoing; however, the process has yet to be completed due to outstanding issues in transferring the remaining shares and related legal matters. As a result, this advance payment cannot be reimbursed to the company until all procedures are fully resolved.

Therefore, to ensure flexibility in investment strategy implementation, the Board of Directors is actively engaging in negotiations with partners and relevant parties regarding loan management and advance recovery. These adjustments are made based on the principles of efficient capital utilization, transparency, and regulatory compliance. Additionally, they are expected to optimize resources and enhance long-term investment value for shareholders.

- The Board of Directors has not yet executed the dividend payment plan as per the resolution of the 2024 Annual General Meeting of Shareholders. Based on business performance in 2024 and IDJ's plans for 2025, the Board prioritizes maintaining cash flow to support investment activities and ensure stable financial capacity for the company. Accordingly, the Board seeks shareholder approval to adjust the dividend distribution plan to be in the form of shares in 2025.

1. Board of Directors' operating plan for 2025

In 2025, the Board of Directors of IDJ Vietnam will continue guiding the company's development towards stability and sustainability, concentrating resources on completing and efficiently operating existing projects while proactively exploring opportunities to expand land holdings in high-potential areas. The Board will closely oversee the following key activities.

- **Real estate project deployment:** Continue completing legal procedures, accelerating construction and sales activities at key projects (such as Apec Diamond Park Lang Son, Apec Mandala Wyndham Mui Ne, Apec Mandala Grand Phu Yen, Apec Dubai Tower Ninh Thuan...). At the same time, push investment preparations for new projects such as the Nam Hong – Hong Phong Industrial Cluster (Hai Duong) and Apec Infinity Tower Thai Nguyen, anticipating urban and industrial real estate development trends.

- **Role of general construction contractor:** Participate as the general contractor for construction and management of ecosystem projects (such as OCT5 Bac Giang and Apec Golden Palace Lang Son), ensuring projects are executed on schedule, meet quality standards, and achieve the desired business efficiency.

- **Hotel - commercial operation:** Enhance service quality at Mandala Hotel & Suites Hai Duong, Mandala Retreats Kim Boi, and Mandala Cham Bay Mui Ne; implement new management models and develop resort complexes in line with the wellness trend. Strengthen commercial leasing at major centers (Grand Plaza, Hai Duong, Phu Yen, Mui Ne...), optimizing operations and increasing revenue from commercial real estate exploitation.

- **Finance - administration:** Implement bond issuance strategies to diversify investment capital sources; strengthen partnerships with financial institutions, banks, and investment funds to expand mid- and long-term financing channels. Enhance cost control measures; improve management efficiency through digital transformation, boosting AI and CDP system applications in sales and customer care.
- **Organization and supervision:** The Board of Directors will maintain regular meeting schedules and convene extraordinary meetings when necessary to make timely strategic decisions. Close supervision of Executive Management will ensure the effective implementation of business plans and HR strategies. The Board also prioritizes transparency and accountability in corporate governance, requiring each member to proactively innovate and drive sustainable value creation for shareholders and the community.

In 2025, with many opportunities from the real estate market, the Board of Directors requests members to actively innovate and be creative to increase business efficiency and create sustainable value for shareholders and the community.

Sincerely thank you, esteemed shareholders./.

Recipient:

- *IDJ General Meeting of Shareholders;*
- *Board of Directors, Board of Supervisors;*

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



Nguyen Duc Quan

**REPORT OF THE SUPERVISORY BOARD
IDJ VIETNAM INVESTMENT JOINT STOCK COMPANY**

Dear: Shareholders of IDJ Vietnam Investment Joint Stock Company

1. Remuneration, operating expenses and other benefits of the Supervisory Board and each member of the Supervisory Board.

IDJ's Supervisory Board consists of 03 members, including:

Ms. Nguyen Thu Huong - Head of the Board

Ms. Hoa Thi Hoe – Member (*Resignation request effective from January 14, 2025*)

Ms. Dau Thi Thao - Member:

The total actual remuneration of the Supervisory Board in 2024 is: **59,645,162 VND** (*In words: Fifty-nine million six hundred forty-five thousand one hundred sixty-two dong*)

2. Summary of meetings of the Supervisory Board and the conclusions and recommendations of the Supervisory Board

In 2024, the Supervisory Board held 03 meetings. The meetings were conducted in accordance with the procedures and regulations stipulated in the Enterprise Law, the Company's Charter and internal regulations, the Supervisory Board's regulations, and supervised the Company's operations and finances.

| No. | Document No. | Document Date | Meeting content |
|-----|-------------------------|---------------|---|
| 1 | No. 01A/2024/IDJ/BB-BKS | 28/05/2024 | Regarding the election of the Head of the Supervisory Board |
| 2 | No. 01/2024/IDJ/BB-BKS | 05/08/2024 | Summary of 6-month operation evaluation in 2024 |
| 3 | No. 02/2024/IDJ/BB-BKS | 05/11/2024 | Summary of 9-month operation evaluation in 2024 |

Based on the powers and responsibilities of the Supervisory Board as stipulated in Article 170 of the Enterprise Law No. 59/2020/QH14 and the Company's Charter, the Supervisory Board has carried out the following tasks:

- The activities of the Board of Directors closely follow the provisions of the Company's Charter. Meetings are held regularly, and opinions are exchanged in a democratic spirit. Review and evaluate the activities of the Board of Directors, the Board of Management and the Company's management system related to the implementation and plan of the Company in 2024 approved by the General Meeting of Shareholders;
- Monitoring the compliance with obligations and information disclosure of the enterprise in accordance with the law (including: tax obligations, social insurance, health insurance and other financial obligations);
- The payment of remuneration to the Board of Directors and the Supervisory Board in 2024 is in accordance with the submission to the General Meeting of Shareholders.
- Checking information related to cash flow and important contracts of the Company; Monitoring and checking the Company's investments

- Checking the reasonableness, legality, truthfulness and prudence in the organization of accounting work, reviewing quarterly financial statements, reviewed semi-annual financial statements and annual financial statements for 2024:
- An independent audit firm has been selected to audit the 2024 financial statements, which is A&C Auditing and Consulting Co., Ltd.
- The 2024 financial statements have been prepared in accordance with Vietnamese Accounting Standards, the Vietnamese Enterprise Accounting System and relevant legal regulations.
- The data in the 2024 financial statements fairly and reasonably reflect, in all material respects, the financial situation, business results and cash flows of the Company.
- The Company's financial statements have been fully and promptly prepared with information on the financial situation being disclosed and clearly explained, meeting relevant regulations and the needs of investors.
- Appraising business result reports, financial statements, analyzing and evaluating the financial situation, operational efficiency, capital preservation and development capabilities;
- Reviewing and checking the accounting process and the circulation of accounting documents;

3. Results of monitoring the company's operational and financial situation.

Regarding the operational situation:

Unit: VND

| Indicators | Parent Company FS | Consolidated FS |
|---|-------------------|-------------------|
| Revenue from sales and service provision | 717.532.138.019 | 717.532.138.019 |
| Cost of goods sold | 466.325.773.201 | 466.325.773.201 |
| Gross profit from sales and service provision | 251.206.364.818 | 251.206.364.818 |
| Net profit from business activities | 89.171.070.978 | 88.138.944.958 |
| Other profits | 32.795.110.644 | 32.739.753.081 |
| Profit before tax | 121.966.181.622 | 120.878.698.039 |
| Profit after tax | 96.702.814.150 | 95.594.301.336 |
| Total assets | 4.310.233.133.480 | 4.210.442.125.722 |
| Short-term assets | 2.797.545.917.443 | 2.860.753.183.575 |
| Long-term assets | 1.512.687.216.037 | 1.349.688.942.147 |
| Total liabilities | 2.238.432.846.107 | 2.113.176.799.451 |
| Equity | 2.071.800.287.373 | 2.097.265.326.271 |

(Source: Parent company FS and self-prepared consolidated FS in 2024 of IDJ)

Regarding the financial situation:

Based on the 2024 financial statement data, the Supervisory Board checks the data and related documents, and the Supervisory Board records that the reported data accurately and truthfully reflects the financial situation, cash flow and business results of the company.

The Company's financial statements have been prepared in accordance with current Vietnamese accounting standards and regulations. In financial accounting, the system of books and forms is relatively

clear, and accounting is done in accordance with accounting regulations. The Company's periodic inventory of assets has no shortages or losses, and the quantity is correct according to the book reports.

The financial statements fairly and reasonably reflect, in all material respects, the financial situation as of December 31, 2024, the business results, and cash flows for the financial period from January 1, 2024 to December 31, 2024, in accordance with the provisions of the current accounting system and relevant legal regulations.

4. Report on internal transactions.

Transactions with insiders comply with the provisions of the Enterprise Law, Securities Law, Company Charter, and comply with the regulations on information disclosure as prescribed by Law and related decrees and circulars.

5. Supervisory results for the Board of Directors and General Management

In 2024, the Supervisory Board noted that the Board of Directors (BOD) and the General Director Board have seriously and fully performed their management and administration functions in accordance with the law, the Company's Charter, and the resolutions of the General Meeting of Shareholders. The management and implementation of business operations are carried out in the right direction, ensuring capital safety and compliance with legal principles.

The BOD maintains regular and unscheduled meetings to promptly discuss and agree on important policies. The issued resolutions demonstrate a clear leadership role, closely following the production and business plan, and are built on the foundation of compliance with laws and internal regulations. The BOD also actively coordinates with the Executive Board, accompanying them in removing difficulties and closely monitoring market developments to proactively adjust development orientations.

Regarding operations, the General Director Board has effectively implemented the BOD's policies, ensuring that financial activities are tightly controlled, with no losses or violations occurring. The management of resources – including capital, assets, and personnel – is carried out in a transparent, cautious, and procedural manner. In addition, the Executive Board regularly reviews business plans, evaluates operational efficiency, and makes flexible adjustments according to the actual context to maintain stability and sustainable development.

6. Results of evaluating the coordination of activities between the Supervisory Board and the Board of Directors, General Director, and shareholders.

The coordination of activities between the Supervisory Board and the BOD, the Executive Board, and the shareholders is assessed as effective, ensuring independence and continuousness. Especially in activities such as:

- Periodically, every month and quarter, the Supervisory Board organizes meetings with relevant departments in the Company, then reports to the Board of Directors and the General Director Board. Functional departments need to prepare data and documents at least 1 week before the meeting. If signs of violations of regulations or the Company's Charter are detected, the Supervisory Board will promptly work and report to the General Meeting of Shareholders.

- The Supervisory Board is provided with full and timely documents and information related to the management, administration, and business operations of the Company, in accordance with regulations.

- The Supervisory Board maintains regular exchanges with members of the Board of Directors and the Executive Board on management and administration issues, and participates in meetings of the Board of Directors.

- The Supervisory Board regularly monitors and updates the fluctuation situation in the list of major shareholders.

- The recommendations of the Supervisory Board sent to the Board of Directors and the Executive Board are always seriously considered and responded to promptly.

Sincerely./.

Recipient:

- IDJ GMS;
- BOD, SB;

ON BEHALF OF THE SUPERVISORY BOARD



Nguyen Thu Huong

No: 01/2025/TTr-HĐQT-IDJ

PROPOSAL 01

Re: Approval of audited financial statements for 2024

To: 2025 Annual General Meeting of Shareholders

- Pursuant to the Consolidated Audit Report No. 2.0337/25/TC-AC dated March 28, 2025, and the Parent Company Audit Report No. 2.0336/25/TC-AC dated March 28, 2025, audited by A&C Auditing and Consulting Co., Ltd.

Implementing the authorization in the Resolution of the 2024 Annual General Meeting of Shareholders, the Board of Directors has selected A&C Auditing and Consulting Co., Ltd. to conduct the audit of the 2024 Financial Statements. In which, some basic financial indicators are as follows:

| No. | Indicator | Unit | Parent Company FS | Consolidated FS |
|-----|-------------------------------------|------|-------------------|-------------------|
| 1 | Total assets | VND | 4.310.233.133.480 | 4.210.442.125.722 |
| 2 | Short-term assets | VND | 2.797.545.917.443 | 2.860.753.183.575 |
| 3 | Long-term assets | VND | 1.512.687.216.037 | 1.349.688.942.147 |
| 4 | Total liabilities | VND | 2.238.432.846.107 | 2.113.176.799.451 |
| 5 | Equity | VND | 2.071.800.287.373 | 2.097.265.326.271 |
| 6 | Net revenue | VND | 717.532.138.019 | 717.532.138.019 |
| 7 | Net profit from business activities | Dong | 89.171.070.978 | 88.138.944.958 |
| 8 | Other profits | Dong | 32.795.110.644 | 32.739.753.081 |
| 9 | Profit before tax | Dong | 121.966.181.622 | 120.878.698.039 |
| 10 | Profit after tax | Dong | 96.702.814.150 | 95.594.301.336 |

Submitted to the General Meeting of Shareholders for consideration and approval.

Sincerely./.

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



Nguyen Duc Quan

No: 02/2025/TTr-HĐQT-IDJ

PROPOSAL 02

Re: Approving the 2024 performance results, business plan for 2025

To: 2025 Annual General Meeting of Shareholders

Based on the Consolidated Audited Report No. 2.0337/25/TC-AC dated March 28, 2025, audited by A&C Auditing and Consulting Co., Ltd.

The Board of Directors of the Company reports the business results for 2024 and the business plan for 2025 as follows:

Business results in 2024:

| No. | Content | Value (VND) |
|-----|---|-----------------|
| 1 | Profit after tax achieved in 2024 | 95.594.301.336 |
| 2 | Accumulated undistributed profit after tax as of December 31, 2024 | 324.957.334.253 |
| - | <i>Profit after tax distributed to the end of the previous period</i> | 229.352.611.497 |
| - | <i>Undistributed profit after tax in 2024</i> | 95.604.722.756 |

Business plan for 2025:

| No. | Content | Value (VND) |
|-----|---------------------|-----------------|
| 1 | Total revenue | 898.400.000.000 |
| 2 | Profit before tax | 39.600.000.000 |
| 3 | Profit after tax | 27.300.000.000 |
| 4 | Dividend paid ratio | 10% |

*Submitted to the General Meeting of Shareholders for consideration and approval.
Sincerely./.*

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



Nguyen Duc Quan

No: 03/2025/TTr-HĐQT-IDJ

PROPOSAL 03

Re: Selecting an auditing/reviewing firm for the Company's 2025 financial statements

To: 2025 Annual General Meeting of Shareholders

- Pursuant to the Law on Enterprises No. 59/2020/QH14;
- Pursuant to the Law on Securities No. 54/2019/QH14;
- Pursuant to the Charter on organization and operation of IDJ Vietnam Investment Joint Stock Company.

The Board of Directors respectfully submits to the General Meeting of Shareholders for approval the plan to select an independent auditing company to perform the audit/review of the Company's 2025 financial statements as follows:

1. Select an auditing company that operates legally in Vietnam, is on the list of eligible auditing firms to provide auditing services in 2025, and is approved by the State Securities Commission to audit listed companies; has a reputation for audit quality; and has audit fees that are appropriate for the quality and scope of the audit.
2. The General Meeting of Shareholders authorizes the Board of Directors of the Company to decide on the selection of an independent auditing company from the above list to perform the audit/review of the 2025 Financial Statements.

Submitted to the General Meeting of Shareholders for consideration and approval.

Sincerely./.

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



Nguyen Duc Quan

No: 04/2025/TTr-HĐQT-IDJ

PROPOSAL 04

Re: Approval of Remuneration for the Board of Directors and Supervisory Board

To: 2025 Annual General Meeting of Shareholders

- Pursuant to the provisions of law and the Charter of IDJ Vietnam Investment Joint Stock Company.

The Board of Directors and the Supervisory Board report to the General Meeting of Shareholders on the payment of remuneration to the Board of Directors and the Supervisory Board in 2024 and the remuneration plan for the Board of Directors and the Supervisory Board in 2025. Specifically, as follows:

1. Finalization of remuneration for the Board of Directors and Supervisory Board in 2024

The total actual remuneration of the Board of Directors and Supervisory Board in 2024 is: VND 345,032,258 (Three hundred forty-five million thirty-two thousand two hundred fifty-eight Vietnamese Dong), equivalent to 34.5% compared to the expected remuneration plan for 2024 (approved by the 2024 General Meeting of Shareholders).

2. Approval of the salary and remuneration plan for the Board of Directors and Supervisory Board 2025:

Based on the expected plan for 2025, we respectfully submit to the General Meeting of Shareholders for approval the remuneration payment level for the Board of Directors and Supervisory Board in 2025 as: VND 1,000,000,000 (One billion Vietnamese Dong).

The Board of Directors and the Supervisory Board propose assigning the Chairman of the Board of Directors to decide on the specific remuneration level for the members of the Board of Directors and the Head of the Supervisory Board to decide on the specific remuneration level for the members of the Supervisory Board within the total remuneration level mentioned above.

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

Sincerely./.

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



Nguyen Duc Quan

No: 05/2025/TTr-HĐQT-IDJ

PROPOSAL 05

*Re: Authorizing the Board of Directors to decide on certain matters under the authority of the
General Meeting of Shareholders*

To: 2025 Annual General Meeting of Shareholders

- *Pursuant to the Law on Enterprises No. 59/2020/QH14 dated June 17, 2020;*
- *Pursuant to the Law on Securities No. 54/2019/QH14 dated November 26, 2019; Decree No. 155/2020/ND-CP dated December 31, 2020 of the Government detailing the implementation of a number of articles of the Law on Securities;*
- *Pursuant to the Charter on Organization and Operation of IDJ Vietnam Investment 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 decide on certain matters under the authority of the General Meeting of Shareholders:

- Authorize the Board of Directors to receive and grant loans or guarantees to members of the Board of Directors, Controllers, General Director, other managers and related individuals and organizations of these subjects; At the same time, authorize the Board of Directors to approve transactions specified in Clause 4, Article 293 of Decree No. 155/2020/ND-CP dated December 31, 2020 of the Government detailing the implementation of a number of articles of the Law on Securities.
- Authorize the Board of Directors to be fully proactive in working and negotiating with partners, staff and related parties regarding items for handling loans and recovering advances. Including: Loan to Apec Thai Nguyen shareholder; Loan to Apec Finance; CBNV advance. This authorization is to facilitate the process of handling investments, debts and collateral in a more flexible and effective manner. The Board of Directors commits to implementing this in a cautious and transparent manner and for the highest benefit of the Company. Important results will be fully reported at the nearest shareholder meeting.

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

Sincerely./.

ON BEHALF OF THE BOARD OF
DIRECTORS
CHAIRMAN



[Signature]
Nguyen Duc Quan

No: 06/2025/TTr-HĐQT-IDJ

PROPOSAL 06

Re: Approval of the dismissal of Head of the Supervisory Board, Ms. Nguyen Thu Huong, and Supervisory Board Member, Ms. Hoa Thi Hoe, along with the list of Supervisory Board members for the 2024-2029 term

To: 2025 Annual General Meeting of Shareholders

- Pursuant to the Law on Enterprises No. 59/2020/QH14 dated June 17, 2020;
- Pursuant to the Charter on organization and operation of IDJ Vietnam Investment Joint Stock Company;
- Pursuant to the Regulations on candidacy, nomination and election of members of the Board of Directors for the term 2024-2029 of IDJ Vietnam Investment Joint Stock Company approved by the General Meeting of Shareholders.

1. Approve the dismissal of Head of Supervisory Board – Ms. Nguyen Thu Huong and Member of Supervisory Board - Ms. Hoa Thi Hoe

On January 14, 2025, the Board of Directors received the resignation letter of Ms. Hoa Thi Hoe - Member of the Supervisory Board of IDJ Vietnam Investment Corporation.

On June 05, the Board of Directors received the resignation letter of Ms. Nguyen Thu Huong - Head of the Supervisory Board of IDJ Vietnam Investment Corporation.

The Board of Directors respectfully submits to the 2025 Annual General Meeting of Shareholders for approval of the dismissal of 02 members of the Supervisory Board, Ms. Nguyen Thu Huong and Ms. Hoa Thi Hoe.

2. Approving the list of nominations and candidates for the Supervisory Board members

The Board of Directors and the Organizing Committee of the Congress have received the nomination and candidacy applications of shareholders participating in the Supervisory Board for the term 2024 - 2029 as follows:

| No. | Full name | Year of birth | Professional qualifications |
|-----|-------------------|---------------|-------------------------------------|
| 1 | Ngo Thi Thanh Sac | 1993 | Bachelor of Accounting and Auditing |
| 2 | Vu Thi Dinh | 1999 | Bachelor of Accounting |

After reviewing the qualifications of the nominated candidates, the Board of Directors and the General Meeting's organizing committee have determined that the

candidates meet the required standards and conditions. We respectfully submit these candidates for consideration and election by the General Meeting of Shareholders.

Sincerely./.

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



Nguyen Duc Quan

**SUMMARY OF INFORMATION OF CANDIDATES FOR THE SUPERVISORY BOARD FOR THE TERM
2024-2029**

| No. | Full name | Year of birth | Work history | Other management positions | Related benefits |
|-----|-------------------|---------------|---|----------------------------|------------------|
| 1 | Ngo Thi Thanh Sac | 1993 | <p>From 5/20215 – 10/2018: Accountant of Inet Joint Stock Company.</p> <p>From 11/2018 – present: Accountant of Asia Pacific Investment Joint Stock Company</p> <p>From 12/2024 – present: Chief Accountant of E-Academy Education Joint Stock Company</p> <p>From 03/2025 – present: Chief Accountant of UEP Education Group Joint Stock Company</p> | None | None |
| 2 | Vu Thi Dinh | 1999 | <p>From 02/2021 - 04/2024: Accountant of Noi Bai Trading & Service Joint Stock Company</p> <p>From 09/2024 – Present: Accountant of Asia Pacific Securities Joint Stock Company</p> | | |



SOCIALIST REPUBLIC OF VIETNAM

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LETTER OF RESIGNATION

HEAD OF THE SUPERVISORY BOARD

To: - AGM of IDJ Vietnam Investment Corporation
 - Board of Directors of IDJ Vietnam Investment Corporation

My name is: Nguyen Thu Huong

Current position: Head of the Supervisory Board of IDJ Vietnam Investment Corporation

ID card number: 001193025732 Date of issue: 04/25/2021 Place of issue: Director of the Department of Administrative Management of Social Order

I would like to sincerely thank the General Meeting of Shareholders of IDJ for electing me to the Supervisory Board for the term 2024-2029.

Now, due to personal reasons, I cannot continue to participate in the task of the IDJ Supervisory Board, I am writing this letter to resign from the Head of the IDJ Supervisory Board for the term 2024-2029, and respectfully request the approval of the General Meeting of Shareholders.

I would like to sincerely thank the Board of Directors, the General Director, and the members of the Supervisory Board for their coordination and assistance in the process of performing the assigned tasks.

I would like to sincerely thank you, wish IDJ Vietnam Investment Joint Stock Company more and more development, wish shareholders health and happiness, and wish the General Meeting of Shareholders a successful success.

Hanoi, day month year 2025

THE WRITER



Nguyen Thu Huong

No: 07/2025/TTr-HĐQT-IDJ

PROPOSAL 07

Re: Issuance of shares for dividend payment and charter capital increase

To: 2025 Annual General Meeting of Shareholders

- 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 Decree No. 155/2020/ND-CP of the Government dated December 31, 2020, detailing certain provisions of the Securities Law;
- Pursuant to the Charter of IDJ Vietnam Investment Joint Stock Company.

The Board of Directors of IDJ Vietnam Investment Joint Stock Company (IDJ) respectfully submits to the General Meeting of Shareholders for consideration and approval the issuance of shares for dividend payment and charter capital increase, with the following details:

1. Plan for issuing shares for dividend payment and charter capital increase of IDJ

| | |
|---|---|
| Issuer | : IDJ Vietnam Investment Joint Stock Company |
| Stock name | : Shares of IDJ Vietnam Investment Joint Stock Company |
| Stock type | : Common shares |
| Par value per share | : VND 10,000 per share |
| Current charter capital | : VND 1.734.901.930.000 |
| Number of outstanding shares | : 173.490.193 shares |
| Number of shares expected to be issued for dividend payment | : 17.349.019 shares (*) (equivalent to 10% of the outstanding shares). Execution ratio: 10% |
| Total par value of shares expected to be issued | : VND 173.490.193.000 (*) (In words: One hundred seventy-three billion four hundred ninety million one hundred ninety-three thousand VND) |
| Expected charter capital after issuance | : VND 1.908.392.123.000 (*) |
| Purpose of issuance | : To supplement capital for production, business |



| | |
|---|--|
| | activities, and project investment |
| Source of funds | : From undistributed post-tax profits according to the audited 2024 financial statements |
| Recipients of shares | : Existing shareholders of the company whose names appear in the shareholder list finalized by the Vietnam Securities Depository and Clearing Corporation (VSDC) on the last registration date to exercise share entitlement |
| Execution ratio | : 10:1 (On the last registration date for shareholder entitlement, shareholders owning 10 shares will receive 1 new share) |
| Rounding principle and handling of fractional shares: | : he additional shares issued will be rounded down to the nearest whole unit, and any decimal fractions (if any) will be canceled. <i>Example: Shareholder A owns 111 shares on the last registration date for shareholder entitlement. With an execution ratio of 10%, shareholder A will receive $111/101 = 11.1$ shares. According to the rounding principle, shareholder A will receive an additional 11 new shares, while the fractional 0.1 share will be canceled</i> |
| Expected issuance period | : Expected in 2025 |
| Registration and additional listing | : All additional shares issued will be registered as securities with the Vietnam Securities Depository and Clearing Corporation and listed additionally on the Hanoi Stock Exchange after the issuance is completed according to regulations |

() The actual number of shares issued and the Company's charter capital after the issuance may vary due to the rounding principle and handling of fractional shares.*

2. Implementation:

The Board of Directors respectfully submits to the General Meeting of Shareholders:

- 2.1 Approval of the plan to issue shares to increase the company's charter capital as outlined in Section 1 of this proposal.
- 2.2 Authorization for the Board of Directors to execute the plan, including but not limited to the following tasks:

- Determining the detailed contents of the share issuance plan for dividend payment and selecting an appropriate issuance timing based on actual conditions.
 - Deciding on modifications, adjustments, and detailed explanations of the share issuance plan as required by competent state authorities (if necessary).
 - Deciding and executing the necessary tasks and procedures related to the issuance of shares for dividend payment, including:
 - (i) Registering changes to the Company's Business Registration Certificate;
 - (ii) Registering additional shares of the Company with the Vietnam Securities Depository and Clearing Corporation (VSDC);
 - (iii) Registering additional listing of the Company's shares on the Hanoi Stock Exchange;
 - (iv) Changing the charter capital;
 - (v) Other procedures in accordance with current legal regulations.
 - Deciding and carrying out all other necessary procedures as required by competent state authorities to complete the issuance of shares for dividend payment according to the approved plan, ensuring compliance with legal regulations and the Company's Charter.
- 2.3 The Board of Directors may delegate authority to the Chairman of the Board or the Chief Executive Officer of the Company to carry out one or several of the above-mentioned tasks.

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

Sincerely./.

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



Nguyen Duc Quan