

No.: 154/NQ-ĐHĐCĐ

Hanoi, June 18, 2026

RESOLUTION

2026 ANNUAL GENERAL MEETING OF SHAREHOLDERS VINACONTROL GROUP JOINT STOCK COMPANY

- Pursuant to the Law on Enterprises No. 59/2020/QH14 passed by the National Assembly of the Socialist Republic Vietnam adopted on June 17, 2020 and its amending, supplementing, and implementing guidance documents;
- Pursuant to the Company Charter of Vinacontrol Group Joint Stock Company;
- Pursuant to the Minutes of the 2026 Annual General Meeting of Shareholders of the Company dated June 18, 2026,

The General Meeting of Shareholders of Vinacontrol Group Corporation

RESOLVES

Article 1: Approval of the 2025 Activity Report and the Report for the 2024 - 2026 term of the Supervisory Board (“SB”)

Article 2: Approval of the 2025 Operations Report and the report for the 2024–2026 term of the Board of Directors (“BOD”)

Article 3: Approval of the 2025 financial statements and the profit distribution plan, specifically:

Key economic indicators achieved in 2025:

- | | |
|---|-----------------------|
| - Revenue in the consolidated financial statements: | 1.074.510.996.735 VND |
| - Revenue in the combined financial statements: | 602.728.118.897 VND |
| - Combined profit after tax: | 71.449.449.418 VND |
| - Profit after tax available for distribution: | 71.449.449.418 VND |
| - Dividend payment: (Minimum planned rate 10%) | |
| Payment of dividend at 12%: | 25.198.934.400 VND |
| Dividend advanced at 6%: | 12.599.467.200 VND |
| Expected dividend to be paid: | 12.599.467.200 VND |
| - Allocation to the development investment fund: | 30.000.000.000 VND |
| - Appropriation to the reward and welfare fund: | 16.250.515.018 VND |

Article 4: Approval of the 2026 business plan and profit distribution plan, specifically:

4.1. Business Plan for 2026

- a) Consolidated Financial Statements:
 - Total revenue: VND 1.000 billion.
 - Profit after tax: VND 80 billion.
- b) Minimum dividend on charter capital: at least 10%

4.2. Principles for Profit Distribution in 2026

Based on the profit after tax stated in the audited 2026 combined financial statements:

- Set aside and pay corporate income tax in accordance with the law.
- Distribution of profit after tax: To be decided by the 2027 General Meeting of Shareholders.

Article 5: Approval of amendments and supplements to the Company Charter

To amend and supplement the Company Charter in accordance with the contents set forth in the Proposal of the Board of Directors.

(Details are provided in Appendix I: Contents of amendments and supplements to the Company Charter).

Article 6: Approval of amendments and supplements to the Internal Regulations on Corporate Governance and the Operating Regulations of the Board of Directors

To amend and supplement the Company's Internal Regulations on Corporate Governance and the Operating Regulations of the Board of Directors corporate governance of the Company (Details are provided in Appendix II: Contents of amendments and supplements to the Internal Regulations on Corporate Governance of the Company and the Operating Regulations of the Board of Directors).

Article 7: Approval of the remuneration levels of the Board of Directors and the Supervisory Board for 2026

7.1. Remuneration of members of the Board of Directors: **VND 10 million/person/month**

7.2. Remuneration of members of the Supervisory Board:

- + Head of the Supervisory Board: **VND 10 million/month**
- + Member of the Supervisory Board: **VND 07 million/person/month**

The above remuneration expenses shall be accounted for as business expenses of the Company in accordance with applicable laws. The Board of Directors is hereby assigned to consider and decide the remuneration payable to each member of the Board of Directors and the Supervisory Board.



Article 8: The Company's Board of Directors is hereby assigned to select one of the following four companies to serve as the independent auditing firm for 2026, specifically:

- Deloitte Vietnam Company Limited
- Ernst & Young Vietnam Company Limited.
- KPMG Vietnam Company Limited
- PricewaterhouseCoopers Vietnam Co., Ltd.

Article 9: Approval of the term of the Board of Directors/Supervisory Board and the number of members of the Board of Directors/Supervisory Board

- Term of the Board of Directors and Supervisory Board: 03 years from 2026 to 2029.
- Number of members of the Board of Directors: 08 members.
- Number of members of the Supervisory Board: 03 members.

Article 10: Approval of the List of Candidates for the Board of Directors and the Supervisory Board for the 2026–2029 term in accordance with the contents of the Proposal of the Board of Directors.

Article 11: Election of members of the Board of Directors and the Supervisory Board for the 2026–2029 term

List of elected members of the Board of Directors for the 2026–2029 term:

No.	Full name	Number of votes
1.	Duong Thanh Huyen	29.726.683
2.	Mai Tien Dung	29.010.171
3.	Pham Ngoc Dung	21.250.911
4.	Phung Tan Phu	17.632.327
5.	Le Ngoc Loi	17.371.167
6.	Nguyen Quoc Minh	17.335.579
7.	Nguyen Hong Lam	14.692.995
8.	Nguyễn Văn Quang	5.905.575

List of elected members of the Supervisory Board for the 2026 - 2029 term:

No.	Full name	Number of votes received
1.	Nguyễn Thị Thủy Ngân	28.825.005
2.	Bùi Duy Anh	14.436.023
3.	Cao Quý Lân	14.239.273



Article 12: The General Meeting unanimously approved the entire contents of the above Resolution with 19.167.167 votes, equivalent to 100% of the votes of the shareholders attending the meeting

Article 13: This Resolution shall take effect from the date of signing.

The General Meeting mandates the Board of Directors of the Company to implement the contents of the Resolution approved by the General Meeting of Shareholders.

Recipients:

- Shareholders of the Company;
(announced on the Company's website);
- Information disclosure;
(in accordance with the provisions of law)
- Board of Directors of the Company;
- Supervisory Board;
- Filed at Archives/Corporate Governance Team.

**ON BEHALF OF THE
GENERAL MEETING OF
SHAREHOLDERS
Chairman of the Board of
Directors**



Bui Duy Chinh

APPENDIX I: CONTENTS OF AMENDMENTS AND ADDITIONS TO THE COMPANY CHARTER

No.	Provision	Current content	Content after amendment and supplementation	Reason for amendment, supplementation
1	Clauses 20.1 and 20.2 of Article 20	20.1. A Resolution on the following matter shall be adopted if approved by shareholders representing at least 75% of the total voting rights of all shareholders <u>attending the meeting</u> , [...] 20.2. Resolutions shall be adopted when approved by shareholders holding more than 65% of the total voting rights of all shareholders <u>attending the meeting</u> , except for the cases prescribed in Clause 1 of this Article and Clauses 3 and 6 of Article 148 of the Law on Enterprises.	20.1. A Resolution on the following matter shall be adopted if it is approved by shareholders representing at least 75% of the total votes of all shareholders <u>attending and voting at the meeting</u> , [...] 20.2. Resolutions shall be adopted when approved by shareholders holding more than 65% of the total votes of all shareholders <u>attending and voting at the meeting</u> , except for the cases specified in Clause 1 of this Article and Clauses 3 and 6 of Article 148 of the Law on Enterprises.	Updated pursuant to Clause 5, Article 7 of Law No. 03/2022/QH15.

No.	Provision	Current content	Content after amendment and supplementation	Reason for amendment, supplementation
2	Clause 25.3, Article 25	<p>25.3. The composition of the Board of Directors shall be as follows:</p> <p><u>The composition of the Company's Board of Directors must ensure that at least one-third of the total number of members of the Board of Directors are Non-Executive Members. The Company shall minimize, to the greatest extent possible, the number of members of the Board of Directors concurrently holding executive positions in the Company in order to ensure the independence of the Board of Directors.</u></p>	<p>25.3. The composition of the Board of Directors shall be as follows:</p> <p><u>The number of Non-Executive Members of the Board of Directors must comply with the provisions of law.</u></p> <p><u>The number of independent members of the Board of Directors must satisfy the following requirements:</u></p> <ul style="list-style-type: none"> - <u>There shall be at least 01 independent member if the Company has from 03 to 05 members of the Board of Directors;</u> - <u>There shall be at least 02 independent members if the Company has from 06 to 08 members of the Board of Directors;</u> - <u>There shall be at least 03 independent members if the Company has from 09 to 11 members of the Board of Directors.</u> 	Amended to be consistent with Clauses 2 and 4, Article 276 of Decree No. 155/2020/ND-CP.
3	Clause 41.6, Article 41	<p>41.6. Transactions between the Company and one or more members of the Board of Directors, members of the Supervisory Board, the General Director, other executives, and individuals or organizations related to such persons shall not be rendered invalid in the following cases:</p> <p>a. For transactions with a value <u>less than or equal to 20%</u> of the total value of assets recorded in the most recent financial statements, the material contents of the contract or transaction, as well as the relationships and interests of members of the Board of Directors, members of the Supervisory</p>	<p>41.6. Transactions between the Company and one or more members of the Board of Directors, members of the Supervisory Board, the General Director, other executives, and individuals or organizations related to such persons shall not be rendered invalid in the following cases:</p> <p>a. With respect to transactions valued at <u>less than 35%</u> of the total value of assets recorded in the most recent financial statements, the material terms of the contract or transaction, as well as the relationships and interests of members of the Board of Directors, members of the Supervisory</p>	Amended to ensure consistency with point r, clause 14.2, Article 14 and point h, clause 26.2, Article 26 of the Company Charter.

No.	Provision	Current content	Content after amendment and supplementation	Reason for amendment, supplementation
		<p>Board, the General Director, and other executives, have been reported to the Board of Directors and approved by the Board of Directors by a majority of affirmative votes of the members of the Board of Directors who have no related interests;</p> <p>b. For transactions with a value of <u>more than 20%</u>, or transactions resulting in an aggregate transaction value arising within 12 months from the date of the first transaction of <u>20% or more</u> of the total value of assets recorded in the most recent financial statements, the material terms of such transactions, as well as the relationships and interests of members of the Board of Directors, members of the Supervisory Board, the General Director, and other executives, have been disclosed to the shareholders and approved by the General Meeting of Shareholders by the votes of shareholders having no related interests.</p>	<p>Board, the General Director, and other executives, have been reported to the Board of Directors and approved by the Board of Directors by a majority of affirmative votes of the members of the Board of Directors having no related interests;</p> <p>b. For transactions valued at <u>35% or more</u>, or transactions resulting in a transaction value arising within 12 months from the date of the first transaction valued at <u>35% or more</u> of the total asset value recorded in the most recent financial statements, the material terms of such transactions, as well as the relationships and interests of members of the Board of Directors, members of the Supervisory Board, the General Director, and other executives, were disclosed to the shareholders and approved by the General Meeting of Shareholders by votes of shareholders having no related interests.</p>	

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APPENDIX II: CONTENTS OF AMENDMENTS AND SUPPLEMENTS

INTERNAL REGULATIONS ON GOVERNANCE, OPERATING REGULATIONS OF THE BOARD OF DIRECTORS

I – INTERNAL REGULATIONS ON GOVERNANCE

No.	Provision	Current content	Content after amendment and supplementation	Reason for amendment, supplementation
1	Point i clause 2, Article 6	i) A Resolution adopted by way of collecting shareholders' written opinions must be approved by shareholders representing at least <u>75%</u> of the total voting shares and shall have the same validity as a resolution adopted at a meeting of the General Meeting of Shareholders.	i) A Resolution passed in the form of obtaining shareholders' written opinions must be approved by shareholders representing at least <u>65%</u> of the total number of voting shares and shall have the same validity as a resolution passed at a meeting of the General Meeting of Shareholders.	Amended to ensure consistency with Clause 21.8, Article 21 of the Company Charter.
2	Point b, Clause 1, Article 9	<p>9. Roles, rights and obligations of the Board of Directors; responsibilities of members of the Board of Directors</p> <p>[...]</p> <p>- To approve contracts for purchase, sale, borrowing and lending, and other contracts and transactions valued at 35% or more of the total asset value recorded in the Company's most recent audited consolidated financial statements <u>and</u> contracts and transactions falling within the decision-making authority of the General Meeting of Shareholders as prescribed at Point d, Clause 14.1, Article 14 of the Company Charter, and Clauses 1 and 3, Article 167 of the Law on Enterprises.</p>	<p>9. Roles, rights and obligations of the Board of Directors; responsibilities of members of the Board of Directors</p> <p>[...]</p> <p>- To approve purchase, sale, borrowing, lending agreements and other contracts and transactions valued at 35% or more of the total asset value recorded in the Company's most recent audited consolidated financial statements <u>except</u> contracts and transactions falling under the decision-making authority of the General Meeting of Shareholders as prescribed at Point d, Clause 14.1, Article 14 of the Company Charter, and Clauses 1 and 3, Article 167 of the Law on Enterprises.</p>	To clarify the allocation of authority between the General Meeting of Shareholders and the Board of Directors.

No.	Provision	Current content	Content after amendment and supplementation	Reason for amendment, supplementation
3	Point a, Clause 2, Article 10	<p>a. <u>The structure of the Board of Directors of a public company must ensure that at least one-third of the total number of Board of Directors members are Non-Executive Members. The Company shall minimize, to the greatest extent possible, the number of Board of Directors members concurrently holding executive positions in the Company in order to ensure the independence of the Board of Directors.</u></p>	<p>a. The composition of the Board of Directors shall be as follows: <u>The number of Non-Executive Members of the Board of Directors must comply with the provisions of law. The number of independent members of the Board of Directors must satisfy the following requirements:</u></p> <ul style="list-style-type: none"> - <u>There shall be at least 01 independent member if the Company has from 03 to 05 members of the Board of Directors;</u> - <u>There shall be at least 02 independent members if the Company has from 06 to 08 members of the Board of Directors;</u> - <u>There shall be at least 03 independent members if the Company has from 09 to 11 members of the Board of Directors.</u> 	Amended to conform with Clauses 2 and 4, Article 276 of Decree No. 155/2020/ND-CP.
4	Point a, Clause 3, Article 10	<p>a) Shareholders holding common shares shall have the right to aggregate their voting rights to nominate candidates to the Board of Directors. Specifically, if a shareholder or group of shareholders owns the following total number of voting shares:</p> <ul style="list-style-type: none"> - <u>From 5% to less than 20%, one (01) candidate may be nominated.</u> - <u>Shareholders holding from 20% to less than 50% may nominate a maximum of two (02) candidates.</u> 	<p>a) Shareholders holding common shares shall have the right to aggregate their voting rights to nominate candidates to the Board of Directors. Specifically, if a shareholder or group of shareholders owns the following total number of voting shares:</p> <ul style="list-style-type: none"> - <u>From 5% to less than 20%, one (01) candidate may be nominated.</u> - <u>Shareholders holding from 20% to less than 30% may nominate a maximum of two (02) candidates.</u> - <u>Shareholders holding from 30% to less than 40% may nominate a maximum of three (03) candidates.</u> 	Amended for consistency with Clause 24.2, Article 24 of the Company Charter.

No.	Provision	Current content	Content after amendment and supplementation	Reason for amendment, supplementation
		<ul style="list-style-type: none"> - <u>Shareholders holding 50% or more may nominate a maximum of three (03) candidates.</u> 	<ul style="list-style-type: none"> - <u>Shareholders holding from 40% to less than 50% may nominate a maximum of four (04) candidates.</u> - <u>Shareholders holding 50% or more may nominate a maximum of five (05) candidates.</u> 	

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II – REGULATIONS ON THE OPERATION OF THE BOARD OF DIRECTORS

No.	Provision	Current content	Content after amendment and supplementation	Reason for amendment, supplementation
1	Clause 3, Article 3	[No provision yet]	<u>3. An independent member of the Board of Directors must prepare an assessment report on the operations of the Board of Directors.</u>	Supplementing provisions on independent members of the Board of Directors, based on the Model Regulation in Appendix III to Circular No. 116/2020/TT-BTC.
2	Article 6	<p>Members of the Board of Directors must satisfy the following standards and conditions:</p> <ol style="list-style-type: none"> 1. Not falling within the categories prescribed in Clause 2, Article 17 of the Law on Enterprises; 2. Having professional qualifications and experience in business administration or in the business lines and sectors of the Company, and not necessarily being a shareholder of the Company; 3. A member of the Board of Directors of the Company may concurrently serve as a member of the Board of Directors of another company; 4. Meet the conditions prescribed in Clause 1, Article 155 of the Law on Enterprises. 	<ol style="list-style-type: none"> 1. Members of the Board of Directors must satisfy the following standards and conditions: <ol style="list-style-type: none"> a) Not falling within the categories prescribed in Clause 2, Article 17 of the Law on Enterprises; b) Having professional qualifications and experience in business administration or in the business lines and sectors of the Company, and not necessarily being a shareholder of the Company; c) A member of the Company's Board of Directors may concurrently be a member of the Board of Directors of another company; d) Meet the conditions prescribed in Clause 1, Article 155 of the Law on Enterprises. 2. <u>An independent member of the Board of Directors must satisfy the following standards and conditions:</u> <ol style="list-style-type: none"> a) <u>Must not be a person currently working for the Company, the parent company or a subsidiary of the Company; Must not be a person who has</u> 	Supplementing provisions on independent members of the Board of Directors, based on the Model Regulation in Appendix III to Circular No. 116/2020/TT-BTC.

No.	Provision	Current content	Content after amendment and supplementation	Reason for amendment, supplementation
			<p><u>worked for the Company, the parent company or a subsidiary of the Company for at least the preceding 03 consecutive years;</u></p> <p>b) <u>Must not be a person currently receiving salary or remuneration from the Company, except for allowances to which a member of the Board of Directors is entitled in accordance with regulations;</u></p> <p>c) <u>Must not be a person whose spouse, biological father, adoptive father, biological mother, adoptive mother, biological child, adopted child, biological brother, biological sister, younger brother or younger sister is a major shareholder of the Company; is a manager of the Company or a subsidiary of the Company;</u></p> <p>d) <u>Is not a person who directly or indirectly owns at least 01% of the total voting shares of the Company;</u></p> <p>e) <u>Is not a person who has served as a member of the Board of Directors or the Supervisory Board of the Company during at least the preceding 05 consecutive years, except in the case of continuous appointment for 02 terms.</u></p> <p>3. <u>An independent member of the Board of Directors must notify the Board of Directors that he or she no longer fully satisfies the standards and conditions prescribed in Clause 2 of this Article, and shall automatically cease to be an independent member of the Board of Directors from the date on which such standards and conditions are no longer satisfied. The Board of</u></p>	

No.	Provision	Current content	Content after amendment and supplementation	Reason for amendment, supplementation
			<u>Directors must report any case in which an independent member of the Board of Directors no longer fully satisfies the standards and conditions at the next meeting of the General Meeting of Shareholders, or convene a meeting of the General Meeting of Shareholders to elect an additional or replacement independent member of the Board of Directors within 06 months from the date of receipt of the notice from the relevant independent member of the Board of Directors.</u>	
3	Points e and f, Clause 5, Article 11	<p>The following matters must be approved by the Board of Directors: [...]</p> <p>e) The incurrence of debt and the creation of mortgages, security interests, guarantees and indemnities by the Company; f) Investments outside the business plan and budget exceeding VND 1 billion, or investments exceeding 10% of the value of the annual business plan and budget</p>	<p>The following matters must be approved by the Board of Directors: [...]</p> <p>e) The incurrence of debt and the creation of mortgages, security interests, guarantees and indemnities by the Company, <u>except for matters falling within the approval authority of the General Meeting of Shareholders;</u> f) Investments not included in the business plan and budget exceeding VND 1 billion or investments exceeding 10% of the value of the annual business plan and budget, <u>except for investments falling within the approving authority of the General Meeting of Shareholders</u></p>	Amended to clarify the division of authority between the General Meeting of Shareholders and the Board of Directors.
4	Article 24	24. During the implementation of this Regulation, all opinions and proposals for amendment or supplementation of the Regulation shall be submitted in writing to the Person in Charge of Corporate Governance for	24. During the implementation of this Regulation, all written comments and proposals for amendment or supplementation of the Regulation shall be submitted to the Person in Charge of Corporate Governance for reporting to the Board	Amended to clarify the division of authority between the General

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No.	Provision	Current content	Content after amendment and supplementation	Reason for amendment, supplementation
		<p>submission to the Board of Directors for consideration <u>and decision.</u></p> <p>Where any provisions of the Company Charter and applicable law relating to the Company's operations have not been addressed in this Regulation, or where the contents of this Regulation are contrary to or differ from applicable law and the Company Charter, such relevant provisions of the Company Charter and applicable law shall automatically apply to and govern the Company's operations. In the event of any changes to applicable law and the Company Charter, the Board of Directors shall decide on appropriate amendments.</p>	<p>of Directors for consideration <u>and submission to the General Meeting of Shareholders for decision.</u></p> <p>Where any provisions of the Company Charter and applicable laws relating to the Company's operations are not addressed in this Regulation, or where the contents of this Regulation are contrary to or different from the law and the Charter, such relevant provisions of the Company Charter and applicable laws shall automatically apply to and govern the Company's operations.</p>	<p>Meeting of Shareholders and the Board of Directors.</p>

Hanoi, June 18, 2026

MINUTES

2026 ANNUAL GENERAL MEETING OF SHAREHOLDERS

Vinacontrol Group Corporation

Today, June 18, 2026, at the International Convention Center, No. 11 Le Hong Phong Street, Ba Dinh Ward, Hanoi City, the 2026 Annual General Meeting of Shareholders of Vinacontrol Group Joint Stock Company was convened at 08:30.

- Business name: Vinacontrol Group Corporation (“Company”)
- Head office: 54 Tran Nhan Tong, Hai Ba Trung Ward, Hanoi
- Enterprise Registration No.: 0100107772

I. ATTENDEES OF THE GENERAL MEETING

1. shareholder

The charter capital of the Company is VND 209,995,110,000, equivalent to 20,999,511 ordinary shares.

According to the report of Ms. Vu Thi Thu Phuong - Head of the Shareholder Eligibility Verification Committee:

- The number of shareholders present at the General Meeting was 47, representing 19,167,167 shares, equivalent to 19,167,167 shares with voting rights, accounting for 91.28% of the Company’s voting shares.

(Details in: List of Shareholders Registered to Attend the 2026 Annual General Meeting of Shareholders)

Accordingly, pursuant to applicable law and the Company Charter, the meeting of the Company’s General Meeting of Shareholders is duly eligible to proceed.

2. Members of the Board of Directors (“BOD”), members of the Supervisory Board (“Supervisory Board”) and the Company’s Board of General Directors.

3. Guests

Representative of Ernst & Young Vietnam Limited:

- Mr. Phung Manh Phu - Position: Deputy General Director

4. Presidium

- Mr. Bui Duy Chinh - Chairman of the Company's Board of Directors – Chairperson
- Mr. Mai Tien Dung - Member of the Board of Directors and concurrently General Director of the Company
- Mr. Phan Van Hung - Member of the Board of Directors and concurrently Deputy General Director of the Company

5. Secretariat

The Chairperson appointed the Secretariat comprising:

- Mr. Nguyen Hoang Linh - Member
- Ms. Phan Thi Quynh Trang - Member

6. Vote Counting Committee

- Mr. Luu Hieu Chien - Team Leader
- Mr. Luu Minh Chau - Member
- Ms. Tran Thi Bich Trang - Member
- Ms. Tran Thi Thu Trang - Member

7. Election Committee

- Mr. To Manh Linh - Head
- Ms. Tran Thi Thu Thuy - Member
- Ms. Hoang Thi Kim Cuong - Member
- Ms. Nguyen Thi Phuong - Member
- Ms. Nguyen Thi Nga - Member

The composition of the Presidium, Secretariat, Vote Counting Committee and Election Committee was approved by the General Meeting with 100% of votes in favor, 0% of votes against, and 0% abstentions.

The shareholders raised no other opinions.

II. AGENDA AND CONTENTS OF THE GENERAL MEETING

The Organizing Committee presented the agenda of the General Meeting, the Regulations on organization, and the Voting Rules.

The above contents were approved by the General Meeting with 99.998% of votes in favor and 0.002% of votes against in favor, 0% of votes with no opinion.

Shareholders' opinions	A representative of the Presidium responded
<p>Shareholder Nguyễn Tiến Đăng gave his opinions and contributions:</p> <ul style="list-style-type: none"> - Requested clarification of the voting process for approving the matters at the General Meeting, ensuring shareholders' right to express their opinions. 	<p>Mr. Mai Tiến Dũng - General Director of the Company responded:</p> <ul style="list-style-type: none"> - Clarified the matters as requested by the shareholder

III. PRESENTATION OF REPORTS AND SUBMISSIONS

1. The General Director presented the Report and Evaluation on the business performance in 2025.
2. The Chairman of the Board of Directors ("Board of Directors") presented the Report on the 2025 operating results and the 2024–2026 term of the Board of Directors.
3. The Chair of the Supervisory Board ("Supervisory Board") presented the Report on the Supervisory Board's operating results for 2025 and for the 2024 - 2026 term.
4. The Presidium presents the following Submissions:
 - Submission on the 2025 Financial Statements and profit distribution plan;
 - Submission on the 2026 business plan and profit distribution plan;
 - Submission on amendments and supplements to the Company Charter;
 - Submission on amendments and supplements to the Company's Internal Governance Regulations and Regulations on the operation of the Board of Directors;
 - Submission on remuneration of members of the Board of Directors and the Supervisory Board in 2026;
 - Submission on the term of office of the Board of Directors and the Supervisory Board and the number of members of the Board of Directors and the Supervisory Board;
 - Submission on the List of Candidates for the Board of Directors and Supervisory Board for the 2026–2029 term.
5. The Head of the Supervisory Board presented the Submission on the selection of the independent audit firm for 2026.

IV. DISCUSSIONS, VOTING, AND ELECTIONS

1. The General Meeting discussed and voted to approve the following Submissions:

1.1. Submission on amending and supplementing the Company Charter

The General Meeting approved the amendment and supplementation of the Company Charter (details are provided in Appendix I: Contents of the amendments and supplements to the Company Charter).

The above matter was approved by the General Meeting with 100% of votes in favor, 0% of votes against, and 0% abstentions.

The shareholders raised no other opinions.

1.2. Submission on amending and supplementing the Company's Internal Governance Regulations and the Regulations on the Operation of the Board of Directors

The General Meeting approved the amendments and supplements to the Company's Internal Governance Regulations and the Regulations on the Operation of the Board of Directors (Details are set out in Appendix II: Contents of amendments and supplements to the internal regulations on Company governance and the regulations on the operation of the Board of Directors).

The above matter was approved by the General Meeting with 100% of votes in favor, 0% of votes against, and 0% abstentions.

The shareholders had no other opinions.

1.3. Term of the Board of Directors, Supervisory Board and number of members of the Board of Directors and Supervisory Board

- Term of the Board of Directors and Supervisory Board: 03 years (2026 - 2029).
- Number of members of the Board of Directors: 08 members.
- Number of Supervisory Board members: 03 members.

The above content was approved by the General Meeting with 99.998% votes in favor, 0.002% votes against, and 0% votes without opinion.

Shareholders' opinions	A representative of the Presidium responded
<p>Shareholder Nguyen Tien Dang expressed the following opinion:</p> <ul style="list-style-type: none"> - It is proposed that members of the Board of Directors must be shareholders of the Company in order to ensure accountability to shareholders and for the Company's operations. 	<p>Mr. Bui Duy Chinh - Chairman of the Board of Directors responded:</p> <ul style="list-style-type: none"> - The criteria for members of the Board of Directors comply with the provisions of law; members of the Board of Directors are not necessarily required to be shareholders of the Company. <p>Ms. Duong Thanh Huyen - Member of the Board of Directors replied:</p> <ul style="list-style-type: none"> - The criteria for members of the Board of Directors comply with the provisions of the Company Charter; although members of the Board of Directors may not necessarily be shareholders of the Company, they are nominated by a shareholder/group of shareholders holding 5% or more of the Company's shares, thereby ensuring their responsibility toward the Company's operations and shareholders. Shareholders may review detailed information on each

Shareholders' opinions	A representative of the Presidium responded
	candidate in the curriculum vitae of each individual contained in the materials already disclosed and distributed to shareholder.

1.4. List of candidates for the Board of Directors and Supervisory Board for the 2026 - 2029 term

The General Meeting approves the List of candidates for the Board of Directors and Supervisory Board for the 2026 - 2029 term in accordance with the contents of the Submission of the Board of Directors.

The above matter was approved by the General Meeting with 100% of votes in favor, 0% of votes against, and 0% abstentions.

The shareholders had no other opinions.

1.5. Election Regulations

The Head of the Election Committee presents the Election Regulations and provides guidance on the voting method and completion of ballots

The above matter was approved by the General Meeting with 100% of votes in favor, 0% of votes against, and 0% abstentions.

The shareholders have no other comments

2. The General Meeting proceeded to elect the Board of Directors and the Supervisory Board for the 2026–2029 term.

3. The General Meeting discussed and voted to approve the contents of the remaining reports and Submissions:

3.1. Report on the activities of the Board of Directors in 2025 and for the 2024 - 2026 term

The above matter was approved by the General Meeting with 100% of votes in favor, 0% of votes against, and 0% abstentions.

Shareholders' opinions	A representative of the Presidium responded
Shareholder Nguyễn Tiên Đăng gave his opinions and contributions: - What is the Company's current share ownership structure between the State and other shareholders?	Mr. Bui Duy Chinh - Chairman of the Board of Directors responded: - Currently, the State does not hold any shares and fully divested its capital in the Company in 2024. All shares of the

Shareholders' opinions	A representative of the Presidium responded
<ul style="list-style-type: none"> - The Company should further promote customer acquisition efforts and capture market opportunities - It is proposed that the Company recommend that the State develop legal regulations requiring manufacturers of pharmaceutical and food products to take out insurance 	<p>Company are held by individual shareholders and non-State organizations</p> <ul style="list-style-type: none"> - Noting the opinions of shareholders - Noting the opinions of shareholders, the Company will consider the matter and provide an appropriate response when possible.
<p>shareholder Vũ Tuấn Minh expressed the following opinion:</p> <ul style="list-style-type: none"> - Request for further clarification on the laboratory investment project in the North - The 2026 business plan and the medium-term revenue and profit growth plan remain rather modest - Consideration should be given to holding the General Meeting of Shareholders in future years at the Company's head office if the number of shareholders is small, in order to save costs. 	<p>Mr. Bui Duy Chinh - Chairman of the Board of Directors responded:</p> <ul style="list-style-type: none"> - The Committees/Departments are currently studying and finalizing the detailed aspects of the investment project. The Company will provide a further report to valued shareholders. - The market is highly competitive and the Company is under significant pressure; therefore, it does not set overly high expectations but always strives to achieve the best possible business results. - The Company wishes to hold the General Meeting of Shareholders at the Convention Center in order to provide shareholders with a comfortable meeting space and to maintain Vinacontrol's tradition.
<p>shareholder Nguyễn Tuấn Anh expressed the following opinion:</p> <p>Supported the proposal that the Company continue to hold the General Meeting at the current Hall.</p> <p>Adopt a policy of appreciation for shareholders if the funding can be arranged.</p>	<ul style="list-style-type: none"> - The opinion of the shareholder was acknowledged.

3.2. Report on the activities of the Supervisory Board in 2025 and for the 2024 - 2026 term

The above content was approved by the General Meeting with 100% votes in favor, 0% votes against, and 0% abstentions.

The shareholders raised no other opinions.

3.3. Financial statements and profit distribution plan for 2025

- Revenue in the consolidated financial statements:	1.074.510.996.735 VND
- Revenue in the separate financial statements:	602.728.118.897 VND
- Profit after tax in the separate financial statements:	71.449.449.418 VND
- Profit after tax available for distribution:	71.449.449.418 VND
- Dividend payment: (Plan at least 10%)	
Payment made at 12%:	25.198.934.400 VND
Interim dividend already paid at 6%:	12.599.467.200 VND
Expected dividend to be paid:	12.599.467.200 VND
- Appropriation to the Development Investment Fund:	30.000.000.000 VND
- Appropriation to the Bonus and Welfare Fund:	16.250.515.018 VND

The above matter was approved by the General Meeting with 100% of votes in favor, 0% of votes against, and 0% abstentions.

The shareholders raised no other opinions.

3.4. 2026 Business Plan and Profit Distribution

a. 2026 Business Plan

- Consolidated Financial Statements:
 - + Total revenue: VND 1,000 billion
 - + Profit after tax: VND 80 billion
- Minimum dividend on charter capital: at least 10%

b. Principles for Profit Allocation in 2026

Based on the after-tax profit in the audited consolidated financial statements for 2026:

- To appropriate and pay corporate income tax in accordance with statutory requirements.
- Allocation of after-tax profit: To be decided by the 2027 General Meeting of Shareholders.

The above content was approved by the General Meeting with 100% of votes in favor, 0% of votes against, and 0% of votes with no opinion.

The shareholders raised no other opinions.

3.5. Remuneration of members of the Board of Directors and the Supervisory Board in 2026

a) Remuneration of members of the Board of Directors: **VND 10 million/person/month**

b) Remuneration of members of the Supervisory Board:

- Head of the Supervisory Board: **VND 10 million/month**
- Member of the Supervisory Board: **VND 07 million/person/month**

The above remuneration expenses shall be recorded as business expenses of the Company in accordance with applicable law. The Board of Directors shall pay remuneration to each member of the Board of Directors and the Supervisory Board.

The above matter was approved by the General Meeting with 100% of votes in favor, 0% of votes against, and 0% abstentions.

The shareholders had no other opinions.

3.6. Selection of the independent auditing firm for 2026

The General Meeting unanimously authorizes the Board of Directors to decide on the selection of one of the following four companies as the independent auditing firm for 2026:

- a) Deloitte Vietnam Co., Ltd.
- b) Ernst & Young Vietnam Limited Liability Company.
- c) KPMG Vietnam Limited Liability Company.
- d) PricewaterhouseCoopers Vietnam Limited Liability Company.

The above matter was approved by the General Meeting with 100% of votes in favor, 0% of votes against, and 0% abstentions.

The shareholders had no other opinions.

4. The Chairperson of the Election Committee announced the vote counting results and the list of elected members of the Board of Directors for the 2026 - 2029 term.

List of elected members of the Board of Directors for the 2026 - 2029 term:

No.	Full name	Number of votes
1.	Duong Thanh Huyen	29.726.683
2.	Mai Tien Dung	29.010.171
3.	Pham Ngoc Dung	21.250.911
4.	Phung Tan Phu	17.632.327
5.	Le Ngoc Loi	17.371.167
6.	Nguyen Quoc Minh	17.335.579
7.	Nguyen Hong Lam	14.692.995
8.	Nguyen Van Quang	5.905.575

5. The Head of the Election Committee announces the vote-counting results and the list of elected members of the Supervisory Board for the 2026 - 2029 term:

List of elected members of the Supervisory Board for the 2026 - 2029 term:

No.	Full name	Number of votes
1.	Nguyen Thi Thuy Ngan	28.825.005
2.	Bui Duy Anh	14.436.023
3.	Cao Quy Lan	14.239.273

**MATTERS APPROVED BY THE
GENERAL MEETING OF SHAREHOLDERS**

No.	Approved item	Number of votes in favor	Approval rate
1.	Meeting agenda	19.166.767	99.998%
2.	Organizational Regulations	19.167.167	100%
3.	Voting Rules	19.167.167	100%
4.	Election Regulations	19.167.167	100%
5.	Report on the 2025 performance and the 2024–2026 term of the Supervisory Board	19.167.167	100%
6.	Report on the 2025 performance and the 2024–2026 term of Board of Directors	19.167.167	100%
7.	Submission - Approval of the 2025 Financial Statements and Profit Distribution Plan	19.167.167	100%
8.	Submission - 2026 Business Plan and Profit Distribution Plan	19.167.167	100%
9.	Submission - Amendments and Supplements to the Company Charter	19.167.167	100%
10.	Submission - Amendments and Supplements to the Company Regulations	19.167.167	100%
11.	Submission - Remuneration of Members of the Board of Directors and Supervisory Board in 2026	19.167.167	100%
12.	Submission - Selection of an Independent Auditing Organization in 2026	19.167.167	100%
13.	Submission on the Term of the Board of Directors/Supervisory Board and the Number of Members of the Board of Directors/Supervisory Board	19.166.767	99.998%
14.	Submission on the List of Candidates for the Board of Directors and Supervisory Board - 2026–2029 Term	19.167.167	100%

VI. APPROVAL OF THE MEETING MINUTES AND CLOSING OF THE GENERAL MEETING

The Secretariat read the draft Minutes and Resolution of the General Meeting of Shareholders.

The Presidium sought the opinion of the General Meeting on the Minutes and Resolution of the General Meeting of Shareholders. The Minutes and Resolution of the General Meeting of Shareholders were approved with 19,167,167 votes (representing 100% of the votes with voting rights at the General Meeting) in favor.

The Chair declared the General Meeting closed, concluding at 12:30 p.m. on the same day.

APPENDIX I: CONTENTS OF AMENDMENTS AND SUPPLEMENTS TO THE COMPANY CHARTER

No.	Provision	Current content	Content after amendment and supplementation	Reason for amendment, supplementation
1	Clauses 20.1 and 20.2 of Article 20	<p>20.1. A Resolution on the following matters shall be adopted if approved by shareholders representing at least 75% of the total voting shares of all shareholders <u>attending the meeting</u>, [...]</p> <p>20.2. Resolutions shall be adopted when approved by shareholders owning more than 65% of the total voting shares of all shareholders <u>attending the meeting</u>, except for the cases prescribed in Clause 1 of this Article and Clauses 3 and 6 of Article 148 of the Law on Enterprises.</p>	<p>20.1. A Resolution on the following matter shall be adopted if it is approved by shareholders representing at least 75% of the total voting rights of all shareholders <u>attending and voting at the meeting</u>, [...]</p> <p>20.2. Resolutions shall be adopted when approved by shareholders holding more than 65% of the total voting rights of all shareholders <u>attending and voting at the meeting</u>, except as provided in Clause 1 of this Article and Clauses 3 and 6 of Article 148 of the Law on Enterprises.</p>	Updated pursuant to Clause 5, Article 7 of Law No. 03/2022/QH15.
2	Clause 25.3, Article 25	<p>25.3. The composition of the Board of Directors shall be as follows: <u>The composition of the Company's Board of Directors must ensure that at least one-third of the total members of the Board of Directors are non-executive members. The Company shall minimize, to the greatest extent possible, the number of members of the Board of Directors who concurrently hold executive positions in the Company in order to ensure the independence of the Board of Directors.</u></p>	<p>25.3. The composition of the Board of Directors shall be as follows: <u>The number of non-executive members of the Board of Directors must comply with applicable law.</u> <u>The number of independent members of the Board of Directors must satisfy the following requirements:</u></p> <ul style="list-style-type: none"> - <u>At least 01 independent member is required where the Company has from 03 to 05 members of the Board of Directors;</u> - <u>At least 02 independent members are required where the Company has from 06 to 08 members of the Board of Directors;</u> - <u>At least 03 independent members are required where the Company has from 09 to 11 members of the Board of Directors.</u> 	Amended to conform to Clause 2 and Clause 4, Article 276 of Decree No. 155/2020/ND-CP.

No.	Provision	Current content	Content after amendment and supplementation	Reason for amendment, supplementation
3	Clause 41.6 of Article 41	<p>41.6. Transactions between the Company and one or more members of the Board of Directors, members of the Supervisory Board, the General Director, other executives, and individuals or organizations related to such persons shall not be invalidated in the following cases:</p> <p>a. For transactions with a value <u>not exceeding 20%</u> of the total assets recorded in the most recent financial statements, the material terms of the contract or transaction, as well as the relationships and interests of members of the Board of Directors, members of the Supervisory Board, the General Director, and other executives, have been reported to the Board of Directors and approved by the Board of Directors by a majority of affirmative votes of the members of the Board of Directors who have no related interests;</p> <p>b. For transactions with a value <u>greater than 20%</u> or transactions that result in the aggregate value of transactions arising within 12 months from the date of the first transaction reaching <u>20% or more</u> of the total asset value recorded in the most recent financial statements, the material terms of such transactions, as well as the relationships and interests of members of the Board of Directors, members of the Supervisory Board, the General Director, and other executives, have been disclosed to the shareholders and approved by the General Meeting of Shareholders by votes of shareholders with no related interests.</p>	<p>41.6. Transactions between the Company and one or more members of the Board of Directors, members of the Supervisory Board, the General Director, other executives, and individuals or organizations related to such persons shall not be invalidated in the following cases:</p> <p>a. For transactions valued at <u>less than 35%</u> of the total asset value recorded in the most recent financial statements, the material terms of the contract or transaction, as well as the relationships and interests of members of the Board of Directors, members of the Supervisory Board, the General Director, and other executives, have been reported to the Board of Directors and approved by the Board of Directors by a majority vote of the members of the Board of Directors who have no related interest;</p> <p>b. For any transaction valued at <u>35% or more</u>, or any transaction resulting in the aggregate value of transactions arising within 12 months from the date of execution of the first transaction being valued at <u>35% or more</u> of the total asset value recorded in the most recent financial statements, the material terms of such transaction, as well as the relationships and interests of members of the Board of Directors, members of the Supervisory Board, the General Director, and other executives, have been disclosed to the shareholders and approved by the General Meeting of Shareholders by votes cast by shareholders without related interests.</p>	<p>Amended to ensure consistency with the contents of point r Clause 14.2 Article 14 and point h Clause 26.2 Article 26 of the Company Charter.</p>

**APPENDIX II: CONTENTS OF AMENDMENTS AND ADDITIONS
INTERNAL REGULATIONS ON GOVERNANCE, REGULATIONS ON THE OPERATION
OF THE BOARD OF DIRECTORS**

I – INTERNAL REGULATIONS ON GOVERNANCE

No.	Provision	Current content	Content after amendment and supplementation	Reason for amendment, supplementation
1	Point i Clause 2 Article 6	i) A Resolution adopted in the form of collecting written opinions from shareholders must be approved by shareholders representing at least <u>75%</u> of the total number of shares carrying voting rights and shall have the same validity as a Resolution adopted at a meeting of the General Meeting of Shareholders.	i) A Resolution adopted by way of written solicitation of shareholders' opinions must be approved by shareholders representing at least <u>65%</u> of the total shares carrying voting rights and shall have the same validity as a resolution adopted at a meeting of the General Meeting of Shareholders.	Amended to ensure consistency with Clause 21.8, Article 21 of the Company Charter.
2	Point b, Clause 1, Article 9	9. Role, rights and obligations of the Board of Directors, and responsibilities of members of the Board of Directors [...] - To approve contracts for purchase, sale, borrowing, lending, and other contracts and transactions valued at 35% or more of the total asset value recorded in the Company's most recent audited consolidated financial statements <u>and</u> contracts and transactions falling within the decision-making authority of the General Meeting of Shareholders as prescribed at Point d, Clause 14.1, Article 14 of the Company Charter, and Clauses 1 and 3, Article 167 of the Law on Enterprises.	9. Role, rights and obligations of the Board of Directors, and responsibilities of members of the Board of Directors [...] - Approval of purchase, sale, borrowing, lending contracts and other contracts and transactions valued at 35% or more of the total asset value recorded in the Company's latest audited consolidated financial statements <u>except</u> contracts and transactions falling within the decision-making authority of the General Meeting of Shareholders as prescribed at Point d, Clause 14.1, Article 14 of the Company Charter, and Clauses 1 and 3, Article 167 of the Law on Enterprises.	Clarification of the division of authority between the General Meeting of Shareholders and the Board of Directors.

No.	Provision	Current content	Content after amendment and supplementation	Reason for amendment, supplementation
3	Point a, Clause 2, Article 10	<p>a. <u>The composition of the Board of Directors of a public company must ensure that at least one-third of the total members of the Board of Directors are non-executive members. The Company shall minimize, to the greatest extent possible, the number of members of the Board of Directors concurrently holding executive positions in the Company, in order to ensure the independence of the Board of Directors.</u></p>	<p>a. The composition of the Board of Directors is as follows: <u>The number of non-executive members of the Board of Directors must comply with applicable law.</u> <u>The number of independent members of the Board of Directors must satisfy the following requirements:</u></p> <ul style="list-style-type: none"> - <u>At least 01 independent member is required where the Company has from 03 to 05 members of the Board of Directors;</u> - <u>At least 02 independent members are required where the Company has from 06 to 08 members of the Board of Directors;</u> - <u>At least 03 independent members are required where the Company has from 09 to 11 members of the Board of Directors.</u> 	<p>Amended to conform to Clause 2 and Clause 4 of Article 276 of Decree No. 155/2020/ND-CP.</p>
4	Point a, Clause 3, Article 10	<p>a) Shareholders holding ordinary shares have the right to aggregate their voting rights to nominate candidates for election to the Board of Directors. Specifically, if a shareholder or group of shareholders owns the total number of shares with voting rights:</p> <ul style="list-style-type: none"> - <u>From 5% to less than 20%, they may nominate one (01) candidate.</u> - <u>From 20% to under 50%, up to two (02) candidates may be nominated.</u> - <u>From 50% and above, up to three (03) candidates may be nominated.</u> 	<p>a) Shareholders holding ordinary shares have the right to aggregate their voting rights to nominate candidates for election to the Board of Directors. Specifically, if a shareholder or group of shareholders owns the total number of shares with voting rights:</p> <ul style="list-style-type: none"> - <u>From 5% to less than 20%, they may nominate one (01) candidate.</u> - <u>From 20% to under 30%, up to two (02) candidates may be nominated.</u> - <u>From 30% to under 40%, up to three (03) candidates may be nominated.</u> - <u>From 40% to under 50%, up to four (04) candidates may be nominated.</u> - <u>From 50% and above, up to five (05) candidates may be nominated.</u> 	<p>Amended for consistency with Clause 24.2, Article 24 of the Company Charter.</p>

II – Regulations on the Operation of the Board of Directors

No.	Provision	Current content	Content after amendment and supplementation	Reason for amendment, supplementation
1	Clause 3, Article 3	[No provision yet]	<u>3. An Independent member of the Board of Directors must prepare an assessment report on the activities of the Board of Directors.</u>	Supplementing regulations on Independent members of the Board of Directors, based on the Model Regulations in Appendix III to Circular No. 116/2020/TT-BTC.
2	Article 6	Members of the Board of Directors must satisfy the following standards and conditions: <ol style="list-style-type: none"> 1. Not being a person specified in Clause 2, Article 17 of the Law on Enterprises; 2. Having professional qualifications and experience in business administration or in the business lines and sectors of the Company, and not necessarily being a shareholder of the Company; 3. A member of the Board of Directors of the Company may concurrently serve as a member of the Board of Directors of another company; 4. Satisfying the conditions set out in Clause 1, Article 155 of the Law on Enterprises. 	<ol style="list-style-type: none"> 1. Members of the Board of Directors must satisfy the following standards and conditions: <ol style="list-style-type: none"> a) Not being a person specified in Clause 2, Article 17 of the Law on Enterprises; b) Having professional qualifications and experience in business administration or in the business lines and sectors of the Company, and not necessarily being a shareholder of the Company; c) A member of the Company's Board of Directors may concurrently serve as a member of the Board of Directors of another company; d) Satisfying the conditions set out in Clause 1, Article 155 of the Law on Enterprises. 2. <u>An Independent member of the Board of Directors must satisfy the following criteria and conditions:</u> 	Supplementing regulations on Independent members of the Board of Directors, based on the Model Regulations in Appendix III to Circular No. 116/2020/TT-BTC.

No.	Provision	Current content	Content after amendment and supplementation	Reason for amendment, supplementation
			<p>a) <u>Must not be a person currently working for the Company, the parent company, or a subsidiary of the Company; Must not be a person who has worked for the Company, the parent company, or a subsidiary of the Company at any time during the preceding 03 consecutive years;</u></p> <p>b) <u>Must not be a person currently receiving salary or remuneration from the Company, except for allowances to which members of the Board of Directors are entitled in accordance with regulations;</u></p> <p>c) <u>Must not be a person whose spouse, biological father, adoptive father, biological mother, adoptive mother, biological child, adopted child, biological brother, biological sister, or biological younger sibling is a major shareholder of the Company; is an executive of the Company or a subsidiary of the Company;</u></p> <p>d) <u>Does not directly or indirectly own at least 01% of the total voting shares of the Company;</u></p> <p>e) <u>Has not served as a member of the Board of Directors or Supervisory Board of the Company during the preceding 05 consecutive years, except in the case of continuous appointment for 02 terms.</u></p> <p>3. <u>An Independent member of the Board of Directors must notify the Board of Directors that he or she no longer fully satisfies the standards and conditions prescribed in Clause 2 of this Article and shall automatically cease to be an</u></p>	

No.	Provision	Current content	Content after amendment and supplementation	Reason for amendment, supplementation
			<p><u>Independent member of the Board of Directors from the date on which such standards and conditions are no longer satisfied. The Board of Directors must report the case in which an Independent member of the Board of Directors no longer fully satisfies the standards and conditions at the next meeting of the General Meeting of Shareholders or convene a meeting of the General Meeting of Shareholders to elect an additional or replacement Independent member of the Board of Directors within 06 months from the date of receipt of the notice from the relevant Independent member of the Board of Directors.</u></p>	
3	Points e and f, Clause 5, Article 11	<p>The following matters must be approved by the Board of Directors: [...] e) Borrowings and the creation of mortgages, security interests, guarantees and indemnities by the Company; f) Investments outside the business plan and budget exceeding VND 1 billion, or investments exceeding 10% of the value of the annual business plan and budget</p>	<p>The following matters must be approved by the Board of Directors: [...] e) Borrowings and the creation of mortgages, security interests, guarantees and indemnities by the Company, <u>except for matters falling within the approval authority of the General Meeting of Shareholders;</u> f) Investments outside the business plan and budget exceeding VND 1 billion or investments exceeding 10% of the value of the annual business plan and budget, <u>except for investments falling within the approval authority of the General Meeting of Shareholders</u></p>	Amended to clarify the division of authority between the General Meeting of Shareholders and the Board of Directors.

No.	Provision	Current content	Content after amendment and supplementation	Reason for amendment, supplementation
4	Article 24	<p>24. During the implementation of these Regulations, all opinions and proposals for amendment or supplementation of the Regulations shall be submitted in writing to the Person in charge of corporate governance for submission to the Board of Directors for consideration <u>and decision.</u></p> <p>Where any provisions of the Company Charter and applicable law relating to the operations of the Company are not addressed in these Regulations, or where the contents of these Regulations conflict with or differ from applicable law and the Company Charter, such relevant provisions of the Company Charter and applicable law shall automatically apply to and govern the operations of the Company. In the event of any changes to applicable law and the Company Charter, the Board of Directors shall decide on appropriate amendments.</p>	<p>24. During the implementation of these Regulations, all proposals for amendments and supplements to the Regulations shall be submitted in writing to the Person in charge of corporate governance for submission to the Board of Directors for consideration <u>and to the General Meeting of Shareholders for decision.</u></p> <p>Where any provisions of the Company Charter and applicable laws relating to the Company's operations are not addressed in these Regulations, or where the contents of these Regulations are contrary to or inconsistent with the law and the Charter, such relevant provisions of the Company Charter and applicable laws shall automatically apply to and govern the Company's operations.</p>	Amended to clarify the division of authority between the General Meeting of Shareholders and the Board of Directors.

PRESIDIUM



BÙI DUY CHINH



MAI TIẾN DŨNG



PHAN VĂN HÙNG

SECRETARIAT



NGUYỄN HOÀNG LINH



PHAN THỊ QUỲNH TRANG



PROGRAM

ANNUAL GENERAL MEETING OF SHAREHOLDERS 2026

(June 18th 2026, from 8:30 AM to 11:30 AM)

I. Opening Procedures of the General Meeting

1. Statement of Purpose - Introduction of Participants (Organizing Committee)
2. Report on Verification of Shareholder Attendance Ratio (Delegate Qualification Verification Committee)
3. Approval of the General Meeting Program, Organizational Regulations/Voting Rules (Organizing Committee)
4. Approval of the List of the Presidium, Secretariat, and Voting Card Verification Committee (Organizing Committee)

II. General Meeting Content

1. Reports at the General Meeting (General Director)
 - Report and Assessment by the General Director on Business Performance in 2025
 - Report on performance of the Board of Directors in 2025 and the 2024 – 2026 term (Board of Directors)
 - Report on performance of the Supervisory Board in 2025 and the 2024 – 2026 term (Supervisory Board)
2. Proposals to the General Meeting (Presidium)
 - Financial Statements and Profit Distribution Plan for 2025
 - Business Plan and Profit Distribution Plan for 2026
 - Amendment and Issuance of the Company's Charter
 - Amendment and Issuance of the Company's Regulations
 - Remuneration for Members of the Board of Directors and Supervisory Board in 2026
 - Selection of an Independent Auditing Firm for Auditing the 2026 Financial Statements

- | | |
|--|--|
| <p>3. Approval of 02 proposals to amend, promulgate the Company's Charter and Regulations.</p> <ul style="list-style-type: none"> - Approve the proposal to amend and issue the Company's Charter - Approve the proposal to amend and issue the Company's Regulations | <p>(Presidium)</p> |
| <p>4. Election of the Board of Directors and Supervisory Board</p> <ul style="list-style-type: none"> - Approval of the Proposal on the Term of the Board of Directors/Supervisory Board and the Number of Members of the Board of Directors/Supervisory Board - Approval of the Proposal on the List of Candidates for Members of the Board of Directors and Supervisory Board for the new term - Approval of the Election Regulations - Guidance on Voting and Ballot Marking Procedures - Conducting the Election of Members of the Board of Directors and Supervisory Board | <p>(Presidium)</p> <p>(Election Committee)</p> <p>(Election Committee)</p> <p>(Election Committee)</p> |
| <p>5. Discussion of Reports, Proposals, and Voting for Approval</p> | <p>(Presidium)</p> |
| <p>6. Approval of the Vote Counting Minutes for the Election of Members of the Board of Directors and Supervisory Board
Announcement of Elected Members, Introduction of the New Term Board of Directors and Supervisory Board</p> | <p>(Election Committee)</p> |
| <p>7. Appreciation to Members of the Board of Directors and Supervisory Board for the 2024 - 2026 Term</p> | <p>(New Term Board of Directors)</p> |
| <p>8. Approval of the Draft Minutes and Resolutions of the General Meeting</p> | <p>(Secretariat)</p> |
| <p>III. <u>Summary of the Congress</u></p> | <p>(Presidium)</p> |



**VINACONTROL GROUP
CORPORATION**

SOCIALIST REPUBLIC OF VIETNAM
Independence – Freedom – Happiness

Hanoi, day month year 2026

**ORGANIZATIONAL REGULATIONS
AT THE 2026 ANNUAL GENERAL MEETING OF SHAREHOLDERS
VINACONTROL GROUP CORPORATION**

**CHAPTER I
GENERAL PROVISIONS**

Article 1: Scope of application

The organizational regulations for the Annual General Meeting of Shareholders 2026 of Vinacontrol Group Corporation.

Article 2:

These regulations specifically stipulate the rights and obligations of the parties participating in the General Meeting, as well as the conditions and procedures for conducting the meeting. The Organizing Committee of the General Meeting sends invitations and the meeting agenda to the addresses of shareholders registered with the Company and simultaneously uploads related documents for the General Meeting of Shareholders on the Company's website. Shareholders are requested to access the Company's website to download, review the meeting documents in advance, and provide written feedback to the Organizing Committee for consolidation or direct discussion at the General Meeting of Shareholders.

Article 3:

Shareholders and participating parties are responsible for complying with the provisions of these regulations.

**CHAPTER II
RIGHTS AND OBLIGATIONS OF PARTIES PARTICIPATING IN THE GENERAL
MEETING**

Article 4: Rights and obligations of shareholders attending the General Meeting of Shareholders

4.1. Conditions for attending the General Meeting:

All shareholders holding Vinacontrol shares as per the shareholder list finalized by the Vietnam Securities Depository and Clearing Corporation on May 15, 2026, or those with valid authorization to attend.



4.2. Rights and obligations of eligible shareholders attending the General Meeting:

- Shareholders or groups of shareholders as stipulated in Clause 2, Article 115 of the current Enterprise Law have the right to propose issues to be included in the agenda of the General Meeting. Proposals must be in writing and sent to the Company no later than 3 working days before the opening date.
- Shareholders or authorized representatives (hereinafter referred to as shareholders) attending the General Meeting must bring their National ID Card/Citizen ID Card or Passport.

In cases where shareholders have not sent a Confirmation Letter/Authorization to attend the General Meeting to the Company as instructed, shareholders are requested to bring the Meeting Invitation, National ID Card/Citizen ID Card/Passport, and Authorization Letter (if authorized to attend the General Meeting of Shareholders).

- After presenting their ID card/Citizen Identification Card or Passport to the Shareholder Eligibility Verification Committee, shareholders attending the General Meeting will receive a Voting Card (indicating the shareholder's name, code, and the number of shares with voting rights owned by that shareholder) and a Voting Ballot (if applicable). The value of the Voting Card and Voting Ballot corresponds to the proportion of the total shares with voting rights that the shareholder owns or is authorized to represent at the General Meeting, relative to the total shares with voting rights of all shareholders attending the General Meeting.
- Shareholders may authorize, in writing, a proxy to attend and vote on their behalf at the General Meeting of Shareholders. The proxy attending the General Meeting is not allowed to delegate this authorization to another person.
- Shareholders attending the General Meeting who wish to express their opinions during discussions must obtain the consent of the Chairperson, keep their remarks concise, and focus on the key issues relevant to the approved agenda of the General Meeting. Issues already addressed by previous speakers should not be repeated to avoid redundancy. Shareholders may also write their questions on Question Slips and submit them to the Secretariat of the General Meeting. The Secretariat will organize the Question Slips in the order of submission and forward them to the Chairperson of the General Meeting. The Chairperson or a designated member will address the shareholders' questions and concerns.
- Shareholders have the right to vote on all matters within the authority of the General Meeting of Shareholders as stipulated in the Charter of Vinacontrol.
- Shareholders arriving after the General Meeting has commenced, upon completing the registration procedures, are allowed to participate and vote on the remaining agenda items as approved in the General Meeting's program. In such cases, the validity of votes already conducted remains unaffected.

- Comply with the regulations outlined in this Working Regulation and adhere to the directives of the Chairperson of the General Meeting, respecting the outcomes of the General Meeting's proceedings.
- Bear their own travel, accommodation, and other expenses during the duration of the General Meeting.
- Complete the Voting Ballots and submit them to the Voting Card Verification Committee at the General Meeting.

Article 5: Rights and Responsibilities of the Chairperson and the Presidium.

5.1. The Chairperson of the Board of Directors ("BOD") serves as the Chairperson of the General Meeting.

5.2. The Presidium is nominated by the Chairperson of the General Meeting and approved by shareholder voting at the General Meeting. The Presidium is responsible for:

- Conducting the General Meeting in accordance with the approved agenda, rules, and working regulations; carrying out necessary tasks to ensure the orderly conduct of the General Meeting of Shareholders, reflecting the will of the majority of attending shareholders. The Presidium operates based on the principle of democratic centralism and makes decisions by majority vote.
- Guide the delegates and the General Meeting in discussing and voting on issues within the agenda of the General Meeting and any related matters arising during the course of the General Meeting.
- Present the draft and the contents requiring the General Meeting's opinions for voting.
- Address issues raised by the General Meeting.

Article 6: Rights and obligations of the Shareholder Eligibility Verification Committee for the General Meeting.

- The Shareholder Eligibility Verification Committee for the General Meeting of Shareholders is established by the decision of the Chairman of the Board of Directors of Vinacontrol Group Corporation.
- The Shareholder Eligibility Verification Committee is responsible for receiving documents from shareholders attending the General Meeting, verifying their validity, and cross-checking with the finalized list of shareholders eligible to attend as of May 15th, 2026; distributing materials, Voting Cards, and Ballots (if any); and reporting to the General Meeting on the results of shareholder eligibility verification before the official commencement of the General Meeting.



Article 7: Rights and obligations of the Secretariat of the General Meeting.

7.1. The Secretariat of the General Meeting is nominated by the Chairperson of the General Meeting and approved by the General Meeting of Shareholders.

7.2. The Secretariat performs support tasks as assigned by the Chairperson:

- Accurately and comprehensively record the entire proceedings of the General Meeting and the matters approved or noted by the shareholders or their representatives in the Minutes of the General Meeting of Shareholders.
- Assist the Presidium in announcing the Draft Minutes and Resolutions of the General Meeting and in disseminating notifications from the Presidium to shareholders upon request.
- Receive Question Forms from shareholders (if any).

Article 8: Rights and obligations of the Voting Card Inspection Committee.

8.1. The Voting Card Inspection Committee is nominated by the Chairperson of the General Meeting and approved by the General Meeting of Shareholders.

8.2. The Voting Card Inspection Committee is tasked with:

- Supervising the voting process of shareholders at the General Meeting.
- Inspecting Voting Cards and consolidating the number of shares voted on each matter at the General Meeting.
- Reporting the results to the Chairperson, the Secretariat of the General Meeting, and announcing the voting results to the General Meeting.
- Being accountable for the accuracy of the voting results during the Annual General Meeting of Shareholders.
- Reviewing and reporting to the General Meeting any violations of voting regulations or complaints regarding voting results.

Article 9: Rights and obligations of the Election Committee.

9.1. The Election Committee is nominated by the Chairperson of the General Meeting and approved by the General Meeting of Shareholders. Members of the Election Committee may not necessarily be shareholders but must not be individuals listed as candidates and/or nominees for the Board of Directors and the Supervisory Board (“SB”) of the Company.

9.2. The Election Committee is tasked with:

- Announcement of the Election Regulations and guidance on the election process;
- Distribution of voting ballots to shareholders or authorized representatives of shareholders;

- Inspection of the voting process by shareholders at the General Meeting;
- Organization of vote counting;
- Preparation of the vote counting minutes and announcement at the General Meeting;
- Handover of the minutes and all voting ballots to the Chairperson.

CHAPTER III CONDUCTING THE GENERAL MEETING

Article 10: Conditions for conducting the General Meeting

- The General Meeting of Shareholders is conducted when shareholders/authorized representatives attending the meeting represent more than 50% of the shares with voting rights (according to the list of shareholders of VINACONTROL GROUP CORPORATION prepared by the Vietnam Securities Depository and Clearing Corporation, final registration date: May 15, 2026).
- In the event that the required number of shareholders is not met within thirty (30) minutes from the scheduled opening time of the General Meeting, the convener of the meeting shall cancel the General Meeting of Shareholders.
- The second General Meeting of Shareholders must be reconvened within thirty (30) days from the date initially scheduled for the first General Meeting of Shareholders. The second General Meeting of Shareholders shall only proceed if shareholders attending the meeting represent at least 33% of the total shares with voting rights.
- In the event that the second General Meeting cannot proceed due to insufficient attendance within thirty (30) minutes from the scheduled opening time, the third General Meeting of Shareholders may be convened within twenty (20) days from the date initially scheduled for the second meeting. In this case, the meeting shall proceed regardless of the total voting shares of the attending shareholders, be deemed valid, and have the authority to decide on all matters proposed for approval at the General Meeting of Shareholders.

Article 11: Voting procedures for resolutions at the General Meeting

- All items on the agenda of the General Meeting must be discussed and approved through open voting by all shareholders attending the General Meeting using Voting Cards or Ballots (if applicable).
- Each shareholder/authorized representative attending the General Meeting is issued one Voting Card, which includes: Shareholder Code; Number of voting shares issued by the Company, and the Company's official seal.



- **Voting Card:** printed on **white paper**, used for voting on the General Meeting's agenda items. Shareholders vote on matters by raising the Voting Card (refer to the Voting Rules).
- **Board of Directors Election Ballot:** printed on **pink paper**, used for voting to elect members of the Board of Directors (refer to the Board of Directors and Supervisory Board Election Regulations).
- **Supervisory Board Election Ballot:** printed on **blue paper**, used for voting to elect members of the Supervisory Board (refer to the Board of Directors and Supervisory Board Election Regulations).

CHAPTER IV CONCLUSION OF THE GENERAL MEETING

Article 12: Minutes and Resolutions of the General Meeting of Shareholders

- 12.1. All matters discussed at the General Meeting of Shareholders must be recorded in the Minutes of the General Meeting of Shareholders by the Secretariat of the Meeting. The Minutes and Resolutions of the General Meeting of Shareholders must be read by the Secretariat and approved by the shareholders and shareholder representatives before the conclusion of the Meeting.
- 12.2. The Minutes and Resolutions of the General Meeting of Shareholders must be retained by the Company.

Article 13: Effective Date

This Regulation, consisting of 13 Articles, shall take effect immediately upon approval by the Annual General Meeting of Shareholders in 2026.

**ON BEHALF
OF THE BOARD OF DIRECTORS**

CHAIRMAN

Bui Duy Chinh



VINACONTROL GROUP CORPORATION

SOCIALIST REPUBLIC OF VIETNAM
Independence – Freedom – Happiness

Hanoi, date month year 2026

VOTING REGULATIONS
AT THE 2026 ANNUAL GENERAL MEETING OF SHAREHOLDERS
VINACONTROL GROUP CORPORATION

- Pursuant to the Enterprise Law No. 59/2020/QH14 passed by the National Assembly of the Socialist Republic of Vietnam on June 17, 2020, and its amendments, supplements, and implementation guidelines;
- Pursuant to the Securities Law No. 54/2019/QH14 passed by the National Assembly of the Socialist Republic of Vietnam on November 26, 2019, and its amendments, supplements, and implementation guidelines;
- Pursuant to the Charter on the organization and operation of Vinacontrol Group Corporation approved by the General Meeting of Shareholders on April 22, 2025;

The Board of Directors of Vinacontrol Group Corporation submits to the 2026 Annual General Meeting of Shareholders for approval the voting regulations for the contents of the Meeting as follows:

1. Delegates eligible to vote:

Delegates who meet the qualifications as stipulated in the Company's Charter.

2. Delegates eligible to vote:

- 2.1. Delegates eligible to vote are entitled to vote on all matters approved at the Meeting;
- 2.2. The voting ratio of a delegate is calculated based on the total number of shares that the delegate owns and/or represents as recorded on the voting card compared to the total number of shares owned and/or represented by all delegates present at the Meeting.
- 2.3. Delegates who have registered to attend the Meeting but are unable to participate due to unforeseen circumstances may authorize another person in writing within 30 minutes after the Meeting's opening time, along with the number of shares owned by the authorizing party.

3. Voting method at the Meeting:

- 3.1. Open voting by raising the Voting Card



- Each delegate will be issued one Voting Card by the Meeting Organizing Committee to vote on the matters of the Meeting. The Voting Card will include the shareholder code and the number of shares owned and/or represented by the shareholder.
- Shareholders and/or Shareholder Representatives will vote (agree, disagree, no opinion) on a matter by directly raising the Voting Card at the Meeting;
- During the voting process at the Meeting, shareholders who agree to approve will raise their Voting Cards high. Members of the Voting Card Inspection Committee will mark the Shareholder Code and the corresponding voting rights of each agreeing shareholder. Similarly, under the direction of the Chairperson, shareholders who disagree or have no opinion will raise their Voting Cards in turn.
- Immediately after completing the Voting session to approve the contents presented at the General Meeting, the Voting Card Inspection Committee will proceed to count the votes and announce the results to the entire General Meeting.

3.2. Direct voting by secret ballot (if applicable):

- Regulations on voting cards:
 - + Shareholders will be issued one voting card, which clearly states the total number of shares owned and/or represented by the shareholder upon registration for participation in the General Meeting.
 - + Opinion collection cards: These cards include three options for delegates to mark:
 Agree Disagree No opinion
In this case: A valid opinion collection card is one that marks only one of the three boxes above. An invalid card is one that marks more than one box, does not mark any box, and/or includes additional content not part of the General Meeting's agenda.

4. Voting rules for approving matters at the General Meeting

4.1. One (1) common share corresponds to one (1) voting right.

4.2. The following matters will be approved when 75% or more of the total voting rights of shareholders with voting rights present in person or through authorized representatives at the General Meeting agree:

- Approval of amendments and issuance of the Company's Charter;
- Approval of the term of the Board of Directors, Supervisory Board, and the number of members of the Board of Directors and Supervisory Board;

4.3. The following matters will be approved when 65% or more of the total voting rights of shareholders with voting rights present in person or through authorized representatives at the General Meeting agree:

- Approval of the Program, Organizational Regulations of the General Meeting, Voting Rules, and Election Regulations;

- Approval of the Report on the performance of the Board of Directors for 2025 and the end of term;
- Approval of the Report on the performance of the Supervisory Board for 2025 and the end of term;
- Approval of the Audited Financial Statements for 2025 and the profit distribution plan for 2025;
- Approval of the Business Plan and Profit Distribution Plan for 2026;
- Approval of remuneration for members of the Board of Directors and the Supervisory Board;
- Approval of the plan to select an auditing organization for the 2026 Financial Statements;
- Approval of the list of candidates for members of the Board of Directors and Supervisory Board for the new term;
- Other matters as stipulated in the Company's Charter.

5. Handling issues arising during voting

- 5.1. In the event of arising issues, the Presidium must review, agree on a resolution method, and make a decision immediately at the General Meeting.
- 5.3. The voting rules take effect immediately after being approved by the Annual General Meeting of Shareholders in 2026.

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

Bui Duy Chinh





Hanoi, _____, 2026

**REGULATION ON THE ELECTION OF
THE BOARD OF DIRECTORS AND THE SUPERVORY BOARD
FOR THE 2026 - 2029 TERM
VINACONTROL GROUP CORPORATION**

- Pursuant to the Law on Enterprises No. 59/2020/QH14, adopted by the National Assembly of the Socialist Republic of Viet Nam on 17 June 2020, and the documents providing amendments, supplements, and guidance for its implementation;
- Pursuant to the Law on Securities No. 54/2019/QH14, passed by the National Assembly of the Socialist Republic of Vietnam on 26 November 2019, and the documents amending, supplementing, and guiding the implementation thereof;
- Pursuant to the current Charter of Vinacontrol Group Corporation,

The 2026 Annual General Meeting of Shareholders of Vinacontrol Group Corporation shall conduct the election of members of the Board of Directors and the Supervisory Board for the 2026–2029 term in accordance with the following specific matters:

ARTICLE 1: PERSONS ENTITLED TO PARTICIPATE IN THE ELECTION

Shareholders holding voting shares and authorized representatives of shareholders holding voting shares as of the Company's shareholder list record date of 15 May 2026, as provided by the Vietnam Securities Depository and Clearing Corporation (VSDC).

ARTICLE 2: STANDARDS AND CONDITIONS FOR MEMBERS OF THE BOARD OF DIRECTORS AND THE SUPERVISORY BOARD

1. Criteria and conditions for members of the Board of Directors

- Must not be subject to the cases specified in Clause 2, Article 17 of the Law on Enterprises;
- Must possess professional qualifications and experience in business administration or in the Company's business lines and sectors, and need not be a shareholder of the Company;
- May concurrently serve as a member of the Board of Directors or the Members' Council of no more than 05 other companies;
- Must satisfy the conditions set out in Clause 1, Article 155 of the Law on Enterprises.



2. Criteria and conditions for independent members of the Board of Directors

- Is not currently employed by the Company, its parent company, or any subsidiary of the Company; Has not been employed by the Company, its parent company, or any subsidiary of the Company during the immediately preceding 03 consecutive years;
- Is not currently receiving any salary or remuneration from the Company, except for allowances to which members of the Board of Directors are entitled in accordance with regulations;
- Does not have a spouse, biological father, adoptive father, biological mother, adoptive mother, biological child, adopted child, brother, or sister who is a major shareholder of the Company; is a manager of the Company or of a subsidiary of the Company;
- Is not a person who directly or indirectly owns at least 01% of the total voting shares of the Company;
- Is not a person who has served as a member of the Board of Directors or the Supervisory Board of the Company for at least 05 consecutive years immediately preceding such time, except where appointed for 02 consecutive terms.

3. Criteria and conditions for members of the Supervisory Board

- Does not fall within the persons specified in Clause 2 Article 17 of the Law on Enterprises;
- Having been trained in one of the following disciplines: economics, finance, accounting, auditing, law, business administration, or a discipline relevant to the Company's business operations;
- Not being a person having family relations with a member of the Board of Directors, the General Director, or any other manager;
- Not being a person having family relations with a manager of the parent company; the representative of the enterprise's contributed capital, the representative of state capital at the parent company and at the Company;
- Not being a manager of the Company; not necessarily being a shareholder or an employee of the Company;
- The Head of the Supervisory Board must hold a university degree or higher in one of the following disciplines: economics, finance, accounting, auditing, law, business administration, or a discipline relevant to the Company's business activities.

ARTICLE 3: CONDITIONS FOR NOMINATING CANDIDATES TO THE BOARD OF DIRECTORS AND THE SUPERVISORY BOARD

1. Nomination of candidates to the Board of Directors

Shareholders holding ordinary shares shall have the right to aggregate their voting rights to nominate candidates to the Board of Directors. Specifically, where a shareholder or group of shareholders owns a total number of voting shares:

- Shareholders holding from 5% to less than 20% may nominate one (01) candidate.
- Shareholders holding from 20% to less than 30% may nominate up to two (02) candidates.
- Shareholders holding from 30% to less than 40% may nominate up to three (03) candidates.

- Shareholders holding from 40% to less than 50% may nominate up to four (04) candidates.
- Shareholders holding 50% or more may nominate up to five (05) candidates.

2. Nomination of candidates to the Supervisory Board

Shareholders holding ordinary shares are entitled to aggregate their voting rights to nominate candidates to the Supervisory Board. Specifically, where a shareholder or group of shareholders owns a total number of voting shares:

- Shareholders holding from 5% to less than 20% may nominate one (01) candidate.
- Shareholders or groups of shareholders holding from 20% to under 50% shall be entitled to nominate a maximum of two (02) candidates.
- Shareholders or groups of shareholders holding 50% or more shall be entitled to nominate a maximum of three (03) candidates.

3. Where the number of candidates for the Board of Directors/Supervisory Board nominated or self-nominated remains insufficient as required, the incumbent Board of Directors/Supervisory Board shall introduce additional candidates or organize the nomination process in accordance with the Company's Charter, the Internal Regulations on Corporate Governance, the Operating Regulations of the Board of Directors, and the Operating Regulations of the Supervisory Board. The introduction of additional candidates by the incumbent Board of Directors/Supervisory Board must be clearly disclosed before the General Meeting of Shareholders votes to elect members of the Board of Directors/Supervisory Board in accordance with the law.

4. Number of members of the Board of Directors/Supervisory Board to be elected

In accordance with the law and the Company's Charter:

- The Board of Directors shall comprise from 03 to 11 members, including the following number of independent members of the Board of Directors:
 - + There shall be at least 01 independent member in the event that the Company has from 03 to 05 members of the Board of Directors;
 - + There shall be at least 02 independent members in the event that the Company has from 06 to 08 members of the Board of Directors;
 - + There shall be at least 03 independent members in the event that the Company has from 09 to 11 members of the Board of Directors.
- The Supervisory Board shall consist of from 03 to 05 members.

Pursuant to Proposal No. 365/HĐQT-TTr dated 26 May 2026 of the Company's Board of Directors on the term of the Board of Directors and the Supervisory Board, and the number of members of the Board of Directors and the Supervisory Board as approved by the General Meeting of Shareholders, specifically as follows:

- Number of members of the Board of Directors to be elected: 08 members, including at least 02 independent members.



- Number of members of the Supervisory Board to be elected: 03 members.
- The term of the members of the Board of Directors and the Supervisory Board shall be 03 years (2026–2029).

ARTICLE 4: METHOD OF ELECTION

1. The voting for the election of members of the Board of Directors/Supervisory Board shall be conducted by secret ballot under the cumulative voting method as guided in Clause 3 Article 148 of the Law on Enterprises;
2. Each shareholder shall have a total number of voting rights corresponding to the number of voting shares held (including shares owned and shares represented by proxy) multiplied by the number of members of the Board of Directors/Supervisory Board to be elected as approved by the General Meeting of Shareholders. Shareholders shall choose 1 of the following 2 voting methods:
 - Marking method: The shareholder shall mark (x) in the blank box corresponding to each candidate for whom he/she votes. The number of votes allocated to each selected candidate shall be determined by equally dividing the total number of votes that the shareholder is entitled to cast by the number of candidates selected.
 - Method of directly recording voting rights: The shareholder shall directly enter the number of voting rights in the blank box for each candidate selected. The number of voting rights allocated to each candidate may differ depending on the degree of confidence that the shareholder/shareholder's representative places in each candidate. The total number of voting rights cast by the shareholder for all candidates must not exceed the total number of voting rights of such shareholder/shareholder's representative (in the case of a valid authorization with a power of attorney, the authorized person (the shareholder's representative) shall have full voting rights). A shareholder may allocate all of his/her total voting rights to one or several candidates.

ARTICLE 5: CASES OF INVALID VOTING BALLOTS

1. Voting Ballots not in the form prescribed by the Company.
2. Voting Ballots that are erased or altered, or that contain the name of a person not included in the list of candidates approved by the General Meeting of Shareholders prior to the commencement of voting.
3. Voting Ballots on which the total number of votes cast by the shareholder for the candidates exceeds the total number of votes that such shareholder owns or is authorized to exercise;
4. Voting Ballots exceeding the number of members of the Board of Directors/Supervisory Board approved by the General Meeting of Shareholders;
5. A shareholder simultaneously uses both 02 voting methods prescribed in Clause 2, Article 4 of this Regulation;
6. Voting Ballots containing erasures or amendments without the signature of the shareholder/shareholder's representative affixed next to such erasures or amendments;
7. Voting Ballots submitted to the Election Committee after the close of voting and after the Ballot Box has been sealed.

ARTICLE 6: ELECTION COMMITTEE, PRINCIPLES FOR VOTING AND VOTE COUNTING

❖ ELECTION COMMITTEE

1. The Election Committee shall be nominated by the Presidium and approved by the General Meeting of Shareholders;
2. Duties of the Election Committee:
 - *To announce the Election Regulations and provide instructions on the voting procedures;*
 - *To distribute Voting Ballots to shareholders or their authorized representatives;*
 - *To supervise the voting of shareholders at the General Meeting;*
 - *To organize the vote counting;*
 - *To prepare the Minutes of Vote Counting and announce the same before the General Meeting;*
 - *To hand over the Minutes and all Voting Ballots to the Chairperson.*
3. Members of the Election Committee must not have their names included in the list of nominees or self-nominees for the Board of Directors or the Supervisory Board.

❖ PRINCIPLES OF VOTING AND VOTE COUNTING

1. The Election Committee shall inspect the ballot box in the presence of the shareholders;
2. Voting shall commence upon completion of the distribution of Voting Ballots and shall conclude when the last shareholder casts his/her vote into the ballot box;
3. The vote counting shall be conducted immediately after the close of voting;
4. The vote-counting results shall be recorded in writing and announced by the Head of the Election Committee to the General Meeting.

ARTICLE 7: PRINCIPLES FOR ELECTING MEMBERS OF THE BOARD OF DIRECTORS AND THE SUPERVISORY BOARD

1. The elected members of the Board of Directors/Supervisory Board are determined based on the number of votes, ranked from highest to lowest, starting with the candidate receiving the highest number of votes until the required number of Board of Directors and Supervisory Board members approved by the General Meeting of Shareholders is fulfilled.
2. Where two or more candidates receive an equal number of votes for the final seat on the Board of Directors or the Supervisory Board, a re-election shall be conducted among the candidates receiving the same number of votes in order to select the successful candidate.



ARTICLE 8: PREPARATION AND PUBLIC ANNOUNCEMENT OF THE MINUTES OF VOTE COUNTING

1. Upon completion of the vote count, the Election Committee must prepare the Minutes of Vote Counting.
2. The Minutes of Vote Counting shall include: the total number of shareholders attending the meeting; the total number of shareholders participating in the voting; the ratio of the total number of Voting Ballots cast by shareholders to the total number of ballots that the attending shareholders are entitled to cast; the number and percentage of valid ballots, invalid ballots, and blank ballots; and the total number of votes cast for each candidate to the Board of Directors and the Supervisory Board.
3. The full Minutes of Vote Counting must be announced to the General Meeting of Shareholders.

ARTICLE 9: IMPLEMENTATION PROVISIONS

1. Any complaints regarding the election and vote counting shall be resolved by the Chairperson of the General Meeting of Shareholders and recorded in the minutes of the General Meeting of Shareholders.
2. This Regulation comprises 09 articles and shall be publicly read before the General Meeting of Shareholders for voting and approval. This Regulation shall take effect immediately upon approval by the General Meeting of Shareholders and shall apply solely to the election of members of the Board of Directors and the Supervisory Board for the 2026–2029 term.

**ON BEHALF
OF THE BOARD OF DIRECTORS
Chairman**

Bui Duy Chinh

No.: 356 /TGD-NS

Hanoi, 22 May, 2026

**REPORT AND ASSESSMENT BY THE BOARD OF DIRECTORS
ON BUSINESS PERFORMANCE RESULTS FOR THE YEAR 2025**

I/ Report on business performance results for the year 2025:

In 2025, Vinacontrol Group Corporation (Group) surpassed the revenue milestone of VND 1,000 billion, reaching VND 1,070 billion, an increase of 30.45% compared to the same period last year. Consolidated net profit after tax reached VND 83.17 billion, equivalent to 228.80% compared to 2024 (based on the audited consolidated financial statements for 2025).

Business performance indicators of Vinacontrol based on the audited consolidated financial statements for 2025

No.	Indicator	2025 (VND) Audited	2024 (VND) Audited	2025/2024 (%)
1.	Total asset value	526.365.388.404	404.684.504.478	130.07%
2.	Net revenue from service provision (consolidated)	1.070.298.728.872	820.483.069.668	130.45%
3.	Net profit from business activities (consolidated)	105.306.082.960	46.571.955.388	226.11%
4.	Other profit	(710,198,167)	(604,610,027)	
5.	Total accounting profit before tax (consolidated)	104.595.884.793	45.967.345.361	227.54%
6.	Net profit after tax (consolidated)	83.172.768.022	36.352.326.990	228.80%

Specifically, the business performance of individual branches and subsidiaries is as follows:

- Vinacontrol Ho Chi Minh City Inspection Company Limited achieved revenue of VND 426.53 billion in 2025, equivalent to 123% compared to the same period last year, contributing nearly 40% of the Group's total revenue. Compared to 2024, revenue from the Production Line and Machinery Equipment group grew strongly by 37.4%; Raw cashew nuts continued to be one of the major product categories, with a growth rate of 28.8%; notably, the export durian inspection service generated nearly VND 80 billion in revenue, making a positive contribution to the Company's growth results.

- Leading in growth rate was Vinacontrol Hanoi, with revenue reaching VND 90.36 billion, equivalent to 137.1% compared to 2024. In 2025, Vinacontrol Hanoi focused on exploring new, high-potential service types such as: Inspection of machinery and

equipment, high-tech production lines in investment projects (Decision 29), Medical equipment inspection, Greenhouse gas inventory, etc., among which the Production Line and Machinery Equipment group of Vincontrol Hanoi achieved VND 22 billion, equivalent to 208% compared to 2024.

- The product structure of Vinacontrol Hai Phong is highly diverse; however, the branch focuses on effectively exploiting product/service groups serving State management, such as machinery and equipment, scrap, fertilizers, steel, and LPG. In 2025, the group of certification and State inspection services contributes 48.96% of the Vinacontrol Hai Phong's total revenue, with scrap continuing to play a key role, achieving positive growth and high stability. Vinacontrol Hai Phong's revenue in 2025 reaches VND 114.33 billion, equivalent to 118.6% compared to the same period last year.

- In 2025, Vinacontrol Quang Ninh implements organizational restructuring according to the plan approved by the Board of Directors. The branch has effectively managed human resources, ensuring personnel participation in bidding projects, with labor cost/revenue ratio reduced by 0.41% compared to 2024. Inspection packages for coal for thermal power plants continue to account for a significant proportion of the branch's revenue, reaching VND 34.73 billion out of a total revenue of VND 81.29 billion. While woodchip products experience a decline due to raw material sources and competitiveness (reaching VND 20.84 billion, equivalent to 83.8% of 2024), other product groups show significant growth compared to 2024 (reaching 145.5%), including gypsum, clinker, cement, and various ores.

- Woodchips remain the core product of Vinacontrol Da Nang, accounting for over 70% of total revenue with an increasingly expanded inspection market share. Some key clients of the branch demonstrate strong purchasing volumes, such as Liansheng, Primewood, Homewearth, and traditional, stable clients from the Japanese market such as OCM and Itochu. Notably, in 2025, the branch's leadership successfully engaged and secured inspection services for several woodchip vessels sold to Chenming, a client that had not used Vinacontrol's services for many years. Services for supplying chemicals, materials, and equipment for fumigation, as well as baking soda odor neutralization for woodchip vessels, also saw a significant increase, reaching VND 28 billion. Vinacontrol Da Nang's revenue in 2025 totals VND 154.9 billion, equivalent to 111.2% compared to 2024.

- Vinacontrol Certification and Inspection Joint Stock Company and Vinacontrol Environmental Consultancy and Appraisal Joint Stock Company, achieved positive revenue levels in 2025, amounting to VND 124.32 billion and VND 8.74 billion, respectively, contributing 12.39% to the Group's total revenue.

II/ Management and Operations in 2025:

1. Organizational Structure and Human Resources:

- Fully divested 35% of charter capital in Vinacontrol Property Valuation Joint Stock Company.

- Consolidated organizational documents to meet the requirements of ISO/IEC 17029, ISO 14064, and ISO 14065 quality management systems.

- Restructured the organizational framework of Vinacontrol Quang Ninh.



- Focused on enhancing the workforce to meet the requirements of newly implemented services (GHG inventory, energy audits, etc.).

- Strengthen human resource management and ensure high legal compliance in accordance with revised/newly issued regulations/procedures (Appointment of personnel; Management of Directors; Recruitment and signing of labor contracts; Position examinations, searching, selecting, and retaining key personnel/highly skilled personnel) to ensure consistency and synchronization across the entire sector.

2. Market Development:

- Domestic Market:

+ Marketing activities continue to receive significant attention and investment, following a multi-channel, multi-platform development strategy centered on customer benefits. Vinacontrol experts participate in sharing, consulting, and providing professional insights on reputable news platforms and forums such as Heritage, Vietnam Investment Review, Vietnamnet, training seminars on EU Green Standards and the carbon market, the International Conference on Vietnam's Cashew Industry, among others, thereby affirming the Group's position in various fields.

Strengthen relationships with regulatory agencies, associations, and partners to enhance access to information on technical standard trends and market demands. The total number of customers served by the Group in 2025 increased by 9.25% compared to the previous year.

+ Bidding activities remain a crucial channel for market expansion, generating stable revenue and affirming the Group's reputation and capabilities. In 2025, Vinacontrol participated in 183 bidding packages, service proposals, and price quotations, of which 143 packages were successfully won, with a total value of 83.9 billion VND, equivalent to 111% compared to 2024.

- In the international market, the Group promotes cooperation with new partners in countries such as China, South Korea, the United Kingdom, and the United States, opening opportunities for the development of testing, certification, consulting, appraisal, and evaluation services in areas such as energy management, food supply chains, greenhouse gases, and sustainable development.

International cooperation activities not only contribute to enhancing professional capabilities and accessing new technologies but also lay the foundation for Vinacontrol to gradually expand its operations into markets outside Vietnam in the medium and long term.

3. Technical Operations and Development of New Services:

- Maintain designation decisions from State Management Agencies for conformity assessment organizations.

- Standardize technical and operational processes: Review, update, and unify the system of procedures, technical guidelines, and operational templates to ensure consistent application across member units.

- Establish organizations for greenhouse gas verification and validation in accordance with ISO/IEC 17029, ISO 17064, and 14065, as well as a model for an Environmental Services Advisory Board (Conduct initial accreditation assessments).

- Orient the development of new technical services, particularly in areas related to the environment, greenhouse gases, ESG, CBAM, and conformity assessment according to international standards.

4. Enhance capabilities and expand the testing service market:

In 2025, Vinacontrol demonstrated a strong focus on investing in machinery and equipment projects to enhance the technological and technical content of its services. Among these, laboratories were not only prioritized for investment to strengthen their capacity and service quality but also initiated several collaborative projects to seek external resources.

Notably, in 2025, the export durian testing activities generated a significant revenue surge for Vinacontrol, amounting to over 145 billion VND. Of this, the revenues of Analysing & Testing Center 1 and Analysing & Testing Center 2 were 65 billion VND and 80 billion VND, respectively. In the context of the limited number of laboratories recognized by the General Administration of Customs of China for Cadmium and Auramine O indicators, Vinacontrol's recognition for testing these indicators created a critical advantage in providing services for goods exported to the Chinese market.

5. Investment and Development Activities:

All investments, asset acquisitions, and testing equipment purchases by Vinacontrol were carried out in strict compliance with the Board of Directors' regulations and the Company's Charter. In 2025, Vinacontrol invested over 16 billion VND of its own capital in purchasing machinery and equipment for analytical testing, detailed as follows:

Head Office:	3.53 billion VND
Vinacontrol Hanoi:	0.49 billion VND
Vinacontrol Hai Phong:	0.18 billion VND
Vinacontrol Quang Ninh:	5.23 billion VND
Vinacontrol Da Nang:	0.78 billion VND
Vinacontrol Ho Chi Minh City:	3.60 billion VND
Vinacontrol Certification and Inspection Joint Stock Company:	2.26 billion VND

IV/ Plans and Directions for 2026:

In 2026, Vinacontrol will focus on building and implementing the following tasks:

1. Market Operations:

The year 2026 serves as a pivotal year for restructuring Vinacontrol's market operations, with a strategic direction toward in-depth and efficient market development. Alongside continuously consolidating and improving ongoing effective activities, Vinacontrol will focus on three strategic pillars to drive new growth momentum, enhance internal capabilities, and increase operational efficiency across the entire system. Specifically, these are: Comprehensive Digitalization, Green Transition, and Performance Optimization. To realize this direction, Vinacontrol has outlined specific solutions and tasks for 2026:

- Strengthen care for existing, major, and strategic customers while developing new customers through a partner ecosystem, bidding, and market development activities;

- Enhance the efficiency of bidding activities, focusing on large-scale, key projects with long-term stability.

- Reorganize the existing and new service portfolio into comprehensive solution packages with a roadmap tailored to each customer sector and industry.

- Continue investing in research and development of new services focusing on topics such as Greenhouse Gases (GHG), Sustainable Development (ESG), Logistics and Supply Chain Management (LSCM), Energy Management, and Green Agriculture.

- Promote international cooperation through flexible approaches (joint ventures, partnerships, M&A, white-label), gradually expanding into foreign markets.

- Accelerate comprehensive Digital Transformation across Marketing, Sales, and Customer Care processes; adopt a customer-centric approach, leveraging AI and big data to enhance customer experience, optimize business efficiency and revenue, and strengthen long-term competitive advantages.

2. Technical operations and management of laboratory systems:

- Technical operations:

+ Maintain and improve the quality management system to meet the requirements of corresponding quality management standards; comply with and guide the implementation of management procedures, methods, and legal documents issued by State regulatory agencies.

+ Collaborate with Units to research and develop new services.

- Management of laboratory systems:

+ Continue focusing on investment/expansion of infrastructure and analytical testing equipment capabilities at Units, with priority given to investment in two analytical testing centers in the Northern and Southern regions to support overall operations.

3. Governance and human resources:

- Focus on completing the workforce in five service areas: Personnel meeting Decree 107 requirements for inspection activities; Personnel meeting the draft Decree detailing certain provisions and implementation measures of the Law on Standards and Technical Regulations; State Inspection Personnel; New Service Personnel; and Key Personnel involved in bidding activities.

- Develop incentive policies for high-quality personnel and staff serving key projects/contracts of significant scale.

- Strengthen the review and consolidation of the internal human resource management system to ensure legal compliance, efficiency, consistency, and readiness for digital transformation implementation.

4. Financial and accounting operations:

Continuously update economic transactions promptly and accurately; prepare periodic financial reports and reports as required by shareholders and the Board of Directors. Additionally, in 2026, financial and accounting operations must undertake the following



tasks:

- Support timely and close financial control of Units and subsidiaries.
- Periodically evaluate the financial status of enterprises under affiliated Units.
- Strengthen the review and inspection of receivables at Units and across the entire Group.

5. Investment and Development Activities:

- Prioritize focused and strategic investments, concentrating on projects that enhance inspection and testing capabilities to meet the requirements of State management agencies.

- Standardize the processes for project planning, appraisal, and approval, ensuring alignment with actual needs.

- Strengthen coordination, supervision, and risk control during the investment implementation process, ensuring progress, compliance with regulations, and efficient use of resources.

- Improve mechanisms for monitoring and evaluating post-investment effectiveness, with units required to submit periodic reports on operational performance, economic efficiency, and service quality of implemented projects.



Mai Tien Dung



**REPORT ON THE PERFORMANCE
OF THE BOARD OF DIRECTORS
FOR THE YEAR 2025 AND THE TERM 2024-2026**

(Presented to the Annual General Meeting of Shareholders on June 18, 2026)

I. VINACONTROL'S OPERATIONAL PERFORMANCE – YEAR 2025

1. General Economic Situation:

In 2025, the global economy experienced a series of significant economic, political, and social events: A trade war erupted, causing disruptions in trade and capital flows worldwide; escalating tensions in the relations between the two global superpowers, the United States and China; the complex evolution of armed conflicts in Russia-Ukraine and the Middle East; latent conflict risks in South America and the Asia-Pacific region; together with climate change and natural disasters. All of these factors have caused a deceleration of the world economy. However, the technological surge is creating new momentum that contributes to reshaping the global economic order.

The 2024 - 2025 period is considered a 'rebalancing' phase, as economies concentrate on controlling inflation amid an extended period of tight monetary policy.

In 2025, the Vietnamese economy showed resilient recovery capacity. A new growth baseline is gradually being established, characterized by improved quality amid a highly volatile environment. This was achieved through determined reforms, policy flexibility, and the strong recovery spirit of the business community. Average inflation was controlled at 3.31%; exchange rates and interest rates remained relatively stable, supporting production, export, and development investment.

Beginning with the recovery of exports, total import-export turnover reached a new milestone (total import-export turnover in 2025 amounted to 930.05 billion USD – an unprecedented record in the history of international economic integration); industrial production improved, public investment was strategically focused, and credit expanded, alongside the launch of new growth drivers in the green economy, digital economy, and knowledge economy, indicating that the economy is striving to maintain momentum amid 'multiple headwinds.' This constitutes a 'solid shield' enabling the economy to remain resilient in the face of external volatility. Macroeconomic stability serves as the foundation and protector of the economy, enabling Vietnam to stand firm amid significant shocks from natural disasters and global volatility.

2. Operating Performance of Vinacontrol in 2025

With a scope covering multiple industries, sectors, and product categories. Vinacontrol continued to experience direct impacts from market volatility and changes in regulatory policies, while simultaneously recording notable growth in several key product segments and emerging service areas due to increased demand from core industries. Focusing on industrial products – scrap, steel, petroleum, coal, and seaport-related goods. Momentum from agricultural exports, particularly durian, combined with stringent requirements for food safety compliance and traceability, continues to stimulate demand for services through technical standards. Mandatory legal compliance requirements for certain services concerning hazardous waste inventory, energy auditing, and ESG are experiencing growth.

In 2025, Vinacontrol continues to face very significant difficulties and challenges. Intense price competition, customers spreading their business across multiple suppliers, and bidding have put pressure on profit margins. Some service lines depend on designation and customer entrustment. Policies issued by state regulatory authorities include numerous Decrees related to goods quality control, directly affecting the licensing and operational registration for Testing Analysis, certification, and inspection activities of the Branch Units within the Group. The local market is challenging, with competition from new providers and a customer trend toward “do-it-yourself” compliance services...

By the end of 2025, the entire Group had exceeded its business plan, with impressive revenue reaching VND 1,074 billion, officially surpassing the VND 1,000 billion target one year ahead of expectations. This continues to mark another year of remarkable success for Vinacontrol Group on its development journey.

Basic economic indicators:

1. Total revenue reported in the consolidated financial statements reached: 1,074,510,996,735 VND (equivalent to 126.41% of the plan and 130.43% of the 2024 figure)

- Profit after tax reported in the consolidated financial statements reached: 83,172,768,022 VND (equivalent to 166.35% of the plan and 228.80% of the 2024 figure)

2. Total revenue in the consolidated financial statements reached: 602,728,118,897 VND (reaching 133.94% of the plan and 132.55% of the 2024 figure)

- Profit after tax in the consolidated financial statements reached: 71,449,449,418 VND (reaching 148.85% of the plan and 207.02% of the 2024 figure)

The results show that the Board of Directors and the Executive Board have consistently remained committed to improving service quality and enhancing efficiency in maintaining and expanding service delivery activities, thereby meeting customers' increasingly diverse needs. At the same time, it focused investment resources, especially on Testing Analysis equipment, to enhance technical capacity at the Units serving inspection/testing/certification/inspection activities, high-value technical services, and services required by State management agencies.

Vinacontrol continued to sustain its growth momentum and achieved outstanding results in all areas, meeting the established economic targets. The Vinacontrol brand continued to be reinforced in both domestic and international markets, becoming a trusted brand for partners, State management agencies, and customers at home and abroad.

II. ASSESSMENT OF THE OPERATIONS OF THE BOARD OF DIRECTORS FOR TERM 2024-2026

With the goal of continuing to affirm its role as Vietnam's leading inspection, inspection, certification, and testing organization, with a strong reputation both domestically and internationally; During the past term, the Vinacontrol Board of Directors consistently paid close attention to forecasting and strategic planning appropriate to each stage of development, with a long-term orientation. Within the scope of its permitted functions and authority, the Vinacontrol Board of Directors has regularly refined internal rules and regulations in compliance with the law, while strengthening the inspection and supervision of the Company's overall activities.

All members of the Board of Directors are assigned responsibilities suited to their respective capabilities and strengths. Entrusted by the General Meeting of Shareholders, the Board of Directors for the Term 2024-2026 has acted proactively and flexibly, closely following market developments and issuing appropriate, timely directions to help the Company overcome difficulties and challenges.

2.1. Board of Directors organizational structure

The Board of Directors is a united, capable body with professional expertise and extensive management experience, acting with fairness, objectivity, and strong commitment to the Company's overall development.

At the General Meeting of Shareholders for the Term 2024-2026, a Board of Directors comprising 07 members was elected:

- The Chairman of the Board of Directors and one non-executive member (01 external shareholder) serve in a supervisory and review capacity, providing oversight and counterbalance to the activities of the Board of Directors when necessary, in order to ensure that the Board of Directors operates in compliance with the law, the Company Charter, the policies adopted by the General Meeting of Shareholders and the Board of Directors, and modern governance practices;
- The remaining five members concurrently hold other management positions within the Company/Unit, including one member concurrently serving as the Company's General Director, one member concurrently serving as the Company's Deputy General Director, and 3 members concurrently serving as leaders of the Member Units

Responsibilities of each member:

1. Mr. Bui Duy Chinh - Chairman of the Board of Directors

- Overall oversight
- Lead and oversee all aspects of the Board of Directors' activities in accordance with the functions, duties, and powers of the Chairman of the Board of Directors as stipulated in the Company Charter and applicable law
- On behalf of the Board of Directors, sign resolutions, decisions, and other documents within the authority of the Board of Directors.
- Perform other duties of a member of the Board of Directors as prescribed by law.

- 2. Mr. Mai Tien Dung - Board of Directors Member - General Director - Legal Representative**
 - Implement the resolutions of the General Meeting of Shareholders and the resolutions/decisions of the Board of Directors; implement the Company's business plan and investment plan as approved by the General Meeting of Shareholders and the Board of Directors.
 - Directly oversee all business operations of the Company.
 - Develop documents/guidelines for the Units in accordance with the policies of the Board of Directors (Board of Directors resolutions/decisions)
 - Perform other duties of a member of the Board of Directors as prescribed by law.
- 3. Mr. Phan Van Hung - Board of Directors Member - Deputy General Director**
 - In charge of technical operations, digital transformation, and sector-wide Testing Analysis
 - Advise and submit proposals to the Board of Directors on assigned areas
 - Perform other duties of a member of the Board of Directors as prescribed by law.
- 4. Ms. Duong Thanh Huyen - Standing Board of Directors Member**
 - Propose policies and directions, and advise on market and customer development strategies
 - Advise on corporate governance
 - Perform other duties of a member of the Board of Directors as prescribed by law.
- 5. Mr. Pham Ngoc Dung - Board of Directors Member, Chairman of the Members' Council of VNC Ho Chi Minh City**
 - Manage the operations of the Members' Council of Vinacontrol HCM in accordance with the Group's regulations and relevant laws
 - Be responsible for formulating the development direction for Testing Analysis across the industry
 - Advise on corporate governance
 - Perform other duties of a member of the Board of Directors as prescribed by law.
- 6. Mr. Le Ngoc Loi - Board of Directors Member - General Director of VNC Ho Chi Minh City**
 - Manage the operations of Vinacontrol HCM
 - Advise and assist the Board of Directors in strategic policies for market/customer development in the Southern region.
 - Advise on corporate governance
 - Perform other duties of a member of the Board of Directors as prescribed by law.
- 7. Mr. Phung Tan Phu - Board of Directors Member – Director of VNC Da Nang**
 - Oversee the operations of Vinacontrol Da Nang
 - Research and apply advanced technologies in management (technology, management science..)
 - Advise and assist the Board of Directors on strategic policies for market/customer development in the Central region
 - Advise on corporate governance
 - Perform other duties of a member of the Board of Directors as prescribed by law.

2.2. Organize meetings of the Board of Directors

During the past term, the Board of Directors held its annual meetings in full compliance with the Company's Charter and the Law on Enterprises. Hold regular meetings every three months in a serious manner and consistently coordinate to assess, discuss, exchange views, reach consensus, and promptly provide orientations and directions for the operation of the Company's business activities in each quarter, while issuing specific Resolutions. At the same time, it supports the Board of Management, leaders of the Units within the Company, and heads of Departments/Boards in addressing and removing obstacles, promptly resolving issues, and proposing remedial solutions.

In addition to supervising the operations of the Units, the Board of Directors, at its regular quarterly meetings, convened the Directors of the Units and the directors of the Boards under the Company Office to report on plan implementation; all difficulties and unexpected issues were recorded and reviewed by the Board of Directors so that it could issue practical, timely, and closely directed Resolutions.

2.3. Issuance of Resolutions/decisions

During the past term, the Board of Directors issued 29 Resolutions/decisions.

All Resolutions and decisions of the Board of Directors were based on the unanimous agreement and strong consensus of all members of the Board of Directors, with due regard to the interests of shareholders and the sustainable development of the Company.

All approved Resolutions were assigned by the Board of Directors to the Board of Management for implementation and reporting back to the Board of Directors.

2.4. The Board of Directors' governance and supervisory activities in relation to the Board of Management

The Board of Directors assesses the Board of Management as a united and dynamic team that is serious in its work, proactive and creative in management and administration, always closely attuned to actual conditions, and strictly compliant with the law, the Company Charter, and the effective implementation of the Resolution of the General Meeting of Shareholders as well as the Resolutions and decisions of the Board of Directors.

- Supervise the implementation of the business plan targets assigned by the General Meeting of Shareholders and the Board of Directors.
- The Chairman of the Board of Directors and the Supervisory Board conduct periodic or ad hoc reviews of the implementation of the Resolutions of the General Meeting of Shareholders and the Board of Directors, as well as the governance regulations and internal management regulations, thereby taking timely corrective action and drawing lessons when errors are identified.
- The Board of Directors places emphasis on corporate governance and evaluates the operations of subsidiaries (strengthening operational oversight and guiding subsidiaries to develop programs and measures to enhance coordination and support among subsidiaries); continue guiding the implementation of the salary contracting mechanism at the Units within the Company.
- The Board of Management clearly recognized the Company's difficulties and challenges and therefore proactively and flexibly managed business operations, while also issuing internal documents and materials within its authority to control all aspects of operations in the most optimal manner, save costs, and leverage and combine all existing resources to achieve the highest

efficiency. Accordingly, it led the Company through difficulties and challenges, successfully fulfilling the business tasks assigned by the General Meeting of Shareholders and the Board of Directors.

2.5. Remuneration of the Board of Directors

a. Remuneration accrued and paid in 2024

- The remuneration of the Board of Directors in 2024 was paid in accordance with the Resolution of the General Meeting of Shareholders No. 073/NQ-HĐQT dated 23/4/2024.

b. Remuneration accrued and paid in 2025

- The remuneration of the Board of Directors in 2025 was paid in accordance with the Resolution of the General Meeting of Shareholder Resolution No. 087/General Meeting of Shareholders-NQ dated April 22, 2025.

2.6. Some activities during the term

a. Results of the implementation of business targets (Unit: million VND)

No.	Indicator	2024	2025
1	Charter capital	104,999,550,000	209,995,110,000
2	Total assets	404,684,504,478	526,365,388,404
3	Total consolidated revenue	823,524,571,010	1,074,510,996,735
4	Consolidated profit after tax	36,352,326,990	83,172,768,022
5	Dividend (%)	12%	6% has been advanced

b. Activities to increase charter capital and divest the Company's capital in an associate Company

- Increase charter capital from equity, issuing 1:1 bonus shares to existing shareholders;
- Amend the Business Registration Certificates of the Group and its Units, updating the information to reflect the new charter capital and total number of shares;
- Divest the entire 105,000 shares, equivalent to 35% of the charter capital, in Vinacontrol Valuation Joint Stock Company.

c. Organization of the operating structure and organizational model

- Research, evaluate, and propose organizational models to identify a suitable model for Vinacontrol that meets current requirements and supports future development.
- Reorganize the structure of Vinacontrol Quang Ninh Branch:
 - + Merge and transfer Vinacontrol Cam Pha Inspection Station to report to Inspection Department 1
 - + Merge and transfer Vinacontrol Mong Cai Inspection Station to report to Inspection Department 2.
 - + Merger of the Cam Pha Testing Team and the Uong Bi Testing Team under the Laboratory.
- Procedure for changing the head of Analysis Center 1 on the TTPT1 Operation Certificate;
- Revision of the new salary scale and payroll;
- Continued to be assessed and recognized by BoA as an organization meeting the requirements of ISO 17020: 2012 under code VIAS 015 (2/2025-1/2030).

d. Human resources

2024 - 2025 data for the entire Group

No.	Unit	Năm 2024	Năm 2025
1	Total workforce	1030	1040
2.	Managers at all levels	108	108
3.	Personnel appointed or reappointed	26	36
4.	Personnel recognized with professional titles in accordance with Vinacontrol's CMNV title standards	50	96
5.	Teams and individuals commended at the Company level	240	280

* Items 2, 3, and 4: figures do not include joint-stock companies

The application of modern management tools has made HR operations increasingly professional, thereby helping to manage, sustain, and maximize workforce effectiveness—the most important intellectual resource in Vinacontrol's service sector.

e. Company governance activities, information disclosure reports

- Issuance of internal governance documents: Internal Governance Regulations for the Term 2024-2026; Set of democracy regulations (Regulations on employee conferences, regulations on workplace dialogue, Regulations on the implementation of democracy); Vinacontrol's professional title standards;
- Preparation of the Report on Company Governance for the State Securities Commission and the Hanoi Stock Exchange in full compliance with regulations;
- Carry out information disclosure in accordance with regulations;
- Appoint the person responsible for corporate governance in accordance with regulations.

f. Investment activities:

During the past Term 2024-2026, Vinacontrol focused its investment capital on projects to enhance Testing Analysis capacity and upgrade physical/technical facilities throughout the Company:

- + Invest in/repair office premises at the Company Office and Units to ensure the working environment for employees throughout the Company;
- + Invest in transport vehicles to support operations at PT&TN Center 1 and PT&TN Center 2;
- + Invest in enhancing the capacity of the Testing Laboratory of PT&TN Center 2 for the 2025–2026 period;
- + Invest in enhancing the capacity of the Testing Laboratory of Vinacontrol Quang Ninh for the 2025–2026 period;
- + Approve the investment policy for developing Analysis Centers in the Northern and Southern regions.

g. Service diversification:

Based on the traditional service lines already registered (inspection, testing, certification, inspection), Vinacontrol continues to maintain efficiency and expand services;

Vinacontrol continues to effectively deliver inspection/testing/certification services supporting state management, which are major revenue-generating services for the company: scrap inspection for the Ministry of Natural Resources and Environment, state inspection of imported food safety for the Ministry of Industry and Trade, and inspection of machinery, equipment, and technological lines in investment projects for the Ministry of Science and Technology...

In addition to its traditional services, Vinacontrol has begun to effectively roll out new services through bidding under the Group legal entity: inspection services for medical equipment for nearly 30 key hospitals/medical centers at both central and local levels nationwide; Consulting, developing, and preparing greenhouse gas inventory reports; consulting, developing, and preparing greenhouse gas emission reduction plans; consulting, developing, and preparing CBAM reports, and providing training and transferring greenhouse gas-related technology to nearly 40 Companies/factories nationwide...

At the same time, we continue to focus on 3 key product groups, specifically:

- Inspection of gasoline, oil, and petroleum products for nearly 20 Companies/Groups/factories engaged in petroleum trading nationwide.
- Inspection of machinery and equipment for cement plants and key national hydropower and thermal power projects nationwide.
- Inspection of coal for thermal power plants, industrial plants in Vietnam, and coal suppliers for Groups, Corporations, Companies, and plants nationwide.

Bidding activities have brought Vinacontrol a stable workload and revenue for the Units throughout the Group.

h. Cooperation/entrustment projects of foreign organizations:

- Inspection on behalf of foreign organizations: Inspection on behalf of KSO SCISI Indonesia; Cotton inspection on behalf of Cargo Control Germany (CCG); Cargo inspection on behalf of Korean Conformity Laboratories (KCL);
- Cooperation Agreements/Memoranda of Understanding with foreign organizations:
 - + Cooperation agreement in the fields of testing, inspection, and certification of conformity with standards/regulations between Vinacontrol CE and Korea Conformity Laboratories (KCL) (South Korea) (signed in 2024);
 - + Memorandum of cooperation in the fields of inspection, certification, and conformity assessment; promoting food safety standards, supply chain transparency, and sustainable development (Sustainability/ESG) in Vietnam and Southeast Asia between Vinacontrol Ho Chi Minh City and FoodChain ID Group, Inc. (Indonesia)
 - + Memorandum of cooperation on establishing a multi-party testing, inspection, and certification service platform; cooperation in the fields of testing, certification, inspection, EV battery R&D, and electrical and electronic sectors; implementing training, technical exchanges, and a feasibility study for the establishment of a joint strategic testing laboratory between Vinacontrol Group and Korea Conformity Laboratories (KCL) (South Korea)
 - + Memorandum of cooperation between Vinacontrol Group and Korea Testing and Research Institute (South Korea) in the areas of testing, inspection, certification, technical expertise sharing, training, and service development for the Vietnamese and international markets.

i. Overall assessment of the activities of the Board of Directors for the term:

During the term, the Board of Directors successfully fulfilled the strategic objectives that had been set

- Comply with the provisions of law, the charter on the organization and operation of the Company, and other applicable regulations;
- Effectively implement the Resolutions approved by the General Meeting of Shareholders, exceeding the business targets set by the General Meeting of Shareholders;
- Supervise the Board of Management in the management of business operations, investment activities and the use of capital, the debt situation, and the promotion of market development;
- Closely monitor the Company's operating situation in order to provide appropriate orientations and directions to protect the common interests of the Company and its shareholders.

IV. Board of Directors' Operational Plan for 2026 and the 2026–2031 Term

1. 2026 business targets

a. Consolidated financial statements:

1. Total revenue: 1,000 billion dong.
2. Profit after tax: VND 80 billion

b. Minimum dividend of 10% of charter capital.

c. Period 2027-2031:

- Annual revenue growth rate: 5%
- Annual profit growth rate: 5%
- Dividend: minimum 10% per year

2. Strategic direction for 2026 and the years ahead

If the 2024–2025 period is seen as a time of “rebalancing,” when economies focused on controlling inflation amid a prolonged period of tight monetary policy, then 2026 will be a crucial test for new growth drivers. As the scope for demand-side stimulus becomes increasingly constrained by public debt and underlying inflationary pressures, medium-term growth will depend more on productivity gains, greater efficiency, and structural supply-side transformations. The three prominent drivers are: technological progress, especially artificial intelligence (AI); the restructuring of global value chains; and the wave of investment associated with the energy transition.

Resolution No. 25/2026/QH16 on the 2026-2030 Five-Year Socio-Economic Development Plan, under which average GDP growth is targeted at 10% per year or higher. By 2030, become a developing country with modern industry and upper-middle income, ranking among the world's top 30 economies by GDP size.

Vietnam's economy is forecast to maintain strong growth momentum in 2026, with the goal of becoming ASEAN's second-largest economy (surpassing Thailand), and projected PPP GDP exceeding USD 2 trillion. In Q1 2026, it recorded the highest growth rate in the past nine years (approximately 7.83%), driven by manufacturing and exports.

With the Government's decisive policy directions, the favorable conditions in the current economic environment present both opportunities and interwoven challenges. The Board of Directors remains firmly committed to the goal of sustainable, safe, and long-term effective development, with a view to ensuring the successful achievement of the 2026 business plan targets and those for the years ahead, specifically as follows:

- a. Exercise the rights and responsibilities of the Board of Directors as stipulated in the Charter, ensuring the fulfillment of the objectives of the General Meeting of Shareholders and the interests of shareholders.
- b. Develop the Company's business direction in accordance with the 2026 Resolution of the General Meeting of Shareholders and the Resolutions of subsequent years to ensure the successful achievement of business plan targets during the term.
- c. Investment and development direction:
 - The remaining profit for 2025 will be supplemented by VND 30 billion to the Development Investment Fund to enhance the Group's testing capacity. Long-term strategy focused on investment in expanding the Testing Analysis Centers in 02 regions: the North and the South; Focus on investing in improving the capacity of laboratories, packaging, and commercializing services based on the capabilities that have been developed; share and expand the scope so that Units within the Group can jointly leverage them and use them as a basis for inspection, certification, inspection, and research and development services;
 - Continue making strong investments and completing capabilities for services supporting state management, especially consumer sectors such as food safety, household electrical appliances, and products including textiles, footwear, children's toys, safety products, etc. Affirming a leading position in Vietnam in specialized inspection activities. Leveraging the advantage of being a designated Unit to approach Brands and retail chains currently present in Vietnam;
 - Transitioning from providing standalone services to high-value integrated solution packages directly aligned with global trends in ESG, carbon, and sustainable development. Reorganize existing and new service categories into comprehensive solution packages with tailored roadmaps for each customer industry and sector;
 - Continue focusing resources on registering the Group's legal entity in State inspection areas related to Testing Analysis, quality inspection activities, and product and goods certification in order to enhance the overall capability of the entire Group.
- d. A comprehensive digitalization orientation serves as the backbone of operations and efficiency
 - Gradually research and propose the application of new technologies such as artificial intelligence (AI), the Internet of Things (IoT), monitoring systems, and automated data collection systems to support inspection, testing, and evaluation activities;
 - Develop a centralized data management platform through specialized software, standardizing financial - business – marketing – technical processes; Complete and upgrade internal management software platforms, ensuring that data is centrally managed, synchronized, and effectively supports operations.

e. Communications strategy, business development, cooperation

- Step up communications activities targeting domestic and international customers, international cooperation initiatives, and entrusted activities from foreign organizations, while tapping into overseas customer sources to promote the Vinacontrol brand. Strengthen international cooperation to quickly fill capability gaps, while also studying and piloting M&A and White Label models to shorten development time and expand the market.
- Identify and research opportunities to develop overseas markets through establishing representative offices/branches/collaborators abroad, expanding relationships with foreign partners, and introducing, connecting, and promoting Vinacontrol's services;
- Clearly identify exports and international markets as opportunities for revenue breakthroughs. Step by step build relationships with Brands, buyers, and importers. In 2026, focus on selecting several key markets such as the US and the EU for in-depth pilot initiatives.

Study the regulations, practices, and business customs of the importing country and the buyer

to define directions for service development;

- Continue developing customers/markets through bidding activities.

f. Orient executive and corporate governance activities

- Complete a modern organizational model aligned with the overall development situation, unify process flows and coordination mechanisms, and create favorable conditions for Units to leverage their existing capabilities and proactively conduct business;
- Improve the Internal Governance Regulations System to ensure compliance with the Law and alignment with the new context and Vinacontrol's specific characteristics;
- Strengthen control, coordination, and close support between the parent Company and Member Units to enhance the operational efficiency of the entire Company;
- Standardizing service delivery procedures and unifying service fees across Units within Vinacontrol will build trust, create convenience, and deliver professional service quality to customers;
- Preserve and use capital effectively, strengthen financial governance, and restructure operating capital to support the Company's development goals/directions. Develop/control the annual budget, establish reserve funds, minimize liabilities, and tighten cost control;
- Coordinate with the Supervisory Board to strengthen the inspection and oversight of the Company's operations in order to maximize the efficiency of shareholders' invested capital, ensure financial safety, and enhance operational transparency in accordance with regulations;
- Focus on emulation and commendation initiatives, and continue to maintain and further develop Vinacontrol culture deeply and extensively among all employees across the Company as the foundation for development and success.
- Pay attention to, share with, and protect to the fullest extent the lawful rights and interests of shareholders, as well as the rights and interests of employees in the Company.

The above is the report of the Vinacontrol Board of Directors summarizing activities in 2025, Term V (2024 - 2026), and the operational directions for Term VI (2026 - 2031). We respectfully hope that our valued shareholders will offer practical contributions to help Vinacontrol's Board of Directors in the coming term operate more effectively and adopt appropriate strategies and decisions to guide Vinacontrol toward strong, stable, and sustainable growth.

On behalf of Vinacontrol's Board of Directors, I sincerely thank all our valued shareholders for their support and trust throughout the past term.

Sincerely, thank you very much!

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



Bui Duy Chinh

REPORT
ON THE ACTIVITIES OF THE BOARD OF SUPERVISORS IN 2025
(Submitted to the 2026 Annual General Meeting of Shareholders)

To: The General Meeting of Shareholders – Vinacontrol Group Corporation

Pursuant to the Law on Enterprise No. 59/2020/QH14 and related documents;

Pursuant to the Company's Charter and operational regulations;

Pursuant to the operational regulations, functions, and duties of the Board of Supervisors (BOS);

Pursuant to the Company's 2025 business performance and the Company's Financial Statements in 2025 audited by Ernst & Young Vietnam Co., Ltd.,

The Board of Supervisors of Vinacontrol Group Corporation (the Company) would like to report to the annual General Meeting of Shareholders (GMS) on the results of operations in 2025 and the 2024–2026 term with the following contents:

I. REPORT ON THE ACTIVITIES OF THE BOARD OF SUPERVISORS IN 2025

1. Report on the Company's business performance

a) Business results in 2025

In 2025, revenue in the consolidated Financial Statements (FS) reached 1,074.5 billion VND (126,41% of the plan, equal to 130.43% compared to 2024). The revenue in the combined FS was 602.72 billion VND (133.94% of the plan, equal to 132.55% compared to 2024). The net profit in the consolidated FS reached 83.17 billion VND (166,34% of the plan, equal to 228,8% compared to 2024), while the net profit in the combined FS reached 71.44 billion VND (148.83% of the plan, equal to 207.01% compared to 2024), specifically:

Unit: Billion VND

No.	Criteria	2025 Actual	2025 Plan	2024 Actual	Actual vs. Plan (%)	Actual vs. 2024 (%)
1	Consolidated Revenue	1,074.5	850.00	823.79	126.41	130.43
2	Consolidated Net Profit	83.17	50	36.35	166.34	228.8
3	Combined Revenue	602.72	470.00	454.7	133.94	132.55
4	Combined Net Profit	71.44	48	34.51	148.83	207.01

b) Results of Supervision of the Company's operational and financial-accounting status

- In 2025, the Company's business performance maintained stable growth, promoting the application of technology in business management and operation, enhancing new products and services. Encouraging units to use each other's available capacity. Based on the Company's business performance in 2025, the Board of Supervisors (BOS) evaluates: The Company exceeded the Revenue target according to the Resolution assigned by the General Meeting of Shareholders. The business plan for the Company's main activities of Inspection, Certification, Verification, and Testing analysis continues to be maintained, especially the development of certification services.
- The Financial Statements have been audited by Ernst & Young Vietnam Co., Ltd., which is approved by the State Securities Commission to audit listed companies. The Company has completed the financial statements on time.
- During the audit, the auditor assessed that the consolidated financial statements reflect honestly and fairly, in all major aspects, the consolidated financial situation of the Company as of December 31st, 2025, as well as the consolidated business results and consolidated cash flows for the fiscal year ended on the same day, in accordance with Vietnamese accounting standards, Vietnamese corporate accounting regime and legal regulations related to the preparation and presentation of financial statements.
- As of December 31st, 2025, the Company's total assets reached more than 526.36 billion VND, increases by 29.83% compared to the same period in 2024 (405.4 billion VND); cash and cash equivalents exceeded 206.25 billion VND, increases by 71.3% compared to the same period in 2024 (120.4 billion VND). Owners' equity amounted to

331.37 billion VND, increases by 18.34% compared to the same period in 2024 (280 billion VND).

- In 2025, consolidated revenue reached 1,074.5 billion VND, increases 30.43% year-on-year. Short-term receivables amounted to 131.333 billion VND, for which a provision for doubtful debts of 10.647 billion VND had been made, representing an increase of approximately 5.4% compared to the same period of the previous year and remaining relatively low in comparison with the revenue growth rate. This reflects positively on the Company's management and operational performance.

- In terms of costs, sales expenses in 2025 accounted for 7.3% of total revenue, a significant increase compared to 6.6% of total revenue in 2024. This is explained by the increasing competitive pressure, however, the BOS recommends that the Board of Directors pay attention to closely monitoring the implementation of commission payments. Regarding administrative expenses, the ratio of administrative expenses to revenue in 2025 was 7.7%, significantly lower than the 8.4% ratio recorded in the previous two years, 2023 and 2024. This is a positive indication of the Company's management efficiency.

- Regarding the actual control process at member units, in general, the BOS found that the units implemented transparent sales and management costs, and complied with regulations.

c) *Supervision of Investment*

In 2025, the Company continued to carry out investment activities in the procurement and construction of fixed assets and other long-term assets, with a total investment value exceeding 14.791 billion VND. All investment activities complied with the Company's regulations and relevant legal provisions.

2. *Activities of the Board of Supervisors and Board of Supervisors' Members*

The Company's Board of Supervisors for the 2024-2026 term consists of three members:

(¹) Mrs. Nguyen Thi Thuy Ngan, Head of the Board; (²) Mr. Nguyen Quoc Minh, Member; (³) Mr. Cao Quy Lan, Member.

The Board of Supervisors has examined and supervised the compliance with the Company's regulations/ charters in the management and operation of business activities of the Board of Directors (BOD), Board of Management (BOM), specifically:

- Participate in contributing opinions and making recommendations to the BOD and BOM on issues related to the Company's operations.
- Check and supervise the Resolution implementation and performance results of the GMS for the BOD and BOM.
- Control compliance with the Company's information disclosure regulations as prescribed by law.

In 2025, the BOS coordinated well with the BOD and BOM in performing its tasks, specifically:

- Fully attend and contribute opinions at meetings of the BOD.
- Provided with full Meeting minutes and Resolutions related to the management, operation and financial situation of the Company.
- Conduct examination and supervision at 07 affiliated units and the Company Office.
- Monitor the implementation of the 2024 profit distribution plan and the 2025 interim dividend payment..

In the process of performing the task of controlling on behalf of shareholders, the BOS has received favorable conditions from the BOD, BOM of the Company, leaders of departments, subsidiaries and affiliated companies to complete its tasks.

3. Remuneration and Operational costs of the BOS

The remuneration of the BOS is implemented according to the norms submitted by the BOD to the GMS with a total remuneration of VND 200,000,000/year and is included in the Company's business expenses.

4. Summary of BOS Meetings

In 2025, the BOS arranged 02 meetings with the following contents: reviewing the 2024 financial statements and the 2025 semi-annual financial statements of the Company audited by Ernst & Young Vietnam Co., Ltd.; Comprehensively examining the business performance, financial situation and compliance with of the Company's Law and its branches and subsidiaries in 2025;

All members of the BOS have successfully completed their assigned tasks, fully attended regular meetings and unanimously voted to approve issues and contents within the functions and tasks of the BOS.

5. Transaction report of the BOD/ BOM:

In 2025, the company had no economic contract transactions with members of the BOD, General Directors, other executives of the enterprise and related persons of the above subjects; there were no contracts between the company and enterprises in which members of the BOD, General Directors, other executives of the enterprise were founding members or managers of the enterprise within recent 03 years prior to the transaction.

6. Results of Activities supervising of the BOD/ BOM.

a) BOD Activities:

In 2025, the BOD held meetings in accordance with the provisions of the Company's charter. At each meeting, the BOD issued a Resolution based on the Resolution of the GMS to direct and assign the BOM to implement; disclose information in accordance with the law and the Securities Commission. Specifically as follows:

- The BOD has directed and implemented the 2025 GMS Resolution successfully.
- The BOD has controlled and evaluated the implementation of business targets at the unit on a quarterly and semi-annual basis, setting out tasks for the next period to ensure the completion of the plan assigned by the GMS.
- The BOD regularly directs units and branches in controlling and managing costs reasonably, improving the living standards of employees, promoting debt collection, ensuring cash flow and profits.
- Continue to implement digital transformation, apply professional software to improve efficiency in management, professional activities, customer services, and system control in accordance with the current business development situation.
- Implement the issuance of shares to increase share capital from equity capital.
- Research suitable models in management, restructuring, and applying vertical management of some new products.

Comment: In 2025, the BOD members closely directed all areas of the Company's activities with a spirit of solidarity, democratic concentration, and towards the common interests of the Company, ensuring the role of guiding the Company's development orientation in accordance with the direction of the GMS.

b) BOM Activities:

In 2025, the BOD closely followed the policies and resolutions set forth by the BOD

and implemented:

- The BOD has made many efforts to manage business activities, urge the implementation of business targets at the Units.
- Gradually deploy digital transformation throughout the company; research on software customer services and field work management.
- The BOM has directed strict implementation of legal regulations on financial and accounting work, periodic financial reports are prepared on time and in accordance with accounting standards.
- The BOM focuses on evaluating and building a serious budget and human resources to meet work requirements, evaluating management resources objectively; Researching suitable management models for practice.
- Implementation of the increase in owners' equity and share issuance; legal procedures related thereto, including amendments to the Charter, changes to business registration, procedures with the State Securities Commission, and corporate share issuance procedures.

Comments: During the examination and supervision of the BOD' activities in 2025 , the BOS found that: The BOD has been proactive and flexible in organizing and implementing business activities; effectively utilizing and promoting the Company's capital, assets, and labor resources; closely directing and monitoring, proposing specific solutions for business activities, investment and development, requiring functional departments to actively coordinate and support units to resolve difficulties and problems. The BOD has completed its work well, implemented the Resolutions of the Shareholders' Meeting and the Resolutions of the BOD, ensuring the Company's business efficiency and safety.

c) Monitoring information disclosure activities.

In 2025, the Company made 42 information announcements at the Hanoi Stock Exchange and the State Securities Commission, not violating the obligation to disclose information as prescribed in Circular No. 96/2020/TT-BTC dated November 16, 2020 of the Ministry of Finance.

7. Results of monitoring the implementation of the Resolution of the GMS.

Pursuant to Resolution of the 2025 Annual GMS No. 87/DHCD-NQ dated April 22nd, 2025, the Board of Supervisors has supervised and the Company has performed well the

followings:

- The company paid the remaining 2024 dividends to shareholders of at a rate of 2% of charter capital (the total dividend for 2024 was 12%), distributed stock dividends at a 1:1 ratio, and made an interim cash dividend payment for 2025 at a rate of 6% of charter capital.
- Pay remuneration to members of the BOD and the BOS in 2025 according to the provisions of Resolution of the GMS No. 87/DHCD-NQ dated April 22nd, 2025.
- Regarding the implementation of the 2025 Business Plan targets: Consolidated revenue exceeded the assigned target by 26.41%, while Total revenue surpassed the plan by 28.24%. Consolidated profit after tax reached 166.34% of the profit target assigned by shareholders, and total profit after tax achieved 148.83% of the profit target assigned by shareholders.

8. Evaluation results of the coordination between the BOS, the BOD, the General Director and shareholders.

- The BOS fully participated in the meetings of the BOD and is facilitated by the Company to perform its supervisory duties by being provided with information and documents related to the Company's corporate governance, business activities and financial situation; the coordination between the BOD/ General Director still ensures the principle of the legitimate interests of the Company and shareholders in accordance with the provisions of the Law, the Charter and operating regulations.
- The BOS has closely coordinated with the BOD and the General Director in examining and supervising activities at the headquarters as well as at capital-contributed units and companies to improve efficiency in management and ensure compliance with legal regulations.

II. CONCLUSION AND RECOMMENDATIONS

In 2025, the Company achieved strong growth in both revenue and profit, while improving employees' welfare and living standards. The BOS highly appreciated the efforts of the BOD and the BOM and recognized the results achieved.

To continue to improve the Company's operational efficiency in 2026, the BOS recommends the following contents to the GMS:

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1. On the BOD and BOM activities.

The BOD and the BOM work together in a spirit of solidarity, democratic centralism, and towards the common interests of the Company, ensuring the role of guiding the Company's development in accordance with the direction of the GMS.

Timely process information to strictly handle violations in management, operation and violations of regulations from member units and capital-contributed companies. Absolutely avoid unhealthy internal disputes that affect the Vinacontrol brand.

2. On the Company's operations and finances.

- Strengthening the communication of the Company's culture and Vinacontrol's core values such as understanding, sustainability, respect and mutual trust to all employees to raise awareness of professional ethics.
- Focus investment on human resources and prioritize investment in analytical and testing equipment for Analysis and Testing Centers to improve competitiveness in inspection, certification, verification and testing activities to meet the increasing demands of the market and customers.
- The dual transformation trend of “green and digital” not only helps Vinacontrol expand business opportunities but also affirms the Company's pioneering role in promoting green and sustainable development, creating long-term value for customers, partners and the community. The company needs to continue to expand and develop new services in key industries such as green energy, logistics and certifications related to sustainable development;
- To ensure the success of digital transformation, the company needs to re-evaluate the current status of infrastructure and human resources, thereby building a comprehensive plan/ roadmap to gradually implement digital transformation in a methodical, substantial and effective manner.
- Necessity to promote the movement of promoting initiatives, technical improvements, and innovative thinking in administration, management, and effective use of resources and cost savings to improve labor productivity and business efficiency;

III. EVALUATION OF THE BOS' ACTIVITIES DURING THE 2024-2026 TERM

1. The personnel structure has remained stable from the beginning of the term up to now, consisting of 03 members: ⁽¹⁾ Mrs. Nguyen Thi Thuy Ngan – Head of the Supervisory Board; ⁽²⁾ Mr. Nguyen Quoc Minh – Member; ⁽³⁾ Mr. Cao Quy Lan – Member.
2. The BOS members possess sufficient capability and professional qualifications to fully perform the functions and duties of the Board in accordance with the Law on Enterprises and the Company's Charter.
3. Operational results of the BOS during the past term:
 - During the past term, the BOS carried out supervision and oversight of the BOD and the BOM in implementing the resolutions of the GMS on an annual basis, thereby ensuring the Company's development and protecting shareholders' interests.
 - The BOS performed its functions and duties in accordance with the law, the Company's Charter, and the resolutions of the GMS. During the 2024–2026 term, the BOS fulfilled the responsibilities entrusted by shareholders, specifically by monitoring, inspecting, and supervising corporate governance, management and operational activities, business operations, and the effective use of the Company's capital, as well as supervising information disclosure in compliance with State regulations. In management and administration activities, financial management, investment activities, and reporting systems, the BOS promptly notified and prevented violations and management practices inconsistent with the Company's internal regulations.
4. Coordination between the BOS, the Board of Directors, and the Management Board:
 - During the 2024–2026 term, the members of the BOS were provided with favorable conditions by the BOD and the BOM in carrying out their duties, and also received effective cooperation in inspection and supervision activities from specialized departments, the General Director/ Directors of affiliated units, as well as all officers and employees of the Company.
 - Throughout its operations, the BOS has consistently prioritized the Company's development and the interests of shareholders, while ensuring that its activities do not cause any damage to or hinder the Company's business operations.
 - The BOD and the BOM fully complied with the provisions of law and the Company's Charter; governance activities ensured transparency and openness, focused on business strategy, and were directed toward efficiency objectives.



- During the term, the BOD issued amendments to the Corporate Governance Regulations, the BOD's Operating Regulations, the Financial Regulations, and various other operational regulations, thereby establishing a systematic, centralized, and consistent governance framework; organized periodic meetings in compliance with regulations, with specific agendas, and issued resolutions directing the BOM in implementation.

5. Information Disclosure and Shareholder Relations:

- The Company fully and seriously complied with regulations on information disclosure and financial reporting in accordance with the laws applicable to listed public companies.
- The Company consistently fulfilled shareholders' rights in accordance with the Law on Enterprises, the Company's Charter, and the resolutions of the Annual GMS over the years.
- Throughout the entire 2024–2026 term, the Company did not receive any complaints from shareholders relating to the Company's business operations.

Above is the 2025 BOS's Activity Report, respectfully submitted to the 2026 Annual GMS for consideration and comments.

PP. BOARD OF SUPERVISORS

HEAD OF BOARD



Nguyen Thi Thuy Ngan

No : 368/HĐQT - TTr

Ha Noi, May 26th, 2026

PROPOSAL TO THE GENERAL MEETING OF SHAREHOLDERS

Re: Approval for Audited Financial Statements and profit distribution plan for 2025

- Pursuant to the Law on Enterprises No.59/2020/QH14 issued by National Assembly dated June 17th, 2020, become effective from January 01st, 2021;
- Pursuant to the Charter of operation Vinacontrol Group Corporation;
- Pursuant to the 2025 Annual General Meeting of Shareholders' Resolution No.087/ĐH ĐCĐ-NQ dated April 22rd 2025, Audited combined and consolidated Financial Statements in 2025.

The Board of Directors hereby submits to The General Meeting of shareholders for approval The Company's audited combined and consolidated financial statements for 2025 and profit distribution plan for 2025 as follows:

1. Audited Financial Statements for 2025:

- a- Audited consolidated financial statements
- b- Audited combined financial statements

In there:

* Operating results in Audited consolidated financial statements:

- Total revenue: 1,074,510,996,735 VND (an increase of 26.41% compared to business plan)
- Profit after tax: 83,172,768,022 VND (an increase of 66.35% compared to business plan).

* Operating results in Audited combined financial statements:

- Total revenue: 602,728,118,897 VND (an increase of 33.94% compared to business plan)
- Profit after tax: 71,449,449,418 VND (an increase of 48.85% compared to business plan).

2. Profit distribution:

The Board of Directors proposes the Profit after tax distribution of 2025 (including the net profit from parent Company and profit received from subsidiaries, associated companies distributed in 2025 after tax) as follows:

NO.	FIGURE	VALUE	
		AMOUNT	NOTE
1	Profit after tax to distributed	74,449,449,418	
2	Dividends (Planning: Minimum 10%, Executing 12%):	25,198,934,400	
	+ Paid dividends 6% (October 2025)	12,599,467,200	
	+ Expected dividend payment	12,599,467,200	
3	Remaining Profit after tax (1 - 2):	46,250,515,018	
4	Addition to Development Investment Fund	30,000,000,000	
5	Addition to bonus and welfare Fund (3-4):	16,250,515,018	

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

Recipients :

- As On;
- Save: Clerical, Financial, CG Team.

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



Bui Duy Chinh

Ha Noi, May 26th, 2026

PROPOSAL GENERAL MEETING OF SHAREHOLDERS

Re: Business plan and profit distribution for 2026

- Pursuant to the Law on Enterprises No.59/2020/QH14 issued by National Assembly dated June 17th, 2020, become effective from January 01st, 2021;
- Pursuant to the Charter of Vinacontrol Group Corporation;
- Pursuant to the current macroeconomic and company's business situation;

The Board of Directors of Vinacontrol Group Corporation hereby submits The General Meeting of shareholders for approval The business plan and profit distribution plan for 2026 as follows:

I - Business Plan for 2026 :

a. Consolidated financial statements:

1. Total revenue: 1,000 billion VND.
2. Profit after tax: 80 billion VND.

b. Minimum dividend of 10% on charter capital.

II - Principle of profit distribution for 2026:

Pursuant to profit after tax of Audited separate Financial Statements for 2026.

1. Deduct and pay Corporate income tax according to the Law.
2. Profit after tax distribution: Decided by the 2027 General Meeting of Shareholders.

So, respectfully submitting to the General Meeting of Shareholders for consideration and approval ./.

Recipients :

- As On;
- Save: Clerical, Financial,
CG Team

ON BEHALF OF
THE BOARD OF DIRECTORS
CHAIRMAN



Bui Duy Chinh

No: 362/HDQT-TTr

Hanoi, May 26th, 2026

SUBMISSION TO THE GENERAL SHAREHOLDERS' MEETING

Re: Amendment and Supplement to the Company Charter

Respectfully submitted to: GENERAL SHAREHOLDERS' MEETING

VINACONTROL GROUP CORPORATION

Pursuant to:

- Enterprise Law No. 59/2020/QH14 promulgated on June 17, 2020, together with its amendments, supplements, and implementing regulations;
- Securities Law No. 54/2019/QH14 promulgated on November 26, 2019, together with its amendments, supplements, and implementing regulations;
- Charter of Vinacontrol Group Corporation;
- The actual operational status of Vinacontrol Group Corporation;

The Board of Directors respectfully submits to the General Shareholders' Meeting for approval the proposed amendments and supplements to the Charter of Vinacontrol Group Corporation. The details of the proposed amendments and supplements are presented in the attached Appendix

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

Recipients:

- As stated above;
- Filed: Office, CG Team

**ON BEHALF OF THE BOARD OF
DIRECTORS**

Chairman



Bùi Duy Chinh



APPENDIX: CONTENT OF AMENDMENTS AND SUPPLEMENTS TO THE COMPANY CHARTER

(Attached to the Statement to the General Meeting of Shareholders No. 362/HĐQT-TTr dated May 26, 2026 issued by the Board of Directors of Vinacontrol Group Corporation)

No.	Provision	Current content	Content after amendment and supplementation	Reason for amendment, supplementation
1	Clause 20.1, Clause 20.2 of Article 20	<p>20.1. A Resolution on the following matters shall be adopted if approved by shareholders representing 75% or more of the total voting rights of all shareholders attending the meeting <u>in favor</u>, [...]</p> <p>20.2. Resolutions shall be passed when approved by shareholders holding more than 65% of the total votes of all shareholders <u>attending the meeting and voting in favor</u>, except in the cases specified in Clause 1 of this Article and Clauses 3 and 6 of Article 148 of the Law on Enterprises.</p>	<p>20.1. A Resolution on the following matters shall be passed if approved by shareholders representing 75% or more of the total votes of all shareholders <u>attending and voting at the meeting and voting in favor</u>, [...]</p> <p>20.2. Resolutions shall be passed when approved by shareholders holding more than 65% of the total voting shares of all shareholders <u>attending and voting at the meeting</u>, except in the cases specified in Clause 1 of this Article and Clauses 3 and 6 of Article 148 of the Law on Enterprises.</p>	Updated in accordance with Clause 5 of Article 7 of Law No. 03/2022/QH15.
2	Clause 25.3 of Article 25	<p>25.3. The composition of the Board of Directors shall be as follows:</p> <p><u>The composition of the company's Board of Directors must ensure that at least 1/3 of the total number of members of the Board of Directors are non-executive members. The Company shall limit to the maximum extent members of the Board of Directors concurrently holding executive positions within the Company in order to ensure the independence of the Board of Directors.</u></p>	<p>25.3. The composition of the Board of Directors shall be as follows:</p> <p><u>The number of non-executive members of the Board of Directors shall comply with the provisions of law.</u></p> <p><u>The number of independent members of the Board of Directors must satisfy the following requirements:</u></p> <ul style="list-style-type: none"> - <u>There shall be at least 01 independent member where the Company has from 03 to 05 members on the Board of Directors;</u> 	Amended to conform with Clause 2 and Clause 4 of Article 276 of Decree No. 155/2020/ND-CP.



No.	Provision	Current content	Content after amendment and supplementation	Reason for amendment, supplementation
			<ul style="list-style-type: none"> - <u>There shall be at least 02 independent members where the Company has from 06 to 08 members on the Board of Directors;</u> - <u>There shall be at least 3 independent members where the Company has from 9 to 11 members of the Board of Directors.</u> 	
3	Clause 41.6 of Article 41	<p>41.6. Transactions between the Company and one or more members of the Board of Directors, members of the Supervisory Board, the General Director, other executives, and individuals or organizations related to such persons shall not be invalid in the following cases:</p> <p>a. For transactions with a value <u>less than or equal to 20%</u> of the total asset value recorded in the most recent financial statements, the principal terms of the contract or transaction, as well as the relationships and interests of members of the Board of Directors, members of the Supervisory Board, the General Director, and other executives, have been reported to the Board of Directors and approved by the Board of Directors by a majority vote of the members of the Board of Directors who have no related interests;</p> <p>b. For transactions with a value <u>greater than 20%</u>, or transactions resulting in the total value of transactions arising within 12 months from the date of execution of the first transaction reaching</p>	<p>41.6. Transactions between the Company and one or more members of the Board of Directors, members of the Supervisory Board, the General Director, other executives, and individuals or organizations related to such persons shall not be invalid in the following cases:</p> <p>a. For transactions with a value <u>less than 35%</u> of the total assets recorded in the most recent financial statements, the material contents of the contract or transaction, as well as the relationships and interests of members of the Board of Directors, members of the Supervisory Board, the General Director, and other executives, have been reported to the Board of Directors and approved by the Board of Directors by a majority vote of the members of the Board of Directors having no related interests;</p> <p>b. For a transaction valued at <u>35% or more</u>, or a transaction resulting in the aggregate value of transactions arising within 12 months from the date of execution of the first transaction reaching</p>	Revised to align with the provisions of point r, clause 14.2, Article 14 and point h, clause 26.2, Article 26 of the Company Charter.



No.	Provision	Current content	Content after amendment and supplementation	Reason for amendment, supplementation
		<p><u>20% or more</u> of the total asset value recorded in the most recent financial statements, the material contents of such transaction, as well as the relationships and interests of members of the Board of Directors, members of the Supervisory Board, the General Director, and other executives, have been disclosed to the shareholders and approved by the General Meeting of Shareholders by votes of shareholders having no related interests.</p>	<p><u>35% or more</u> of the total asset value recorded in the most recent financial statements, the material details of such transaction, together with the relationships and interests of members of the Board of Directors, members of the Supervisory Board, the General Director, and other executives, shall be disclosed to the shareholders and approved by the General Meeting of Shareholders through the votes of shareholders having no related interests.</p>	



No: 364/HDQT-TTr

Hanoi, May 26th, 2026

PROPOSAL TO THE GENERAL MEETING OF SHAREHOLDERS

Re: Remuneration for Members of the Board of Directors and Supervisory Board in 2026

After reviewing the current regulations of the State regarding salaries and benefits for enterprise managers (particularly the Enterprise Law 2020 effective from January 1st, 2021, and its amendments, supplements, and implementation guidelines); based on the operational and business conditions of the Company and to enhance accountability, motivate, and encourage the management/supervision efforts of each member annually, the Board of Directors submits to the General Meeting of Shareholders for approval the total remuneration for members of the Board of Directors and Supervisory Board in 2026 as follows:

1. Remuneration for the Board of Directors:

Board Member: 10 million VND/person/month

2. Remuneration for the Supervisory Board:

+ Head of the Supervisory Board: 10 million VND/month

+ Member of the Supervisory Board: 7 million VND/person/month

The above remuneration expenses shall be accounted for as business expenses of the Company in accordance with current legal regulations. The Board of Directors is authorized to review and decide on the remuneration payment for each member of the Board of Directors and Supervisory Board.

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

Recipients:

- As above;

- To be archived: Office, HR,

CG Team

ON BEHALF OF THE BOARD OF
DIRECTORS
CHAIRMAN



Bui Duy Chinh

PROPOSAL TO THE GENERAL SHAREHOLDERS' MEETING

Re: Amendment and Supplement to the Internal Governance Regulations and the Operational Regulations of the Board of Directors

Respectfully submitted to: GENERAL SHAREHOLDERS' MEETING

VINACONTROL GROUP CORPORATION

Pursuant to:

- The Enterprise Law No. 59/2020/QH14 promulgated on June 17, 2020, together with its amendments, supplements, and implementing guidelines;
- The Securities Law No. 54/2019/QH14 promulgated on November 26, 2019, together with its amendments, supplements, and implementing guidelines;
- The Charter of Vinacontrol Group Corporation;
- The current operational situation of Vinacontrol Group Corporation;

The Board of Directors hereby respectfully submits to the General Shareholders' Meeting for approval the proposed amendments and supplements to the internal governance regulations and the operational regulations of the Board of Directors of Vinacontrol Group Corporation. The detailed contents of such amendments and supplements are set forth in the Annex

Respectfully submitted to the General Shareholders' Meeting for review and approval.

Recipients:

- As above;
- To be filed at: Office, CG Team

**ON BEHALF OF THE BOARD OF
DIRECTORS**

Chairman



Bui Duy Chinh



**APPENDIX: CONTENT OF AMENDMENTS AND SUPPLEMENTS
INTERNAL CORPORATE GOVERNANCE REGULATIONS AND THE OPERATING RULES OF THE BOARD
OF DIRECTORS**

*(Attached to the Submission to the General Meeting of Shareholders No. 363/HĐQT-TTr dated 26/5/2026 of the Board of Directors of
Vinacontrol Group Joint Stock Company)*

I – INTERNAL CORPORATE GOVERNANCE REGULATIONS

No.	Article	Current content	Content after amendment and supplementation	Reason for amendment, supplementation
1	Point i Clause 2 of Article 6	i) A Resolution adopted by way of collecting shareholders' written opinions must be approved by shareholders representing at least <u>75%</u> of the total voting shares and shall have the same validity as a Resolution adopted at a meeting of the General Meeting of Shareholders.	i) A Resolution adopted by way of collecting shareholders' written opinions must be approved by shareholders representing at least <u>65%</u> of the total voting shares and shall have the same validity as a Resolution adopted at a meeting of the General Meeting of Shareholders.	Amended to ensure consistency with Clause 21.8 Article 21 of the Company Charter.
2	Point b, Clause 1, Article 9	9. Roles, rights and obligations of the Board of Directors; duties of members of the Board of Directors [...] - Approve contracts for purchase, sale, borrowing, lending, and other contracts and transactions with a value equal to or exceeding 35% of the total asset value recorded in the Company's most recent audited consolidated	9. Roles, rights and obligations of the Board of Directors; duties of members of the Board of Directors [...] - Approving contracts for purchase, sale, borrowing, lending, and other contracts and transactions with a value equal to or exceeding 35% of the total asset value recorded in the Company's most recent audited consolidated financial statements <u>except</u> contracts and transactions falling within the decision-making	Correcting typographical errors and clarifying the allocation of authority between the General Meeting of Shareholders and the Board of Directors.



No.	Article	Current content	Content after amendment and supplementation	Reason for amendment, supplementation
		financial statements <u>and</u> contracts and transactions falling within the decision-making authority of the General Meeting of Shareholders in accordance with Point d, Clause 14.1, Article 14 of the Company Charter, Clause 1 and Clause 3, Article 167 of the Law on Enterprises.	authority of the General Meeting of Shareholders in accordance with Point d, Clause 14.1, Article 14 of the Company Charter, and Clauses 1 and 3, Article 167 of the Law on Enterprises.	
3	Point a, Clause 2, Article 10	<u>a. The composition of the Board of Directors of a public company shall ensure that at least one-third of the total number of members of the Board of Directors are non-executive members. The Company shall, to the maximum extent possible, limit members of the Board of Directors from concurrently holding executive positions in the Company in order to ensure the independence of the Board of Directors.</u>	a. The composition of the Board of Directors shall be as follows: <u>The number of non-executive members of the Board of Directors must comply with applicable law.</u> <u>The number of Independent Members of the Board of Directors must satisfy the following requirements:</u> - <u>There must be at least 01 Independent Member where the Company has from 03 to 05 members of the Board of Directors;</u> - <u>There must be at least 02 Independent Members where the Company has from 06 to 08 members of the Board of Directors;</u> - <u>There must be at least 03 Independent Members where the Company has from 09 to 11 members of the Board of Directors.</u>	Amended to conform with Clause 2 and Clause 4 of Article 276 of Decree No. 155/2020/ND-CP.

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 XÃ HỘI CHỦ NGHĨA
 VIỆT NAM
 Đảng Cộng Sản Việt Nam
 Lãnh Đạo - Tư Tưởng - Hành Động
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No.	Article	Current content	Content after amendment and supplementation	Reason for amendment, supplementation
4	Point a, Clause 3, Article 10	<p>a) Shareholders holding ordinary shares shall have the right to aggregate their voting rights to nominate candidates to the Board of Directors. Specifically, if a shareholder or a group of shareholders holds a total number of voting shares as follows:</p> <ul style="list-style-type: none"> - <u>From 5% to under 20% may nominate one (01) candidate.</u> - <u>From 20% to under 50% may nominate a maximum of two (02) candidates.</u> - <u>Shareholders holding 50% or more may nominate a maximum of three (03) candidates.</u> 	<p>a) Shareholders holding ordinary shares shall have the right to aggregate their voting rights to nominate candidates to the Board of Directors. Specifically, if a shareholder or a group of shareholders holds a total number of voting shares as follows:</p> <ul style="list-style-type: none"> - <u>From 5% to under 20% may nominate one (01) candidate.</u> - <u>Shareholders holding from 20% to under 30% may nominate a maximum of two (02) candidates.</u> - <u>Shareholders holding from 30% to under 40% may nominate a maximum of three (03) candidates.</u> - <u>Shareholders holding from 40% to under 50% may nominate a maximum of four (04) candidates.</u> - <u>Shareholders holding 50% or more may nominate a maximum of five (05) candidates.</u> 	Amended to ensure consistency with Clause 24.2 of Article 24 of the Company Charter.

II – OPERATING RULES OF THE BOARD OF DIRECTORS

No.	Article	Current content	Content after amendment and supplementation	Reason for amendment, supplementation
1	Article 3, Clause 3	[No provisions]	<u>3. Independent Members of the Board of Directors must prepare assessment reports on the activities of the Board of Directors.</u>	Supplement the provisions on Independent Members of the Board of Directors, based on the Model Regulation in Appendix III to Circular No. 116/2020/TT-BTC.
2	Article 6	<p>Members of the Board of Directors must satisfy the following standards and conditions:</p> <ol style="list-style-type: none"> 1. Not falling under the persons specified in Clause 2, Article 17 of the Law on Enterprises; 2. Possessing professional qualifications and experience in business administration or in the business sectors and lines of the Company, and not necessarily being a shareholder of the Company; 3. A member of the Board of Directors of the Company may concurrently serve as a member of the Board of Directors of another company; 	<p>1. Members of the Board of Directors must satisfy the following standards and conditions:</p> <ol style="list-style-type: none"> a) Not falling under the persons specified in Clause 2, Article 17 of the Law on Enterprises; b) Possessing professional qualifications and experience in business administration or in the business sectors and lines of the Company, and not necessarily being a shareholder of the Company; c) A member of the Board of Directors of the Company may simultaneously serve as a member of the Board of Directors of another company; d) Satisfying the conditions stipulated in Clause 1, Article 155 of the Law on Enterprises. 	Supplement the provisions on Independent Members of the Board of Directors, based on the Model Regulation in Appendix III to Circular No. 116/2020/TT-BTC.

	<p>4. Satisfying the conditions stipulated in Clause 1, Article 155 of the Law on Enterprises.</p>	<p>2. <u>An Independent Member of the Board of Directors must satisfy the following criteria and conditions:</u></p> <p>a) <u>Must not be a person currently working for the Company, the parent company, or a subsidiary of the Company; Must not be a person who has worked for the Company, the parent company, or a subsidiary of the Company during at least the immediately preceding 03 consecutive years;</u></p> <p>b) <u>Must not be a person currently receiving salary or remuneration from the Company, except for allowances to which members of the Board of Directors are entitled in accordance with applicable regulations;</u></p> <p>c) <u>Must not be a person whose spouse, biological father, adoptive father, biological mother, adoptive mother, biological child, adopted child, elder brother, elder sister, or younger sibling is a major shareholder of the Company; is a manager of the Company or of a subsidiary of the Company;</u></p> <p>d) <u>Is not a person who directly or indirectly owns at least 01% of the total number of voting shares of the Company;</u></p> <p>e) <u>Is not a person who has served as a member of the Board of Directors or the Supervisory Board of the Company for at least 05 consecutive years immediately preceding such time, except where he</u></p>	
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			<p><u>or she has been appointed for 02 consecutive terms.</u></p> <p><u>3. An Independent Member of the Board of Directors must notify the Board of Directors of his/her failure to continue satisfying the standards and conditions prescribed in Clause 2 of this Article and shall automatically cease to be an Independent Member of the Board of Directors from the date on which he/she no longer satisfies such standards and conditions. The Board of Directors must notify the General Meeting of Shareholders at its nearest meeting of the fact that an Independent Member of the Board of Directors no longer satisfies the applicable standards and conditions, or convene a General Meeting of Shareholders to elect an additional or replacement Independent Member of the Board of Directors within 06 months from the date of receipt of the notice from the relevant Independent Member of the Board of Directors.</u></p>	
3	Points e and f of Clause 5 of Article 11	<p>The following matters must be approved by the Board of Directors:</p> <p>[...]</p> <p>e) The Company's borrowings and the creation of mortgages, security interests, guarantees, and indemnities by the Company;</p> <p>f) Investments not included in the business plan and budget and exceeding VND 1 billion, or</p>	<p>The following matters must be approved by the Board of Directors:</p> <p>[...]</p> <p>e) The Company's borrowings and the creation of mortgages, security interests, guarantees, and indemnities by the Company, <u>except for matters falling within the approval authority of the General Meeting of Shareholders;</u></p>	Amended to clarify the division of authority between the General Meeting of Shareholders and the Board of Directors.

		investments exceeding 10% of the value of the annual business plan and budget	f) Investments not included in the business plan and budget exceeding VND 1 billion, or investments exceeding 10% of the value of the annual business plan and budget, <u>except for investments subject to the approval authority of the General Meeting of Shareholders</u>	
4	Article 24	<p>24. In the course of implementation of this Regulation, any proposals for amendment or supplementation of this Regulation shall be made in writing to the person in charge of corporate governance of the Company for submission to the Board of Directors for consideration <u>and decision.</u></p> <p>In the event that any provisions of the Company Charter and relevant laws governing the operations of the Company are not provided for in this Regulation, or if any content of this Regulation is contrary to or inconsistent with the law and the Company Charter, such provisions of the Company Charter and relevant laws shall automatically apply and govern the operations of the Company. Upon any changes in the law or the Company Charter, the Board of Directors shall decide on amendments as appropriate.</p>	<p>24. In the course of implementation of these Regulations, any proposals for amendment or supplementation of these Regulations shall be made in writing to the person in charge of the Company's governance for submission to the Board of Directors for consideration <u>and to the General Meeting of Shareholders for decision.</u></p> <p>In the event that provisions of the Company Charter and laws relevant to the Company's operations have not been provided for in these Regulations, or where the contents of these Regulations are contrary to or inconsistent with the law and the Company Charter, such provisions of the Company Charter and relevant laws shall automatically apply and govern the Company's operations.</p>	Amended to clarify the division of authority between the General Meeting of Shareholders and the Board of Directors.



No.: 365/HDQT - TTr

Hanoi, May 26th, 2026

PROPOSAL
ANNUAL GENERAL MEETING OF SHAREHOLDERS 2026

(Re: Term of the Board of Directors, Supervisory Board, and number of members of the Board of Directors and Supervisory Board)

- Pursuant to the Enterprise Law No. 59/2020/QH14 passed by the National Assembly of the Socialist Republic of Vietnam on June 17, 2020, and its guiding documents;
- Pursuant to the Securities Law No. 54/2019/QH14 passed by the National Assembly of the Socialist Republic of Vietnam on November 26, 2019, and its guiding documents;
- Pursuant to the Charter on the organization and operation of Vinacontrol Group Corporation Company,

Dear Shareholders,

The Charter of Vinacontrol Group Corporation Company stipulates:

- The number of members of the Board of Directors ranges from 3 to 11. Members of the Board of Directors are not necessarily shareholders of the Company.
- The number of members of the Supervisory Board ranges from 3 to 5.
- The term of the Board of Directors and Supervisory Board shall not exceed 5 years.

Members of the Board of Directors and Supervisory Board may be re-elected for an unlimited number of terms.

The term of the Board of Directors and Supervisory Board for the 2024-2026 period has ended. Therefore, to meet the requirements of corporate governance and the business operations of the Company in the upcoming period with the goal of stable growth, the Board of Directors of Vinacontrol Group Corporation Company respectfully submits to the Annual General Meeting of Shareholders 2026 for approval of the following content:

1. Duration of the next term: 03 years from 2026-2029;
2. Number of members of the Board of Directors and Supervisory Board for the 2026-2029 term:
 - The number of members of the Board of Directors: 08 members
(Including a minimum of 02 independent members of the Board of Directors)
 - The number of members of the Supervisory Board: 03 members.

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

Sincerely./.

Recipients:

- All shareholders;
- Members of the Board of Directors;
- Members of the Supervisory Board;
- Office, CG Team.

ON BEHALF
OF THE BOARD OF DIRECTORS
CHAIRMAN



Bùi Duy Chính

No: 413/HDQT-QD

Hanoi, June 16, 2026

PROPOSAL

2026 ANNUAL GENERAL MEETING OF SHAREHOLDERS

Re: Election of members of the Board of Directors and Supervisory Board for the 2026-2029 term

- Pursuant to the Enterprise Law No. 59/2020/QH14 passed by the National Assembly of the Socialist Republic of Vietnam on June 17, 2020, and the guiding documents thereto;
- Pursuant to the Securities Law No. 54/2019/QH14 enacted by the National Assembly of the Socialist Republic of Vietnam on November 26, 2019, and the guiding documents for its implementation;
- Pursuant to the Charter on the organization and operation of Vinacontrol Group Joint Stock Company,

Esteemed Shareholders,

The 2024 - 2026 term has concluded; accordingly, to fulfill the requirements of corporate governance and the Company's business activities for the forthcoming period with the objective of stable growth, the Board of Directors of Vinacontrol Group Joint Stock Company respectfully submits to the 2026 Annual General Meeting of Shareholders for approval the list of candidates for the Board of Directors ("Board of Directors") and Supervisory Board ("BKS") of the Company for the 2026 - 2029 term is presented as follows:

In accordance with the election procedures for members of the Board of Directors and the Supervisory Board for the 2026 - 2029 term, the Company has duly issued notifications to shareholders and publicly disclosed related information on the Company's website.

As of June 15, 2026, the Organizing Committee has received valid nomination and candidacy applications, along with complete dossiers of candidates for the Board of Directors and Supervisory Board for the 2026 - 2029 term, detailed as follows:

- List of candidates for the Board of Directors:

No.	Full Name	Identity Card	Address
1.	Mr. Pham Ngoc Dung	019059000547	127/32 Ba Van Street, Tan Binh Ward, Ho Chi Minh City
2.	Mr. Mai Tien Dung	001064011562	The Manor Central Park, Dinh Cong Ward, Hanoi
3.	Ms. Duong Thanh Huyen	001179045734	27 Hang Duong Street, Hoan Kiem District, Hanoi
4.	Mr. Nguyen Hong Lam	001077000337	Nguyen Luong Bang Street, O Cho Dua Ward, Hanoi



No.	Full Name	Identity Card	Address
5.	Mr. Le Ngoc Loi	052072005459	Hado Centrosa Complex, No. 200 3/2 Street, Hoa Hung Ward, Ho Chi Minh City
6.	Mr. Nguyen Quoc Minh	025070003943	167/5 Pham Ngu Lao Street, Ward Hanh Thong, Ho Chi Minh City
7.	Mr. Nguyen Van Quang	030067012265	Le Hong Phong Street, Gia Vien Ward, Hai Phong City

Note: Mr. Nguyen Hong Lam is nominated for the position of independent member of the Board of Directors

- List of candidates for the Supervisory Board:

No.	Full Name	Identity Card	Address
1.	Mr. Bui Duy Anh	079090033548	14, Street 65, An Khanh Ward, Ho Chi Minh City
2.	Mr. Cao Quy Lan	001080001270	Hoang Hamlet 10, Nghia Do Ward, Hanoi
3.	Ms. Nguyen Thi Thuy Ngan	030185000138	Vinhomes Gardenia Cau Dien, Nam Tu Liem, Hanoi

Information regarding the candidates for election to the Board of Directors and the Supervisory Board of the Company for the 2026 - 2029 term has been disclosed in accordance with applicable laws and the Company's Charter.

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

Respectfully submitted./.

Recipients:

- Shareholders;
- Members of the Board of Directors;
- Members of the Supervisory Board;
- Information Disclosure Department;
- Archive: Office, Company Management Department.

On behalf of the BOARD OF DIRECTORS

Chairman of the Board of Directors



Bùi Duy Chinh