

RESOLUTION

THE 2026 ANNUAL GENERAL MEETING OF SHAREHOLDERS BECAMEX URBAN DEVELOPMENT JOINT STOCK COMPANY

- Pursuan Law on Enterprize 2020 ratified on June 17, 2020 by the National Assembly of the Socialist Republic of Vietnam;
- Pursuan Becamex Urban Development Joint Stock Company’s operation Charter;
- According to The 2026 annual general meeting of shareholders’ minutes is on April 16, 2026 of Becamex Urban Development Joint stock Company.

RESOLUTION

1. **To Approve Proposal No. 01/TTr/ĐHĐ/2026 regarding the approval of the Board of Directors' activity report, the Supervisory Board's report, and the 2025 audited financial statements, with the main targets as follows:**

Total revenue:	61.090.578.892 VND
Net revenue:	60.719.249.031 VND
Profit before tax	6.334.085.753 VND
Profit after tax:	5.061.308.602 VND
Earning Per Share (EPS):	285 VND/Sharre
Total assets:	408.954.158.407 VND
Owner’s equity:	227.612.576.315 VND

- **Approval voting rate: 100%**
- **Disapproval voting rate: 0%**
- **No-opinion voting rate: 0%**

2. **To Approve Proposal No. 02/TTr/ĐHĐCĐ/2026 on the report by the General Director on the 2025 business results and the 2026 business plan, with the following details:**

2025 Business Results

No.	Indicator	Plan 2025 (Billion VND)	Implementation 2025 (Billion VND)	Percentage %
1	Total revenue	116,52	61,09	52%
2	Profit before tax	13,72	6,33	46%
3	Profit after tax	10,84	5,06	47%

2026 Business Plan

No.	Indicator	Plan 2026 (Billion VND)	Implementation 2025 (Billion VND)	Tỷ lệ
1	Total revenue	113,08	61,09	185%
2	Profit after tax	18,57	5,06	367%

- Approval voting rate: 100%
- Disapproval voting rate: 0%
- No-opinion voting rate: 0%

3. To Approve Proposal No. 03/TTr/ĐHĐ/2026 regarding the approval of the profit distribution proposal for 2025 and the profit distribution plan for 2026.

The profit distribution proposal for 2025

No.	Indicators	Plan 2025		Implementation 2025	
		Tỷ lệ (%)	Số tiền	Tỷ lệ (%)	Số tiền
1	Profit after tax		10.840.224.810		5.061.308.602
2	Allocation to funds	23%LNST	2.493.251.706	22%LNST	1.113.487.892
	Development Investment Fund	15%LNST	1.626.033.721	15%LNST	759.196.290
	Bonus & Welfare Fund	5%LNST	542.011.240	5%LNST	253.065.430
	Remuneration for BOD, Supervisory Board & Secretariat	2%LNST	216.804.496	2%LNST	101.226.172
	Executive Board Bonus	1%LNST	108.402.249		0
3	Profit after fund allocation (1)		8.346.973.104		3.947.820.710
4	Retained earnings brought forward (2)				3.792.503.371
5	Total distributable profit (1)+(2)				7.740.324.081
6	Estimated dividend rate	5%	8.250.000.000	4%	6.600.000.000
7	Remaining profit 2025				1.140.324.081

The profit distribution plan for 2026

No.	Indicators	Plan 2026	
		Percentage (%)	Amount (VND)
1	Profit after tax		18.567.383.220
2	Allocation to funds	28%	5.198.867.301
	Development Investment Fund	20%	3.713.476.644
	Bonus & Welfare Fund	5%	928.369.161
	Remuneration for BOD, Supervisory Board & Secretary	2%	371.347.664
	Executive Board bonus for achieving targets	1%	185.673.832
3	Remaining profit		13.368.515.919
4	Dividend payout ratio / Charter capital 165 billion VND (<i>Prediction</i>)		8%

- Approval voting rate: 100%
- Disapproval voting rate: 0%
- No-opinion voting rate: 0%

4. To Approve Proposal No. 04/TTr/ĐHĐ/2026 regarding the approval of Payment for the 2025 remuneration for Board of Directors, Supervisory Board and Secretary and plan of the 2026 remuneration payment.

- Remuneration for the Board of Directors, Board of Supervisors, and Company Secretary for 2025 is 2% of profit after tax, equivalent to: $5,061,308,602 \times 2\% = 101,226,172$ VND
- The Plan of Remuneration for the Board of Directors, the Supervisory Board, and the Secretary in 2026 be set at 2% of profit after tax.

- Approval voting rate: 100%
- Disapproval voting rate: 0%
- No-opinion voting rate: 0%

5. To Approve Proposal No. 05/TTr/ĐHĐ/2026 regarding the approval of the list of independent auditing firms selected to review the 2026 semi-annual and audit the 2026 annual financial statements of Becamex UDJ Company, and authorize the Board of Directors to select one auditing firm from the list below

1. A & C Auditing and Consulting Company Limited;
2. KGMP Vietnam Company Limited;
3. Ernst & Young Vietnam Company Limited.
4. PwC Vietnam Co., Ltd;
5. Deloitte Vietnam Co., Ltd.

- **Approval voting rate: 100%**
- **Disapproval voting rate: 0%**
- **No-opinion voting rate: 0%**

6. To Approve Proposal No. 06/TTr/DHD/2026 regarding the approval of update the Company's Head Office Address and Business Lines.

1. Update the Company's Head Office Address as follows:

- The Company's Head Office Address before updating: C1-2-3 DT6 Street, Binh Duong Industrial - Service Complex, Hoa Phu Ward, Thu Dau Mot Town, Binh Duong Province.
- The Company's Head Office Address after updating: C1-2-3 Le Loi Street, Binh Duong Ward, Ho Chi Minh City, Vietnam.

2. Update the Company's business code and lines

- Update the business code for the following business lines:

No.	Name of Business Lines	Business Code (The present)	Business Code (Update)
1	Wholesale of other construction materials and installation equipment	4663	4673

- Update business lines for the following business activities:

No.	Name of Business Lines (The present)	Name of Business Lines (Update)	Business Code
1	Other financial service activities, except insurance and pension funding.	Other financial service activities, except insurance and pension funding.	6499

- Update the business code and simultaneously update the name of the business line for the following business activities:

No.	Name of Business Lines (The present)	Name of Business Lines (Update)	Business Code (The present)	Business Code (Update)
1	Real estate consultancy, brokerage, auction, and land use rights auction	Real Estate Intermediary Services	6820	6821
		Other real estate activities on a fee or contract basis	6820	6829

3. Approving the update of the Company's head office address in Clause 3, Article 2 of the current Charter of Organization and Operation (due to head office address update in Section 1 above).
4. Approving the update of business lines in Clause 1, Article 4 of the current Charter of Organization and Operation of the Company (due to the update of business lines in Section 2 above).
5. Within the scope of business lines approved by the General Meeting of Shareholders and in accordance with current legal regulations, the Board of Directors is authorized to fully decide on matters relating to the amendment of the Charter and the procedures for changing the Company's registration information (including the amendment, supplementation and adjustment of detailed business lines and codes upon request of competent authorities and/or legal requirements).

- Approval voting rate: 100%
- Disapproval voting rate: 0%
- No-opinion voting rate: 0%

7. To Approve Proposal No. 07/TTr/ĐHĐ/2026 regarding the approval for Amending and supplementing the Charter, Internal Regulations on Corporate Governance, and Operating Regulations of the Board of Directors (Attached Appendix 1).

- Approval voting rate: 100%
- Disapproval voting rate: 0%
- No-opinion voting rate: 0%

8. This resolution is ratified and becomes effective on the date it is signed by The General Meeting of Shareholders. All of the company's shareholders, Board of Directors Members, Board of Supervisors Members, Employees are responsible for implementation of this resolution.

Binh Duong, April 16, 2026
ON BEHALF OF THE BOARD OF DIRECTORS



NGUYEN MINH DONG



MINUTES OF MEETING

ANNUAL GENERAL MEETING OF SHAREHOLDERS 2026

BECAMEX URBAN DEVELOPMENT JOINT STOCK COMPANY (Becamex UDJ)

Company Name: Becamex Urban Development Joint Stock Company

Enterprise Code: 3700785535

Head Office Address: C1-2-3, DT6 Street, Binh Duong Industrial – Service Complex, Binh Duong Ward, Ho Chi Minh City, Vietnam.

Meeting Time: 8:30 AM, April 16, 2026

Venue: Binh Duong Convention and Exhibition Center, No. 01 Le Loi Street, Binh Duong Ward, Ho Chi Minh City, Vietnam.

I. Participants:

• Shareholders attending the Meeting

The Organizing Committee reported on the verification of shareholder eligibility as follows:

- The number of shareholders eligible to attend the Meeting as of the record date March 16, 2026: **765 shareholders**, representing **16,500,000 shares**, accounting for **100%** of the voting shares.
- **Number of shareholders present and shareholders represented by proxy: 155 shareholders, representing 10.058.650 shares, accounting for 60,96% of voting shares.**
- Number of absent shareholders: 610 shareholders, representing 6.441.350 shares, accounting for 39,04% of voting shares.
- Based on Article 145 of the Law on Enterprises passed by the National Assembly on June 17, 2020 regarding conditions for convening the General Meeting of Shareholders.
- Based on Article 19.1 of the Charter of Becamex Urban Development Joint Stock Company stipulating: "The General Meeting of Shareholders shall be conducted when the attending shareholders represent more than 50% of the total voting shares."

With the number of shareholders attending or represented, holding **10.058.650 shares**, accounting for **60,96%** of the voting shares, the Meeting satisfied all legal requirements to proceed.

• Election of the Chairing Board, Secretariat, and Vote Counting Committee

Shareholders voted by voting cards to approve the Chairing Board, Secretariat, and Vote Counting Committee.

The results showed **100% approval** for the meeting agenda and the Organizing Committee as follows:

Chairing Board:

1. Mr. Nguyen Minh Dong – Chairman of the Board of Directors
2. Mr. Huynh Vinh Thanh – Member of the Board of Directors
3. Mr. Huynh Gia Dat – General Director

Secretariat:

1. Mr. Nguyen Van Dui – Head of HR & Administration Department
2. Ms. Bui Thi Hong Anh – Accountant

Vote Counting Committee:

1. Mr. Nguyen Pham Van Khoa – Head of Committee
2. Mr. Nghiem Hoai An – Member
3. Mr. Le Trong Tin – Member

The Meeting approved the Working Regulations with **100% of votes in favor.**

II. MEETING CONTENT:

The Chairing Board presented the following reports and submissions:

1. **Report of the Board of Directors on operations in 2025 and orientations for 2026.**
2. **Report of the General Director on business performance in 2025 and the business plan for 2026.**
3. **Report of the Supervisory Board on activities in 2025.**
4. **Submission No. 01/TTr/ĐHĐCĐ/2026 of the Board of Directors on approval of the Board of Directors' Report, and the Supervisory Board's Report and the audited financial statements 2025. With the key indicators as follows:**

- Total revenue:	61.090.578.892 VND
- Net revenue:	60.719.249.031 VND
- Profit before tax:	6.334.085.753 VND
- Profit after tax:	5.061.308.602 VND
- Basic earnings per share:	285 VND/ Share
- Total assets:	408.954.158.407 VND
- Owner's equity:	227.612.576.315 VND

5. **Submission No. 02/TTr/ĐHĐCĐ/2026 of the Board of Directors on approval of the General Director's Report on business performance 2025 and the business plan 2026.**

a. Business Results 2025:

No.	Indicator	2025 Plan (billion VND)	2025 Actual (billion VND)	Percentage (%)
1	Total revenue	116,52	61,09	52%
2	Profit before tax	13,72	6,33	46%
3	Profit after tax	10,84	5,06	47%

b. Business Plan 2026:

No.	Indicator	2025 Actual (billion VND)	2026 Plan (billion VND)	Percentage (%)
1	Total revenue	61,09	113,08	185%
2	Profit after tax	5,06	18,57	367%

6. Submission No. 03/TTr/ĐHĐCĐ/2026 of the Board of Directors on the proposal for profit distribution for 2025 and the profit distribution plan for 2026, including:

The proposal for Profit Distribution for 2025:

No.	Indicators	Plan 2025		Implementation 2025	
		Tỷ lệ (%)	Số tiền	Tỷ lệ (%)	Số tiền
1	Profit after tax		10.840.224.810		5.061.308.602
2	Allocation to funds	23%LNST	2.493.251.706	22%LNST	1.113.487.892
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	Bonus & Welfare Fund	5%LNST	542.011.240	5%LNST	253.065.430
	Remuneration for BOD, Supervisory Board & Secretariat	2%LNST	216.804.496	2%LNST	101.226.172
	Executive Board Bonus	1%LNST	108.402.249		0
3	Profit after fund allocation (1)		8.346.973.104		3.947.820.710
4	Retained earnings brought forward (2)				3.792.503.371
5	Total distributable profit (1)+(2)				7.740.324.081
6	Estimated dividend rate	5%	8.250.000.000	4%	6.600.000.000
7	Remaining profit 2025				1.140.324.081

The Plan 2026

No.	Indicators	Plan 2026	
		Percentage (%)	Amount (VND)
1	Profit after tax		18.567.383.220
2	Allocation to funds	28%	5.198.867.301
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	Remuneration for BOD, Supervisory Board & Secretary	2%	371.347.664
	Executive Board bonus for achieving targets	1%	185.673.832
3	Remaining profit		13.368.515.919
4	Dividend payout ratio / Charter capital VND 165 billion (<i>Prediction</i>)		8%

7. Submission No. 04/TTr/DHDCĐ/2026 of the Board of Directors on remuneration for the Board of Directors, Supervisory Board, and Secretary for 2025 and the remuneration plan for 2026

1. Payment for the 2025 remuneration for Board of Directors, Supervisory Board and Secretary

- Pursuant to the Resolution of the 2025 Annual General Meeting of Shareholders dated April 15, 2025, approving the remuneration payment plan for the Board of Directors, the Supervisory Board, and the Secretary in 2025 at a rate of 2% × Profit after tax in 2025;
- Based on the audited business results for 2025, the profit after tax in 2025 is 5.061.308.602 VND;

Board of Directors would like to report the 2025 remuneration situation of Board of Directors, Supervisory Board and Secretary is expected to pay two percent (2%) of profit after tax: $5.061.308.602 \times 2\% = 101.226.172$ VND

2. Remuneration payment plan for the Board of Directors, the Supervisory Board, and the Secretary in 2026:

- Based on the 2026 business plan of Becamex Urban Development Joint Stock Company.

The Board of Directors proposes that the remuneration for the Board of Directors, the Supervisory Board, and the Secretary in 2026 be set at 2% of profit after tax.

8. Submission No. 05/TTr/DHDCĐ/2026 of the Supervisory Board on approval of the list of independent auditing firms to review the semi-annual financial statements and audit the 2026 financial statements, authorizing the Board of Directors to select one of the following firms:

1. A&C Auditing and Consulting Co., Ltd.
2. KPMG Vietnam Co., Ltd.
3. Ernst & Young Vietnam Co., Ltd.
4. PwC Vietnam Co., Ltd.
5. Deloitte Vietnam Co., Ltd.

9. Submission No. 06/TTr/ĐHĐCĐ/2026 of the Board of Directors on Update the Company's Head Office Address and Business Lines

1. Update the Company's Head Office Address as follows:

- The Company's Head Office Address before updating: C1-2-3 DT6 Street, Industry - Service Complex of Binh Duong, Hoa Phu Ward, Thu Dau Mot Town, Binh Duong Province.
- The Company's Head Office Address after updating: C1-2-3 Le Loi Street, Binh Duong Ward, Ho Chi Minh City, Vietnam.

2. Update the Company's business code and lines

- Update the business code for the following business lines:

No.	Name of Business Lines	Business Code (The present)	Business Code (Update)
1	Wholesale of other construction materials and installation equipment	4663	4673

- Update business lines for the following business activities:

No.	Name of Business Lines (The present)	Name of Business Lines (Update)	Business Code
1	Other financial service activities, except insurance and pension funding.	Other financial service activities, except insurance and pension funding.	6499

- Update the business code and simultaneously update the name of the business line for the following business activities:

No.	Name of Business Lines (The present)	Name of Business Lines (Update)	Business Code (The present)	Business Code (Update)
1	Real estate consultancy, brokerage, auction, and land use rights auction	Real Estate Intermediary Services	6820	6821
		Other real estate activities on a fee or contract basis	6820	6829

3. Approving the update of the Company's head office address in Clause 3, Article 2 of the current Charter of Organization and Operation (due to head office address update in Section 1 above).
4. Approving the update of business lines in Clause 1, Article 4 of the current Charter of Organization and Operation of the Company (due to the update of business lines in Section 2 above).
5. Within the scope of business lines approved by the General Meeting of Shareholders and in accordance with current legal regulations, the Board of Directors is authorized to fully decide on matters relating to the amendment of the Charter and the procedures for changing the Company's registration information (including the amendment, supplementation and adjustment of detailed business lines and codes upon request of competent authorities and/or legal requirements).

10. Submission No. 07/TTr/ĐHĐCĐ/2026 of the Board of Directors on Amending and supplementing the Charter, Internal Regulations on Corporate Governance, and Operating Regulations of the Board of Directors (Attached Appendix 1).

III. Shareholder Comments:

During the meeting, shareholders' contributions focused on the following main issues:

- Reviewing the 2025 financial statements, the Management Board shall clarify the following issues to the shareholders.
- The company's cash account has 15 billion VND. So, can the company afford a cash dividend in 2025? When will the Company be dividend payment?
- Are the Debt of two customers Tran Thi Tinh and Nguyen Thi Hue bad debt?
- How many houses are there in the Inventory of 108 billion VND?
- Is the Board of Management confident in the 2026 business plan?

IV. The General Meeting of Shareholders listens to the Chair of the Board answering shareholders' questions

- The company has calculated and allocated sufficient funds for the 2025 cash dividend payment. The time of 2025 dividend payment is on October 2026.
- The debts of the two customers, Tran Thi Tinh and Nguyen Thi Hue, are not bad debts, but rather are undergoing legal proceedings. Due to their multiple property purchases, the total receivables for these two customers are quite high, yet the individual receivable per unit is low.
- Inventory of 108 billion VND includes 20 units at the Green Pearl Project.
- No one can be 100% sure about the future. However, the Management Board is confident in achieving the set business targets for 2026.

V. VOTING RESULTS

The General Meeting voted and approved the following key matters:

1. Submission No. 01/TTr/ĐHĐCĐ/2026 from the Board of Directors on approval of the audited financial statements 2025, the Board of Directors' Report, and the Supervisory Board's Report.

The General Meeting voted with **100% in favor, 0% against, 0% abstentions.**

2. Submission No. 02/TTr/ĐHĐCĐ/2026 from the Board of Directors on approval of the General Director's Report on business performance 2025 and the business plan 2026.

The General Meeting voted with **100% in favor, 0% against, 0% abstentions.**

3. Submission No. 03/TTr/ĐHĐCĐ/2026 from the Board of Directors on the profit distribution proposal for 2025 and the profit distribution plan for 2026.

The General Meeting voted with **100% in favor, 0% against, 0% abstentions.**

4. Submission No. 04/TTr/ĐHĐCĐ/2026 from the Board of Directors on remuneration for the Board of Directors, Supervisory Board, and Secretary for 2025 and the remuneration plan for 2026 (2% of profit after tax for both years).

The General Meeting voted with **100% in favor, 0% against, 0% abstentions.**

5. Submission No. 05/TTr/ĐHĐCĐ/2026 from the Supervisory Board on approval of the list of independent auditing firms to review the semi-annual financial statements and audit the 2026 financial statements, authorizing the Board of Directors to select one of the following firms:

1. A&C Auditing and Consulting Co., Ltd.
2. KPMG Vietnam Co., Ltd.
3. Ernst & Young Vietnam Co., Ltd.
4. PwC Vietnam Co., Ltd.
5. Deloitte Vietnam Co., Ltd.

The General Meeting voted with **100% in favor, 0% against, 0% abstentions.**

6. Submission No. 06/TTr/ĐHĐCĐ/2026 from the Board of Directors on Update the Company's Head Office Address and Business Lines.

The General Meeting voted with **100% in favor, 0% against, 0% abstentions.**

7. Submission No. 07/TTr/ĐHĐCĐ/2026 from the Board of Directors on Amending and supplementing the Charter, Internal Regulations on Corporate Governance, and Operating Regulations of the Board of Directors.

The General Meeting voted with **100% in favor, 0% against, 0% abstentions.**

8. Resolution of the Annual General Meeting of Shareholders 2026 was presented by the Secretary

The General Meeting voted with **100% in favor, 0% against, 0% abstentions.**

The Meeting ended at 10:15 AM. on April 16, 2026.

Secretary



NGUYEN VAN DUI



Chairman
Chairman of the Board of Directors



NGUYEN MINH DONG



**BECAMEX URBAN DEVELOPMENT JOINT-STOCK COMPANY**

C1-2-3, DT6 street, Industry–Service Complex of Binh Duong, Binh Duong Ward, Ho Chi Minh City
Tel: 0274. 3816681 3816661 Fax: 0274. 3816655 Web: www.becamexudj.com.vn

BOARD OF DIRECTORS' REPORT**To: THE ANNUAL GENERAL MEETING OF SHAREHOLDERS****Dear congress!**

The year 2025 marks a distinct milestone in Vietnam's strong economic recovery and development, with the economy expected to reach a size of \$510 billion, rising to 32nd place in the world. GDP per capita will exceed \$5,000, placing Vietnam among the upper-middle-income countries. Vietnam's 2025 economic growth reached 8.02%, the second-highest in the 2011-2025 period, driven mainly by services and industrial production. Public investment serves as the primary growth engine, with total state budget capital expected to be around 1,15 million billion VND, the highest level ever. The real estate market is also showing some positive signs of recovery, with many projects breaking ground; however, behind this bright picture, there are still bottlenecks in product structure, especially a severe shortage of affordable and social housing. Regarding the current situation at our company, most products belong to high-end real estate projects, making market access challenging.

In 2025, in compliance with the General Meeting of Shareholders' Resolution, the Board of Directors focused on closely directing the Executive Board to actively implement the 2025 Business Plan, with specific results as follows:

I. INDICATORS, ACTIVITY RESULTS IN THE YEAR 2025

Unit: Billion VND

Indicators	Implementation 2024	Plan 2025	Implementation 2025	% Implementation 2025/ Plan 2025	% Implementation 2025/2024
Total revenue	42,82	116,52	61,09	52%	143%
Profit before tax	8,64	13,72	6,33	46%	73%
Profit after tax	6,78	10,84	5,06	47%	75%
Dividend Payout Ratio after fund allocation	2,96%	5%	2,39%	48%	80%
Retained profit of the preceding year transferred	7,09	-	3,79	-	-
Dividen rate (Prediction)	5%	5%	4%	80%	80%



II. BOARD OF DIRECTORS' ACTIVITIES IN THE YEAR 2025:

1. Board of Directors' activities:

In the year 2025, the Board of Directors held six meetings to approve business plans and direct the company's operations. Specifically:

- The Board of Directors unanimously approves the value limits of contracts and transactions between Becamex Urban Development Joint Stock Company and related parties in accordance with Article 167 of the Law on Enterprises 2020, Article 293 of Decree No. 155/2020/ND-CP, and the Company's Charter.
- Approved the plan to organize the 2025 Annual General Meeting of Shareholders (AGM).
- Directed and organized the 2025 Annual General Meeting of Shareholders.
- Implemented the Resolution of the 2025 Annual General Meeting of Shareholders.
- Approved the report on 2024 business performance and the 2025 business plan. Approved the draft materials for the 2025 Annual General Meeting of Shareholders.
- Agreed to select A & C Auditing and Consulting Co., Ltd. to conduct the review of the semi-annual financial statements and the audit of the 2025 annual financial statements. The General Director of Becamex Urban Development Joint Stock Company is authorized to contact A & C Auditing and Consulting Co., Ltd. to sign the audit contract for the 2025 financial statements in accordance with regulations.
- Approval of the 2024 dividend payment.
- Approval of the appointment of the Person in charge of Corporate Governance cum Company Secretary.

2. The Board of Directors supervise the Board of Management's activities of performance of works as follows:

- Supervising and guiding the Board of Management about tax self-declaration and tax self-settlement and annual report 2024.
- Supervising and guiding business activities.
- Supervising of financial statements on the first quarter, the second quarter, the third quarter, the fourth quarter in year 2025 and mid-year reviewed financial statements.

3. Board of Directors' Remuneration

According to the 2025 business result, profit after tax **5.061.308.602 VND**, remuneration of Board of Directors, Board of supervisors and secretary is expected to pay two percent (2%) against profit after tax, equivalent $5.061.308.602 \times 2\% =$ **101.226.172 VND**



Binh Duong, March 23, 2026

REPORT
THE 2025 BUSINESS ACTIVITY RESULT
AND THE 2026 BUSINESS PLAN

Dear congress!

Over the past year, the merger of Binh Duong and Ba Ria - Vung Tau into Ho Chi Minh City to form a special municipality with an area of over 6,772 km² and more than 14 million inhabitants by July 2025 is projected to revitalize the real estate market with high price increases. However, in reality, as our projects are still in the final stages of legal completion and carry high price points, accessing customers faces certain challenges.

In 2025, implementing the Resolution of the General Meeting of Shareholders (GMS) and under the direct supervision of the Board of Directors (BOD), the Executive Board of Urban Development Joint Stock Company executed the 2025 business plan with the following results:

A. SUMMARY OF KEY BUSINESS ACTIVITIES IN 2025

I. Summary of business performance results for 2025

Unit: Billion VND

Indicators	Implementation 2024	Plan 2025	Implementation 2025	% Implementation /plan 2025	% Implementation 2025/2024
Total revenue	42,82	116,52	61,09	52%	143%
Profit before tax	8,64	13,72	6,33	46%	73%
Profit after tax	6,78	10,84	5,06	47%	75%
Appropriation of funds (28%)	1,90	3,04	1,11	37%	61%
Retained profit after appropriation (1)	4,88	7,80	3,95	51%	80%
Dividen rate achieved during period	2,96%	5%	2,39%	51%	-
Retained profit of the previous years transfered (2)	7,09	-	3,79	-	-
Dividen rate (Prediction)*	5%	5%	4%	80%	80%

II. Detail business results for the main sectors

Real estate business

Unit: Billion VND

Indicators	Implementation 2024	Plan 2025	Implementation 2025	% Implementation/plan 2025	% Implementation 2025/2024
Trading house (house)	4	20	6	30%	150%
Worker house (Block)	4	3	3	100%	75%
Total revenue (billion VND)	42,73	116,52	61,09	52%	143%
Revenue of real estate	42,68	116,52	57,91	50%	136%
Other Revenue	0,05	0	3,18	-	-
Profit after tax (billion VND)	6,99	10,84	5,06	47%	72%

Detail implementation situation of projects

High-grade townhouse Green Pearl Project – Binh Duong New City

- Total initial area: 39.658 m² - Equivalence to 182 townhouses
- The rest area (After adjustment): 9.176,5 m² - Equivalence to 78 townhouses
- Estimated investment capital: 400 billion VND (Money for land, housing and infrastructure).
- Overall construction situation of project as follows:

No.	Interpretation	Area (m ²)	Number of houses (House) *	Area sold (m ²)		Inventory Area [Progress + inventory] (m ²)
				Revenue Recognition (Accumulated)	Collecting money according to progress (Accumulated)	
1	Stage I	6.118,8	51	3.307,08	-	2.811,97
2	Stage II	3.057,7	27	2.249,99	806,22	806,22
++	Total	9.176,5	78	5.557,07	806,22	3.618,19

- Implementation result in the year 2025:

Sale revenue in progress in the year 2025 as follows:

Unit: Billion VND

No.	Interpretation	Quantity (House)	Total revenue (Billion VND)	Total cost of goods sold (Billion VND)	Gross profit (Billion VND)	Average profit
1	Stage I	-				
2	Stage II	6	41,34	37,33	4,01	0,67
	Total	6	41,34	37,33	4,01	0,67

- Value of work in progress until December 31, 2025: 108,33 billion VND

Unit: Billion VND

Interpretation	Opening balance		Incurrence number during the period		Closing balance	
	Debt balance	Credit balance	Incur debt (Increase)	Incur Credit (Decrease)	Debt balance	Credit balance
Expense of work in progress	160,21		1,10	52,98	108,33	-

- **Inventory until December 31, 2025:**

Unit: Townhouse

Interpretation	Beginning inventory (Townhouse)	Construction during the period	Transfer during the period	Ending inventory (Townhouse)
Adjacent Townhouse	20	-	-	20

- **Legal situation of Green Pearl Project (until December 31, 2025):**

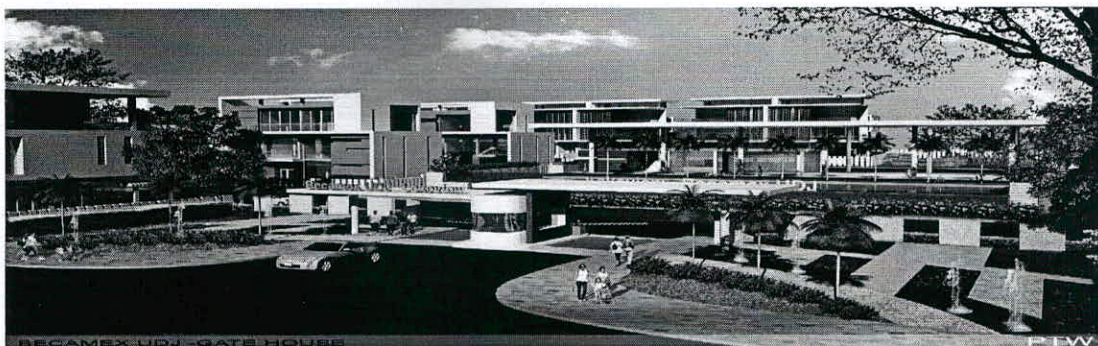
- + Decision No. 3193/QĐ-UBND Approved 1/500 planning: IDC Corp. is investor.
- + Land use right certificate: Related parties are making procedures to transfer Land use rights from Becamex Group to Becamex UDJ
- + Orentation: Based on Land use right certificate, preparing to complete legal records in order to get Certificate for customers (*Prediction in the year 2026*).



Townhouse Picture of Green Pearl Project – Binh Duong New City (Le Loi Street)

- **Lake View Villa Project - Binh Duong New City:**

Area scale: 63.633 m2 – 92 high class villas



- Becamex Urban Development Joint-Stock Company liquidated contract No. 231/DTMBD signed on October 28, 2009 and returned Lake View project to Becamex Group. This was approved by the 2023 Annual General Meeting of shareholders.
- Currently, the parties—including **Becamex IDC Group, Urban Development Joint Stock Company (UDJ)**, and **two clients** (BeGa Company Limited and individual Ms. Doan Thi Giap)—are in active negotiations to reach an agreement to resolve outstanding issues related to the liquidation of contracts previously signed and paid for by the two clients.

• **Bau Bang worker house Project**

- **Construction situation and house transferation (until 31/12/2025):**

No.	Plot of land	Total land and house area as design		Beginning inventory house (Block)	The 2025 implementation result		
		Area (m2)	Block of house (Block)		Construction completion (Block)	Transfer to customer (Block) *	Inventory house until December 31, 2025 (Block)
1	Plot A 52	17.710	58				
2	Plot A 53	13.774	42		02	02	
3	Plot A 51	17.710	56	01		01	
4	Plot A 50	13.774,4	42				
	Total	62.968,4 (M2)	198 (Block)	01	02	03	

- **Implementation of sale revenue in the year 2025 as follows:**

No.	Plot of land	Quantity (block) *	Total revenue (Billion VND)	Total cost of goods sold (Billion VND)	Gross profit (Billion VND)	Average profit
1	Plot A 52					
2	Plot A 53	2	11,34	6,09	5,25	2,63
3	Plot A 51	1	5,22	2,34	2,88	2,68
4	Plot A 50					
	Total	3	16,57	8,43	8,13	2,71

- Work in progress until December 31, 2025: 0 VND
- The legal status of the Bau Bang project is that Land Use Rights Certificates (land titles) have been issued 100% to customers. However, the ownership of houses

attached to land (house ownership certificates) has not yet been executed due to pending legal issues.



House picture at Plot A51/Bau Bang (Transferred to customers)

- **Green City project – Hoa Loi**

- **Legal situation**

- + Land Use Rights Certificate issued to Becamex IJC

- + The master plan for the entire Green City project has been finalized

- **Construction Progress and House Handover (until 31/12/2025)**

No.	Plot of land	Total land and house area as per design		Beginning inventory house (Block)	The 2025 implementation result		
		Area (m2)	Block of house (Block)		Construction completion (Block)	Transfer to customer (Block)	Inventory house until December 31, 2025 (Block)
1	G24	4.275	30	-	-		
2	G9	11.246	73	-	-		
	Total	15.521	103	-	-		

- Sales revenue in 2025 is as follows: No transaction occurred

- Becamex UDJ is acquiring lot G9 and a portion of lot G24 of the Green City project from Becamex IJC. Upon IJC's completion of construction and updating house ownership on the Certificate, the transfer procedures for the land and properties to UDJ will be executed (expected in August 2026).

- UDJ will only commence project business operations after signing the official house and land transfer agreement with IJC.

III. Financial income and other income:

Unit: Billion VND

No.	Indicator	Implementation 2024	Plan 2025	Implementation 2025	% Implementation /Plan 2025	% Implementation 2025/2024
1	Financial income and other income	0,08	-	0,27	-	-
2	Financial expenses and other expenses (Loan interest and other)	0,29	-	0,20	-	-
3	Net financial operating profit and other	(0,21)	-	0,07	-	-

B. BUSINESS PLAN IN THE YEAR 2026

In the 2026 business plan, the Company focuses on completing legal procedures for the remaining projects (Green Pearl (20 houses), Green City Hoa Loi (103 houses)—and liquidating 2 customer contracts at the Lake View project), aiming to launch them into business no later than the beginning of the third quarter, as follows:

I. DETAIL INDICATORS OF THE 2025 BUSINESS PLAN

Indicators	Plan 2026	Implementation 2025	% Plan 2026/ Implementation 2025
Out put of commercial housing (House)	17	6	283%
Bau Bang worker house project (Block)	-	3	-
Revenue (Billion VND)	113,08	61,09	185%
Profit after tax (Billion VND)	18,57	5,06	367%

Detail plan of the 2026 real estate business projects

Unit: Billion VND

No.	Project, business category	Consumption out put (Block;house)	Total revenue (Billion VND)	Gross profit (Billion VND)
1	Liquidating 2 customer contracts at the Lake View project	0	10	(6,18)
2	Green Pearl commercial housing project (*)	3	18	1,26
3	Hoa Loi Project (**)	14	85	39,26
	Total	17	113	34,34

Note:

(*) Green Pearl project's revenue and profit plan, contingent upon UDJ obtaining the LURC and meeting business eligibility requirements in 2026 (per section 2 - above).

(**) Hoa Loi project's revenue and profit plan, contingent upon UDJ obtaining the LURC and meeting business eligibility requirements in 2026 (per section 3 - above).

Specifically, the negative gross profit (VND 6.18 billion) is related to the accounting of sales returns from Bega Co., Ltd. regarding the Lake View Project (the parties expect to finalize this settlement in 2026).

II. FINANCIAL ACTIVITIES, OTHER

Unit: Billion VND

Indicators	Plan 2026	Implementation 2025	% Plan 2026/ Implementation 2025
Financial income and other income	-	0,27	-
Financial expenses and other expenses (Loan interest expenses and other expenses)	-	0,20	-
Net financial operation profit and other income	-	0,07	-

III. SUMMARY OF 2026 PLAN INDICATORS:

Indicators	Plan 2026	Implementation 2025	% Plan 2026/ Implementation 2025
Total revenue (Billion VND)	113,08	61,09	185%
Profit after tax (Billion VND)	18,57	5,06	367%
Dividen rate (Prediction)	8%	4%	200%

IV. THE 2026 PROFIT DISTRIBUTION PLAN

No.	Indicators	Amount (VND)
1	Total profit after tax	18.567.383.220
2	Appropriation of investment and development fund = 20% profit after tax	3.713.476.644
3	Appropriation of Bonus and welfare funds = 5% profit after tax	928.369.161
4	Remuneration of Board of Directors and Board of Supervisors = 2% profit after tax	371.347.664
5	Reward of Board of Management = 1% profit after tax (if 100% of the plan is completed)	185.673.832
6	Retained profit (1) – [(2)+(3)+(4)+(5)]	13.368.515.919
7	Dividen rate /charter capital 165 billion VND (Prediction)	8%

Herein, the Executive Board of Becamex Urban Development Joint Stock Company presents the 2025 business performance report and the 2026 business plan to the General Meeting of Shareholders.

We would like to receive Shareholders' opinions, Board of Directors's guidance and orientation in order to support Board of Management to deploy effective implementation of the 2026 business plan indicators in difficult condition of working capital and legal situation of projects awaiting completion at the present time.

Respectfully!

BECAMEX URBAN DEVELOPMENT JOINT STOCK COMPANY *Ran*

GENERAL DIRECTOR

**CỔ PHẦN
PHÁT TRIỂN
ĐÔ THỊ**

huynh gia dat
Huỳnh Gia Dat

REPORT OF SUPERVISORY BOARD
ACTIVITY SITUATION AND RESULT IN THE YEAR 2025
(SUBMISSION TO THE 2025 ANNUAL GENERAL MEETING OF SHAREHOLDERS)

Persuan Law on Enterprize 2020 ratified on June 17, 2020 by the National Assembly of the Socialist Republic of Vietnam;

Based on Board of Supervisors' functions, duties and entitlements prescribed in Becamex Urban Development Joint Stock Company' Charter and Board of supervisors' Activity Regulation;

Based on the 2025 audited financial statements of Becamex Urban Development Joint Stock Company by A & C Auditing and Consulting Company Limited.

Board of Supervisors would like to report to the general meeting of shareholders as follows:

I. Board of supervisors' Activities

There are three members of the Supervisory Board in term 2022 – 2027:

1. Mr. Nguyen Hai Hoang: The chief
2. Ms. Huynh Thi Que Anh: Member
3. Ms. Le Thi Thuy Duong: Member

The Supervisory Board hold two meetings in the year 2025 to discuss about:

- Analysis and evaluatoin of Becamex UDJ's business result and activity situation of Supervisory Board and submission to the 2025 general meeting of shareholders approving for the Board of Supervisors' activity Report.

- To Supervise Board of Directors and Executive Board about deployment of business plan, appropriation of funds and payment of dividends to shareholders arccording to profit distribution plan approved by the general meeting of shareholders;

- To review of the Company's business results and financial position in the 6-month interim reviewed financial statements 2025;

- To inspect periodically affiliated party transactions and the company's compliance with information disclosure in accordance with current regulations.

II. Supervision result of the 2025 finance and operation situation

1. Business result:

Unit: Billion Dong

Indicators	Implementation 2024	Plan 2025	Implementation 2025	Implementation 2025/Plan 2025	Growth against Implementation 2024
Total revenue	42,8	116,5	61	52%	+43%
Total expenses	36,0	105,7	56	53%	+56%
Profit after tax	6,8	10,8	5	46%	-26%

Source: The 2025 audited financial statements of Becamex UDJ

Vietnam's GDP grew by 8.02% in 2025, amid a global economy facing numerous challenges due to trade tensions and tariffs. Domestically, the Government maintained flexible macroeconomic management, stabilized interest rates and exchange rates to support business production and stimulate consumption. Furthermore, the implementation of regional consolidation, accelerated digitalization, and the amendment of several key laws—including the Law on Management and Investment of State Capital in Enterprises—are expected to boost the proactivity and autonomy of enterprises in investment and development.

In 2025, UDJ's main revenue source, real estate business, faced significant difficulties due to the uneven recovery of the real estate market and project progress falling short of expectations. Specifically, 2025 real estate revenue reached 57.9 billion VND, a 36% increase, but only completed 50% of the set plan as the Hoa Loi residential project failed to launch in time. Regarding efficiency, the real estate product structure recognized during the period mainly came from the GreenPearl New City Binh Duong project, which had high cost of goods sold, resulting in a 2025 real estate gross profit of 12.1 billion VND, a 12% decrease compared to 2024. Financial and management costs remained relatively stable.

Due to the real estate segment's 2025 results falling short of analysis, the Company's total revenue in 2025 reached VND 61 billion, completing 52% of the plan, and profit after tax reached VND 5 billion, completing 46% of the plan, a 26% decrease compared to 2024.

2. Financial situation:

No.	Indicators	Unit	At December 31, 2024	At December 31, 2025
1	Structure of Assets and liabilities and equity			
1.1	Current assets/total assets	%	57	51
1.2	Non-current assets/total assets	%	43	49
1.3	Liabilities/owner's equity	Times	0,90	0,80

1.4	Liabilities/Total liabilities and equity	%	47	44
2	Business Efficiency			
2.1	Inventory Turnover	Times	0,16	0,36
2.2	Accounts Receivable Turnover	Times	0,40	0,73
2.3	Accounts Payable Turnover	Times	0,001	0,0038
3	Ability to pay			
3.1	Current ability to pay = (Current assets/current liabilities)	Times	1,91	2,01
3.2	Quick ability to pay = (Current assets-inventory)/current liabilities	Times	0,67	0,96
4	Profitability Ratio			
4.1	Return on equity (ROE)	%	2,93	2,22
4.2	Return on assets (ROA)	%	1,54	1,24

Based on the 2025 financial results, UDJ experienced revenue growth but declining efficiency. Despite the top-line growth, profit after tax dropped sharply by 26% compared to 2024, driven by a product mix concentrated on the high-cost Green Pearl project. This led to a decline in profitability ratios, with ROA dropping from 1.54% to 1.24% and ROE from 2.93% to 2.22%.

Regarding operating efficiency as of the end of 2025, turnover ratios – including inventory turnover, receivables turnover, and payables turnover – improved compared to the beginning of the year, but remained low. This reflects that the company's business performance has not seen significant breakthroughs over the past few years due to slow project implementation and a sluggish market recovery. Concurrently, the asset structure recorded a decrease in the proportion of current assets, from 57% down to 51%, primarily driven by the company releasing part of its inventory and collecting accounts receivable.

Due to limited progress in project investment, the company's capital structure remains stable with a Debt-to-Equity ratio of 0.8 and a current ratio of over 2. In the coming period, UDJ needs to accelerate the business progress of existing projects and study new investments to improve capital efficiency.

III. Supervision result for Board of Directors and Board of Management

1. Supervising the Board of Directors

In 2025, the Board of Directors held 06 meetings to approve business plans and direct company operations. Specifically as follows:

- Approving the value of contracts and transactions between the Becamex Urban Development Joint Stock Company and affiliated parties in accordance with Article 167 of the Law on Enterprises 2020, Article 293 of Decree 155/2020/ND-CP, and the Company's Charter.
- Approving the plan and directing the organization of the 2025 Annual General Meeting of Shareholders (AGM).
- Implementing the Resolutions of the 2025 Annual General Meeting of Shareholders.
- Approving the 2024 business performance report and the 2025 business plan. Approving the draft documents for the 2025 Annual General Meeting of Shareholders.
- Selecting A&C Auditing and Consulting Company Limited to conduct the review of the semi-annual financial statements and the audit of the 2025 financial statements.
- Approving the payment of 2024 dividends.
- Approving the appointment of the Person in Charge of Corporate Governance cum Company Secretary.

Remark: The Board of Directors' resolutions were issued in accordance with their authority and disclosed in compliance with regulations.

2. Supervision of the Board of Management's activities

The Board of Management strictly implements the Resolutions of the Board of Directors regarding the Company's business operations. It assigns specific responsibilities to specialized departments and promptly directs the decisions made by the Board of Directors.

The Board of Management provides full information and documentation, and creates favorable conditions for the Supervisory Board to perform its duties.

3. To ensure information closure regulation applied for common enterprise

The Company strictly complies with the obligations of extraordinary and periodic information disclosure for public companies in accordance with current legal regulations."

4. Transaction to affiliated persons

Board of Directors Resolution No. 01/NQ-HĐQT/2025 dated January 7, 2025, on the approval of the transaction value between Becamex Urban Development Joint Stock Company and affiliated Parties, pursuant to Article 167 of the Law on Enterprises 2020, Article 293 of Decree 155/2020/ND-CP, and the Company Charter. According to the resolution, the Board of Directors authorizes the General Director to sign transactions with affiliated Parties in 2025, with a maximum value for each transaction not exceeding 10% of the total asset value.

In 2025, the Company entered into transactions with affiliated parties:

- (i) **Vietnam Technology & Telecommunications Joint Stock Company:**
Provision of telecommunication services (Value: VND 20,602,943).

- (ii) **Becamex Investment and Industrial Development Group:** Land use rights transfer (Value: VND 36,776,709); Late payment interest on dividends (Value: VND 201,469,125); Late payment penalty interest (Value: VND 1,216,890,312).
- (iii) **Becamex International Hospital Joint Stock Company:** Staff health check-up services for 2025 (Value: VND 63,386,000).

These transactions are disclosed in Appendix 2 of the 2025 Corporate Governance Report.

IV. Assessment of Coordination Between the Supervisory Board, Board of Directors, and Shareholders

The Board of Directors (BOD), the Supervisory Board (SB), and the Board of General Directors (BGD) have maintained close coordination, ensuring the exercise of rights and responsibilities in accordance with regulations, with a high sense of responsibility for the benefit of the Company's shareholders.

The Board of Directors performed its supervisory role over the Management Board well, holding meetings and providing timely guidance to the Management Board through the issuance of resolutions in accordance with the functions and authority specified in the Company's Charter and Operating Regulations.

The Company strictly complies with regulations on reporting regimes and information disclosure on the stock market in accordance with the law.

In the exercise of its powers, the Supervisory Board ensures that it does not affect the management activities of the BOD and the operations of the Board of General Directors.

In 2025, the Supervisory Board did not receive any requests or complaints from shareholders in accordance with the law and the charter.

Regarding Supervisory Board remuneration for 2024, it was paid in 2025. Specifically, the Head of the Board: VND 15,946,000 and members: VND 10,251,000/person.

**ON BEHALF OF BOARD OF SUPERVISORS
THE CHIEF**



Nguyen Hai Hoang

No.: 01/TTr/ĐHĐCĐ/2026

Binh Duong, March 12, 2026

PROPOSAL

Regarding: Approval of the Audited Financial Statements, the Report of the Board of Directors, and the Report of the Supervisory Board

**To: The Annual General Meeting of Shareholders
Becamex Urban Development Joint Stock Company**

- Pursuant to the Law on Enterprises No. 59/2020/QH14 passed by the National Assembly of the Socialist Republic of Vietnam on June 17, 2020;
- Pursuant to the Charter on organization and operation of Becamex Urban Development Joint Stock Company.

The Board of Directors of Becamex Urban Development Joint Stock Company respectfully submits to the General Meeting of Shareholders for approval the following reports (attached to the meeting documents):

1. The 2025 Report of the Board of Directors;
2. The 2025 Operational Report of the Supervisory Board.
3. The audited financial statements for 2025 audited by A&C Auditing and Consulting Co., Ltd. With the following key indicators:

Total Revenue:	61,090,578,892 VND
Net Revenue:	60,719,249,031 VND
Profit Before Tax (PBT):	6,334,085,753 VND
Profit After Tax (PAT):	5,061,308,602 VND
Basic Earnings Per Share (EPS):	285 VND/share
Total Assets:	408,954,158,407 VND
Owner's Equity:	227,612,576,315 VND

Respectfully submitted.

ON BEHALF OF THE BOARD OF DIRECTORS
CHAIRMAN


NGUYEN MINH ĐONG

PROPOSAL

**Regarding: Approval of the General Director's Report on
Business Performance in 2025 and the Business Plan for 2026**

**To: The Annual General Meeting of Shareholders
Becamex Urban Development Joint Stock Company**

- Pursuant to the Law on Enterprises No. 59/2020/QH14 passed by the National Assembly of the Socialist Republic of Vietnam on June 17, 2020;
- Pursuant to the Charter on organization and operation of Becamex Urban Development Joint Stock Company.

The Board of Directors of Becamex Urban Development Joint Stock Company respectfully submits to the General Meeting of Shareholders for approval the General Director's Report on the business performance in 2025 and the business plan for 2026, with the main contents as follows:

1. **Approval of the business results for the fiscal year 2025** based on the audited financial statements conducted by A&C Auditing and Consulting Co., Ltd., with key financial indicators as follows:

No.	Indicator	2025 Plan (billion VND)	2025 Actual (billion VND)	Percentage (%)
1	Total revenue	116,52	61,09	52%
2	Profit before tax	13,72	6,33	46%
3	Profit after tax	10,84	5,06	47%

2. **Approval of the 2026 Business Plan of Becamex Urban Development Joint Stock Company, with key financial indicators as follows:**

No.	Indicator	2025 Actual (billion VND)	2026 Plan (billion VND)	Percentage (%)
1	Total revenue	61,09	113,08	185%
2	Profit after tax	5,06	18,57	367%

Respectfully submitted.

ON BEHALF OF THE BOARD OF DIRECTORS
CHAIRMAN



NGUYEN MINH ĐONG

PROPOSAL

**Regarding: Approval of the profit distribution proposal for 2025
and the profit distribution plan for 2026**

**To: The Annual General Meeting of Shareholders
Becamex Urban Development Joint Stock Company**

- Pursuant to the Law on Enterprises No. 59/2020/QH14 passed by the National Assembly of the Socialist Republic of Vietnam on June 17, 2020;
- Pursuant to the Charter on organization and operation of Becamex Urban Development Joint Stock Company.
- Pursuant to the Resolution of the 2025 Annual General Meeting of Shareholders of Becamex Urban Development Joint Stock Company approved on April 15, 2025 regarding the 2025 profit distribution plan;
- Pursuant to the 2025 business results and the 2026 business plan.

The Board of Directors of Urban Development Joint Stock Company respectfully submits to the General Meeting of Shareholders for approval the profit distribution proposal and dividend payment for 2025, and the profit distribution and dividend payment plan for 2026 as follows:

The proposal for Profit Distribution for 2025:

No.	Indicators	Plan 2025		Implementation 2025	
		Tỷ lệ (%)	Số tiền	Tỷ lệ (%)	Số tiền
1	Profit after tax		10.840.224.810		5.061.308.602
2	Allocation to funds	23%LNST	2.493.251.706	22%LNST	1.113.487.892
	Development Investment Fund	15%LNST	1.626.033.721	15%LNST	759.196.290
	Bonus & Welfare Fund	5%LNST	542.011.240	5%LNST	253.065.430
	Remuneration for BOD, Supervisory Board & Secretariat	2%LNST	216.804.496	2%LNST	101.226.172
	Executive Board Bonus	1%LNST	108.402.249		0
3	Profit after fund allocation (1)		8.346.973.104		3.947.820.710
4	Retained earnings brought forward (2)				3.792.503.371
5	Total distributable profit (1)+(2)				7.740.324.081
6	Estimated dividend rate	5%	8.250.000.000	4%	6.600.000.000
7	Remaining profit 2025				1.140.324.081



Profit Plan 2026

No.	Indicators	Plan 2026	
		Percentage (%)	Amount (VND)
1	Profit after tax		18.567.383.220
2	Allocation to funds	28%	5.198.867.301
	Development Investment Fund	20%	3.713.476.644
	Bonus & Welfare Fund	5%	928.369.161
	Remuneration for BOD, Supervisory Board & Secretary	2%	371.347.664
	Executive Board bonus for achieving targets	1%	185.673.832
3	Remaining profit		13.368.515.919
4	Dividend payout ratio / Charter capital VND 165 billion (<i>Prediction</i>)		8%

Respectfully submitted.

ON BEHALF OF THE BOARD OF DIRECTORS
CHAIRMAN



NGUYEN MINH ĐONG



No.: 04/TTr/ĐHĐCĐ/2026

Binh Duong, March 12, 2026

PROPOSAL

**Regarding: Payment for the 2025 remuneration for Board of Directors,
Supervisory Board and Secretary and plan of the 2026 remuneration payment**

**To: The Annual General Meeting of Shareholders
Becamex Urban Development Joint Stock Company**

- Pursuant to the Law on Enterprises No. 59/2020/QH14 passed by the National Assembly of the Socialist Republic of Vietnam on June 17, 2020;
- Pursuant to the Charter on organization and operation of Becamex Urban Development Joint Stock Company.
- Pursuant to the Resolution of the 2025 Annual General Meeting of Shareholders of Becamex Urban Development Joint Stock Company approved on April 15, 2025 regarding the 2025 profit distribution plan;
- Pursuant to the 2025 business results and the 2026 business plan.

The Board of Directors of Becamex Urban Development Joint Stock Company respectfully submits to the General Meeting of Shareholders for approval the remuneration payment for the Board of Directors, the Supervisory Board, and the Secretary for 2025, and the remuneration payment plan for the Board of Directors, the Supervisory Board, and the Secretary for 2026 as follows:

1. Remuneration for the Board of Directors, the Supervisory Board, and the Secretary in 2025:

- Pursuant to the Resolution of the 2025 Annual General Meeting of Shareholders dated April 15, 2025, approving the remuneration payment plan for the Board of Directors, the Supervisory Board, and the Secretary in 2025 at a rate of $2\% \times$ Profit after tax in 2025;
- Based on the audited business results for 2025, the profit after tax in 2025 is 5.061.308.602 VND;

Board of Directors would like to report the 2025 remuneration situation of Board of Directors, Supervisory Board and Secretary is expected to pay two percent (2%) of profit after tax.

$$5.061.308.602 \times 2\% = 101.226.172 \text{ VND}$$

2. Remuneration payment plan for the Board of Directors, the Supervisory Board, and the Secretary in 2026:

Based on the 2026 business plan of Urban Development Joint Stock Company.

The Board of Directors proposes that the remuneration for the Board of Directors, the Supervisory Board, and the Secretary in 2026 be set at 2% of profit after tax.

Respectfully submitted.

ON BEHALF OF THE BOARD OF DIRECTORS

CHAIRMAN
CỘNG HÒA XÃ HỘI CHỦ NGHĨA VIỆT NAM
CỔ PHẦN
PHÁT TRIỂN ĐÔ THỊ
TP. THỦ ĐỨC - BÌNH DƯƠNG
NGUYEN MINH ĐONG

PROPOSAL

Regarding: Approval of the list of independent auditing Firms to audit the annual financial statements and review the semi-annual financial statements for 2026 of Becamex Urban Development Joint Stock Company

**To: The 2026 Annual General Meeting of Shareholders
Becamex Urban Development Joint Stock Company**

Persuan Law on Enterprise 2020 ratified on June 17, 2020 by the National Assembly of the Socialist Republic of Vietnam;

Persuan Law on Securities ratified on November 26, 2019 by the National Assembly of the Socialist Republic of Vietnam;

Persuan Decree No. 155/2020/NĐ/CP ratified on December 31, 2020 by the Government about detailed regulations for execution on some articles of securities law;

Persuan Becamex Urban Development Joint Stock Company' operation Charter;

Persuan Board of Supervisors' operation Regulations.

Supervisory Board would like to submit to general meeting of shareholders approve the list of independent auditing Firms to audit the annual financial statements and review the semi-annual financial statements for 2026 of Becamex Urban Development Joint stock company detailed as follows:

1. Selection criteria:

- To operate legally in Vietnam and to audit for listed companies and Public companies by State Securities Commission of Vietnam's approval.
- To have years of auditing experience with Public companies operating in the real estate field in Vietnam;
- To have prestige of auditing quality;
- Auditing fee is reasonable and suitable with quality and auditing scope.

2. The list of independent auditing Firms are proposed selecting.

According to criteria above, Supervisory Board would like to submit to the general meeting of shareholders approve the list of independent auditing Firms to audit the annual financial statements and the semi-annual financial statements for 2026 and authorize Board of Directors decide to select auditing Firms under the list below:

1. A & C Auditing and Consulting Company Limited
2. KGMP Vietnam Company Limited
3. Ernst & Young Vietnam Company Limited
4. PwC Viet Nam Co., Ltd;
5. Deloitte Viet Nam Co., Ltd.

Supervisory Board would like to submit to the general meeting of shareholders consider and approve.

Best Regards,

**ON BEHALF OF THE BOARD OF SUPERVISORS
THE CHIEF**



NGUYEN HAI HOANG

PROPOSAL

Regarding: Update the Company's Head Office Address and Business Lines

**To: The Annual General Meeting of Shareholders
Becamex Urban Development Joint Stock Company**

- Pursuant to Resolution No. 202/2025/QH15 dated June 12, 2025, of the National Assembly on the arrangement of provincial-level administrative units, and Resolution No. 1685/NQ-UBTVQH15 dated June 16, 2025, on the arrangement of commune-level administrative units in Ho Chi Minh City;
- Pursuant to the Law on Enterprises No. 59/2020/QH14 passed by the National Assembly of the Socialist Republic of Vietnam on June 17, 2020;
- Pursuant to Decision No. 36/2025/QĐ-TTg dated September 29, 2025, of the Prime Minister on the promulgation of the Vietnam Standard Industrial Classification.

The Board of Directors of Becamex Urban Development Joint Stock Company respectfully submits to the General Meeting of Shareholders for approval of updating the Company's Head Office Address compliant with Resolution No. 1685/NQ-UBTVQH15 dated June 16, 2025, on the arrangement of commune-level administrative units in Ho Chi Minh City and updating the Company's Business Lines compliant with Decision No. 36/2025/QĐ-TTg dated September 29, 2025, of the Prime Minister on the promulgation of the Vietnam Standard Industrial Classification, with some main contents as follows:

1. Update the Company's Head Office Address as follows:

- The Company's Head Office Address before updating: C1-2-3 DT6 Street, Binh Duong Industrial - Service Complex, Hoa Phu Ward, Thu Dau Mot Town, Binh Duong Province.
- The Company's Head Office Address after updating: C1-2-3 Le Loi Street, Binh Duong Ward, Ho Chi Minh City, Vietnam.

2. Update the Company's business code and lines

- Update the business code for the following business lines:

No.	Name of Business Lines	Business Code (The present)	Business Code (Update)
1	Wholesale of other construction materials and installation equipment	4663	4673

- Update business lines for the following business activities:

No.	Name of Business Lines (The present)	Name of Business Lines (Update)	Business Code
1	Other financial service activities, except insurance and pension funding.	Other financial service activities, except insurance and pension funding.	6499

- Update the business code and simultaneously update the name of the business line for the following business activities:

No.	Name of Business Lines (The present)	Name of Business Lines (Update)	Business Code (The present)	Business Code (Update)
1	Real estate consultancy, brokerage, auction, and land use rights auction	Real Estate Intermediary Services	6820	6821
		Other real estate activities on a fee or contract basis	6820	6829

- Business lines after update

No.	Name of Business Lines	Business Code	The Main Business Lines
1	Real estate activities with own or leased property Detail: Investment in construction and business of technical infrastructure for industrial parks, residential areas, and urban areas. Real estate business, leasing of residential houses, apartments, factories, and offices. (Excluding investment in cemetery infrastructure for transfer of land use rights associated with infrastructure.	6810	x
2	Site preparation Details: Site leveling (Excluding blasting services	4312	
3	Wholesale of agricultural, forestry raw materials (except wood, bamboo, rattan) and live animals Details: Trading raw rubber latex (not to be stored at the head office). (Excluding export, import, and distribution rights for:	4620	

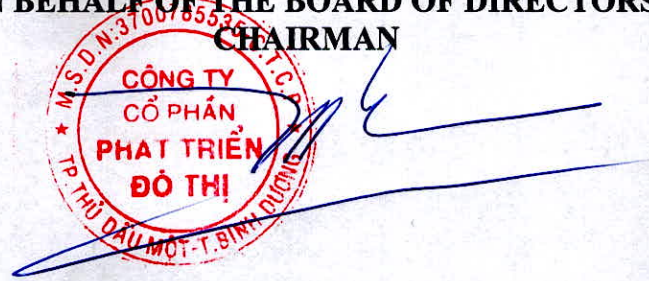
	tobacco and cigars, books, newspapers and magazines, recorded items, precious metals and gemstones, pharmaceuticals, explosives, crude oil and processed oil, rice, cane sugar, and beet sugar).		
4	Wholesale of other construction materials and installation equipment Detail: Trading in construction materials. (Excluding export, import, and distribution rights for: cigarettes and cigars; books, newspapers and magazines; recorded media; precious metals and stones; pharmaceuticals; explosives; crude oil and processed oil; rice; raw cane or beet sugar)	4673	
5	Wholesale of other household goods Detail: Trading of interior decoration products. (Excluding the exercise of export, import, and distribution rights for: tobacco and cigars, books, newspapers and magazines, recorded items, precious metals and gemstones, pharmaceuticals, explosives, crude and processed oil, rice, cane sugar and beet sugar)	4649	
6	Other financial service activities, except insurance and pension funding Detail: Financial investment in other entities	6499	
7	Real Estate Intermediary Services Detail: Real estate brokerage services (Excluding judicial administrative services, including judicial expertise services, bailiff services, property auction services, notarial services, and services of property trustees/administrators)	6821	
8	Other real estate activities on a fee or contract basis Detail: Housing and Land Use Rights management and consultancy services; Non-residential property management and consultancy services; Other real estate activities on a fee or contract basis (Excluding real estate auctions and land use rights auctions)	6829	
9	Architectural and Engineering Activities and Related Technical Consultancy Detail: Civil and Industrial Construction Consulting and	7110	

	Design; Urban Technical Infrastructure Construction Consultancy and Design; Structural Consultancy and Design for Civil and Industrial Projects; Construction Supervision for Civil and Industrial Projects; Consulting, Detailed Planning, and Total Cost Estimation for Residential Areas, Urban Zones, Industrial Zones, Civil Works, and Transportation Projects (Excluding services for establishment, operation, maintenance, and repair of maritime signaling, water areas, public maritime channels, and routes; survey services for water areas, public maritime channels, and routes for publishing maritime notices; survey, construction, and publishing services for nautical charts of water areas, seaports, maritime channels, and routes)		
10	Manufacture of concrete, cement and plaster products	2395	
11	Residential construction Detail: Civil and Industrial Construction	4101	
12	Construction of non-residential buildings	4102	
13	Railway construction	4211	
14	Road construction Detail: Construction of transportation infrastructure	4212	
15	Construction of other civil engineering works Detail: Technical Infrastructure Construction	4299	
16	Construction of other public works Detail: Construction of public works.	4229	

3. Approving the update of the Company's head office address in Clause 3, Article 2 of the current Charter of Organization and Operation (due to head office address update in Section 1 above).
4. Approving the update of business lines in Clause 1, Article 4 of the current Charter of Organization and Operation of the Company (due to the update of business lines in Section 2 above).
5. Within the scope of business lines approved by the General Meeting of Shareholders and in accordance with current legal regulations, the Board of Directors is authorized to fully decide on matters relating to the amendment of the Charter and the procedures for changing the Company's registration information (including the amendment, supplementation and adjustment of detailed business lines and codes upon request of competent authorities and/or legal requirements).

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

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



A red circular stamp with the text "CÔNG TY CỔ PHẦN PHÁT TRIỂN ĐÔ THỊ" in the center. The outer ring contains "M.S.D.N. 370075533" at the top and "TP. THỦ ĐẦU MỠ - T. BÌNH DƯƠNG" at the bottom. A blue ink signature is written over the stamp.

NGUYEN MINH ĐÔNG



A red curved stamp with the text "CÔNG TY CỔ PHẦN PHÁT TRIỂN ĐÔ THỊ" and "TP. THỦ ĐẦU MỠ - T. BÌNH DƯƠNG" along its arc.

PROPOSAL

Regarding: Amending and supplementing the Charter, Internal Regulations on Corporate Governance, and Operating Regulations of the Board of Directors.

**To: The Annual General Meeting of Shareholders
Becamex Urban Development Joint Stock Company**

- Pursuant to the Law on Enterprises No. 59/2020/QH14 passed by the National Assembly of the Socialist Republic of Vietnam on June 17, 2020 and its amending, supplementing, and guiding documents (“Law on Enterprises”);
- Pursuant to Law on Securities ratified on November 26, 2019 by the National Assembly of the Socialist Republic of Vietnam and its amending, supplementing, and guiding documents (“Law on Securities”);
- Pursuant to Decree No. 155/2020/ND-CP ratified on December 31, 2020 by the Government about detailed regulations for execution on some articles of securities law (“Decree 155”);
- Pursuant to Decree No. 245/2025/NĐ-CP ratified on September 11, 2025 by the Government about Amending and supplementing a number of articles of Decree No. 155/2020/ND-CP (“Decree 245”)
- Pursuant to the Charter on organization and operation of Becamex Urban Development Joint Stock Company (Company”).
- Pursuant to Operating Regulations of the Board of Directors of Becamex Urban Development Joint Stock Company issued on May 4, 2021;
- Pursuant to Internal Regulations on Corporate Governance of Becamex Urban Development Joint Stock Company issued on May 4, 2021.

To amend and supplement internal regulations in compliance with newly updated legal provisions, while aligning with the current organizational and operational requirements of the Becamex Urban Development Joint Stock Company. The Board of Directors respectfully submits to the 2026 Annual General Meeting of Shareholders for approval the following matters:

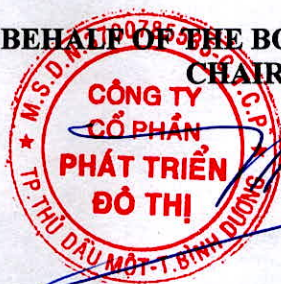
1. Approving the amendment and supplementation of the Charter, Internal Regulations on Corporate Governance, and Operating Regulations of the Board of Directors of the Becamex Urban Development Joint Stock Company (Appendix 01: Table of Amendments and Supplements" **hoặc** "Annex 01: List of Amendments and Supplements.
2. Approving the new Charter, Internal Regulations on Corporate Governance, and Operating Regulations of the Board of Directors in order to replace the current Charter, Internal Regulations on Corporate Governance, and Operating Regulations of the Board of Directors.
3. Authorize the Board of Directors/Legal Representative of the Becamex Urban Development Joint Stock Company to sign and issue the Internal Regulations on Corporate Governance, the Operational Regulations of the Board of Directors, and the Charter of the Becamex Urban Development Joint Stock Company as approved by the General Meeting of Shareholders in accordance with regulations.



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

Respectfully submitted!

ON BEHALF OF THE BOARD OF DIRECTORS
CHAIRMAN



NGUYEN MINH ĐONG



APPENDIX 1: AMENDMENTS AND SUPPLEMENTS TO THE CHARTER, INTERNAL REGULATIONS ON CORPORATE GOVERNANCE, AND OPERATION REGULATIONS OF THE BOARD OF DIRECTORS OF BECAMEX URBAN DEVELOPMENT JOINT STOCK COMPANY

(Attached to Proposal No. 07/TTr/ĐHĐCĐ/2026 dated March 20, 2026, of the Board of Directors)

No.	CLAUSE, ARTICLE, CONTENT AS CURRENTLY REGULATED	CLAUSE, ARTICLE, CONTENT AS AMENDED AND SUPPLEMENTED	LEGAL BASIS	NOTE
I. The Charter of Becamex Urban Development Joint Stock Company				
1	<p>Article 1. Terminology explained</p> <p>1. In this Charter, the following terms shall be understood as follows:</p> <p>c/ Law on Enterprises is Law on Enterprises No. 59/2020/QH14 passed by the National Assembly on June 17, 2020;</p> <p>d/ Law on Securities is Law on Securities ratified on November 26, 2019 by the National Assembly of the Socialist Republic of Vietnam;</p>	<p>1. In this Charter, the following terms shall be understood as follows:</p> <p>c/ Law on Enterprises is Law on Enterprises No. 59/2020/QH14 passed by the National Assembly on June 17, 2020 <i>and amending and supplementing regulations;</i></p> <p>d/ Law on Securities is Law on Securities ratified on November 26, 2019 by the National Assembly of the Socialist Republic of Vietnam <i>and amending and supplementing regulations;</i></p>	Update current regulation	
2	<p>Article 2. Name, Type, Head office, Branch, Rep Office, Business Location and Term</p> <p>3. The Company's Registered Office is:</p> <p>Address: C1-2-3 DT6 Street, Industry - Service Complex of Binh Duong, Hoa Phu Ward, Thu Dau Mot Town, Binh Duong Province, Vietnam.</p>	<p>Article 2. Name, Type, Head office, Branch, Rep Office, Business Location and Term</p> <p>3. The Company's Registered Office is:</p> <p>Address: C1-2-3 Le Loi Street, Binh Duong Ward, Ho Chi Minh City, Vietnam.</p>	Update to reflect the merged administrative units	
3	<p>Article 4. Company's operational objectives</p> <p>1. The Company's Business Lines:</p> <p>a. Real Estate activities with own or leased property</p>	<p>Article 4. Company's operational objectives</p> <p>1. The Company's Business Lines:</p> <p>a. Real Estate activities with own or leased property</p>	Update under Decision No. 36/2025/QĐ-TTg dated September 29, 2025, of the Prime Minister on the	



<p><i>Details: Investment in construction and business of technical infrastructure for industrial parks, residential areas, and urban areas. Real estate business, leasing of residential houses, apartments, factories, and offices. (Excluding investment in construction of cemetery infrastructure for land use right transfer associated with infrastructure).</i></p>	<p><i>Details: Investment in construction and business of technical infrastructure for industrial parks, residential areas, and urban areas. Real estate business, leasing of residential houses, apartments, factories, and offices. (Excluding investment in construction of cemetery infrastructure for land use right transfer associated with infrastructure).</i></p>	<p>promulgation of the Vietnam Standard Industrial Classification.</p>	
<p>b. Site preparation; Details: Site leveling (Excluding blasting services)</p>	<p>b. Site preparation; Details: Site leveling (Excluding blasting services)</p>		
<p>c. Wholesale of agricultural, forestry raw materials (except wood, bamboo, rattan) and live animals Details: Trading raw rubber latex (not to be stored at the head office). (Excluding export, import, and distribution rights for: tobacco and cigars, books, newspapers and magazines, recorded items, precious metals and gemstones, pharmaceuticals, explosives, crude oil and processed oil, rice, cane sugar, and beet sugar).</p>	<p>c. Wholesale of agricultural, forestry raw materials (except wood, bamboo, rattan) and live animals Details: Trading raw rubber latex (not to be stored at the head office). (Excluding export, import, and distribution rights for: tobacco and cigars, books, newspapers and magazines, recorded items, precious metals and gemstones, pharmaceuticals, explosives, crude oil and processed oil, rice, cane sugar, and beet sugar).</p>		
<p>d. Wholesale of other construction materials and installation equipment; Detail: Trading in construction materials. (Excluding export, import, and distribution rights for: cigarettes and cigars; books, newspapers and magazines; recorded media; precious metals and stones; pharmaceuticals; explosives; crude oil and processed oil; rice; raw cane or beet sugar)</p>	<p>d. Wholesale of other construction materials and installation equipment; Detail: Trading in construction materials. (Excluding export, import, and distribution rights for: cigarettes and cigars; books, newspapers and magazines; recorded media; precious metals and stones; pharmaceuticals; explosives; crude oil and processed oil; rice; raw cane or beet sugar)</p>		
<p>e. Wholesale of other household goods; Detail: Trading of interior decoration products. (Excluding the exercise of export, import, and</p>	<p>e. Wholesale of other household goods; Detail: Trading of interior decoration products. (Excluding the exercise of export, import, and</p>		



<p>distribution rights for: tobacco and cigars, books, newspapers and magazines, recorded items, precious metals and gemstones, pharmaceuticals, explosives, crude and processed oil, rice, cane sugar and beet sugar).</p>	<p>distribution rights for: tobacco and cigars, books, newspapers and magazines, recorded items, precious metals and gemstones, pharmaceuticals, explosives, crude and processed oil, rice, cane sugar and beet sugar).</p>		
<p>f. Other financial service activities, except insurance and social insurance; Detail: Financial investment in other entities.</p>	<p>f. Other financial service activities, except insurance and pension funding; Detail: Financial investment in other entities.</p>		
<p>g. Real estate consultancy, brokerage, auction, and land use rights auction; <i>Detail: Real Estate Consulting Services, Real Estate Brokerage Services; Real Estate Management; Real Estate Advertising; Property Valuation; Real Estate Exchange.</i> <i>(Excluding asset auction services)</i></p>	<p>g. Real Estate Intermediary Services; Detail: Real estate brokerage services (Excluding judicial administrative services, including judicial expertise services, bailiff services, property auction services, notarial services, and services of property trustees/administrators) h. Other real estate activities on a fee or contract basis; Detail: Housing and Land Use Rights management and consultancy services; Non-residential property management and consultancy services; Other real estate activities on a fee or contract basis (Excluding real estate auctions and land use rights auctions)</p>		
<p>h. Architectural and Engineering Activities and Related Technical Consultancy; Detail: Civil and Industrial Construction Consulting and Design; Urban Technical Infrastructure Construction Consultancy and Design; Structural Consultancy and Design for Civil and Industrial Projects; Construction Supervision for Civil and</p>	<p>i. Architectural and Engineering Activities and Related Technical Consultancy; Detail: Civil and Industrial Construction Consulting and Design; Urban Technical Infrastructure Construction Consultancy and Design; Structural Consultancy and Design for Civil and Industrial Projects; Construction Supervision for Civil and Industrial Projects; Consulting, Detailed Planning, and</p>		

<p>Industrial Projects; Consulting, Detailed Planning, and Total Cost Estimation for Residential Areas, Urban Zones, Industrial Zones, Civil Works, and Transportation Projects</p> <p>(Excluding services for establishment, operation, maintenance, and repair of maritime signaling, water areas, public maritime channels, and routes; survey services for water areas, public maritime channels, and routes for publishing maritime notices; survey, construction, and publishing services for nautical charts of water areas, seaports, maritime channels, and routes)</p>	<p>Total Cost Estimation for Residential Areas, Urban Zones, Industrial Zones, Civil Works, and Transportation Projects</p> <p>(Excluding services for establishment, operation, maintenance, and repair of maritime signaling, water areas, public maritime channels, and routes; survey services for water areas, public maritime channels, and routes for publishing maritime notices; survey, construction, and publishing services for nautical charts of water areas, seaports, maritime channels, and routes)</p>		
<p>i. Manufacture of concrete, concrete, cement and plaster products;</p> <p>Detail: Civil and Industrial Construction</p>	<p>j. Manufacture of concrete, cement and plaster products;</p> <p>Detail: Civil and Industrial Construction</p>		
<p>j Residential construction;</p> <p>Detail: Civil and Industrial Construction.</p>	<p>k. Residential construction;</p> <p>Detail: Civil and Industrial Construction.</p>		
<p>k. Construction of other civil engineering works;</p> <p><i>Detail: Technical Infrastructure Construction.</i></p>	<p>l. Construction of other civil engineering works;</p> <p><i>Detail: Technical Infrastructure Construction.</i></p>		
<p>l. Construction of non-residential buildings.</p>	<p>m. Construction of non-residential buildings;</p>		
<p>m. Railway construction .</p>	<p>n. Railway construction;</p>		
<p>n. Road construction;</p> <p><i>Detail: Construction of transportation infrastructure</i></p>	<p>o. Road construction;</p> <p><i>Detail: Construction of transportation infrastructure</i></p>		
<p>o. Construction of other public works.</p> <p>Detail: Construction of public works.</p>	<p>p. Construction of other public works;</p> <p>Detail: Construction of public works.</p>		

4	<p>Article 12. Shareholder Rights: <i>(Procedures for requesting the convening of the General Meeting of Shareholders are not yet regulated).</i></p>	<p>Article 12. Shareholder Rights: <i>(Addition of Clause 4)</i></p> <p>4. <i>A request to convene a General Meeting of Shareholders as prescribed in Point a, Clause 2 of this Article shall be made in writing and must include the following details: full name, contact address, nationality, legal document number for individual shareholders; name, enterprise identification number or legal document number, and head office address for institutional shareholders; the number of shares and time of registration of shares for each shareholder, the total number of shares of the shareholder group, and the ownership percentage in the total number of shares of the company; the grounds and reasons for requesting the convocation of the General Meeting of Shareholders. Attached to the request for convocation must be documents and evidence regarding violations by the Board of Directors, the extent of the violations, or ultra vires decisions. The shareholder or group of shareholders shall be fully responsible before the law for the accuracy and truthfulness of the documents and evidence provided to the competent authority when requesting the convocation of the General Meeting of Shareholders</i></p>	<p><i>Pursuant to Clause 18, Article 1 of the Law amending and supplementing a number of articles of the Law on Enterprises No. 76/2025/QH15</i></p>	
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	Charter.	Article 155 of the Law on Enterprises, the Law on Securities, relevant legal regulations, the Company's Charter, and internal corporate governance regulations.		
8	<p>Article 26. Composition and Term of Office of Members of the Board of Directors</p> <p>(...)</p> <p>3. The structure of the Board of Directors (BOD) is as follows:</p> <p>The Board of Directors' structure must ensure that at least one-third (1/3) of its members are non-executive directors. The Company minimizes the combination of executive positions with Board membership to ensure the independence of the Board of Directors.</p> <p><i>(not yet regulated)</i></p>	<p>Article 26. Composition and Term of Office of Members of the Board of Directors</p> <p>(...)</p> <p>3. The structure of the Board of Directors (BOD) is as follows:</p> <p>The Board of Directors' structure must ensure at least one (01) member is a <u>non-executive director</u>. The Company minimizes the combination of executive positions with Board membership to ensure the independence of the Board of Directors.</p> <p><i>Addition of Clause 7</i> <i>A member of the Company's Board of Directors may simultaneously serve as a member of the Board of Directors or Board of Members at a maximum of 05 other companies.</i></p>	<p>In compliance with Clause 79, Article 1 of Decree No. 245/2025/ND-CP</p>	
		<p>Article 27. Rights and Duties of the Board of Directors</p> <p>2. The rights and obligations of the Board of Directors are prescribed by law, the Company Charter, and the General Meeting of Shareholders. Specifically, the Board of Directors has the following rights and obligations:</p> <p>(...)</p> <p>i. Electing, releasing, or removing the Chairman of the Board of Directors; appointing, releasing, or entering into/terminating contracts with the General Director,</p>	<p>2. The rights and obligations of the Board of Directors are prescribed by law, the Company Charter, and the General Meeting of Shareholders. Specifically, the Board of Directors has the following rights and obligations:</p> <p>(...)</p> <p>i. Electing, releasing, or removing the Chairman of the Board of Directors; appointing, releasing, or entering</p>	<p>In accordance with Clause 78, Article 1 of Decree No. 245/2025/NĐ-CP</p>
			<p>In compliance with Clause 55, Article 4 of Decree No. 155/2020/ND-CP and to ensure consistency with Article 33 of the Charter.</p>	

9	and other key managers as stipulated in the Company Charter; deciding on salaries, remuneration, bonuses, and other benefits for these managers; appointing authorized representatives to participate in the Members' Council or General Meeting of Shareholders in other companies, and deciding on their remuneration and other benefits;	into/terminating contracts with the General Director, Deputy General Directors, and Chief Accountant; deciding on salaries, remuneration, bonuses, and other benefits for these managers; appointing authorized representatives to participate in the Members' Council or General Meeting of Shareholders in other companies, and deciding on their remuneration and other benefits;		
	<i>(not yet regulated)</i>	<i>(...) Insert points r and s after point q; and renumber the current point s as point t.</i> r. <i>(Addition)</i> Organizing training and workshops on corporate governance and necessary skills for members of the Board of Directors, CEO, Corporate Governance Officer, and other key managers; s. <i>(Addition)</i> Executing dividend payments to shareholders in accordance with the law after approval by the Annual General Meeting of Shareholders (AGM).	In compliance with Clause 81, Article 1 of Decree No. 245/2025/ND-CP	
	3. The Board of Directors must report on its performance to the General Meeting of Shareholders in accordance with Article 280 of Decree No. 155/2020/ND-CP dated December 31, 2020, guiding the Law on Securities.	3. The Board of Directors must report on its performance to the General Meeting of Shareholders in accordance with Article 280 of Decree No. 155/2020/ND-CP dated December 31, 2020, guiding the Law on Securities <i>(as amended and supplemented by Decree No. 245/2025/ND-CP dated September 11, 2025)</i> .	Update implementation in accordance with Clause 82, Article 1 of Decree No. 245/2025/ND-CP	
10	Article 29. Chairman of the Board of Directors 3. The chairman of the Board of Directors has the following rights and obligations: <i>(...)</i> e) Other rights and obligations as provided by the Law on Enterprises and the Company Charter.	Article 29. Chairman of the Board of Directors 3. The chairman of the Board of Directors has the following rights and obligations: <i>(...)</i> e) Other rights and obligations as provided by the Law on Enterprises, the Law on Securities, relevant legal regulations, the Company Charter, and internal management regulations.	Update to provide a basis for implementing and applying relevant regulations	



11	<p>Article 33. Organizational Structure of Management</p> <p>The Company's management system must ensure that the management apparatus is accountable to the Board of Directors and subject to the supervision and direction of the Board of Directors in the Company's daily business operations. The Company shall have a General Director (CEO), Deputy General Directors, and a Chief Accountant and other management positions appointed by the Board of Directors. The appointment, exemption, or dismissal of the aforementioned positions must be approved by a resolution or decision of the Board of Directors.</p>	<p>Article 33. Organizational Structure of Management</p> <p>The Company's management system must ensure that the management apparatus is accountable to the Board of Directors and subject to the supervision and direction of the Board of Directors in the Company's daily business operations. <i>The Company shall have a General Director (CEO), Deputy General Directors, and a Chief Accountant.</i> The appointment, exemption, or dismissal of the aforementioned positions must be approved by a resolution or decision of the Board of Directors.</p>	<p>In compliance with Clause 55, Article 4 of Decree No. 155/2020/ND-CP and in consistency with Point g, Clause 1, Article 1 of the Charter.</p>	
12	<p>Article 35. Appointment, dismissal, duties, and powers of the General Director</p> <p>(...)</p> <p>4. The General Director shall have the following rights and obligations:</p> <p>i) Other rights and obligations as provided by law, the Company Charter, and resolutions or decisions of the Board of Directors.</p>	<p>Article 35. Appointment, dismissal, duties, and powers of the General Director</p> <p>(...)</p> <p>4. The General Director shall have the following rights and obligations:</p> <p>i) Other rights and obligations as provided by the Law on Enterprises, the Law on Securities, other relevant legal regulations, the Company Charter, Internal Management Regulations, and Resolutions/Decisions of the Board of Directors.</p>	<p>Update to provide a basis for implementing and applying relevant regulations</p>	
13	<p>Article 42. Duty of Care, Honesty, and Avoidance of Conflicts of Interest</p> <p>(not yet regulated)</p>	<p>Article 42. Duty of Care, Honesty, and Avoidance of Conflicts of Interest</p> <p>(Addition Clause 7).</p> <p>7. <i>The General Director must not be a related person of the enterprise manager, supervisor of the company and its parent company, state capital representative, or authorized representative of the enterprise's capital at the company and its parent company, as prescribed in Clause 46, Article 4 of the Law on Securities.</i></p>		

II. Internal Regulations on Corporate Governance



1	<p>Article 2. Terminology explained and Abbreviations</p> <p>1. <i>Law on Enterprises is Law on Enterprises No. 59/2020/QH14 passed by the National Assembly on June 17, 2020;</i></p> <p>2. <i>Law on Securities is Law on Securities ratified on November 26, 2019 by the National Assembly of the Socialist Republic of Vietnam;</i></p>	<p>Article 2. Terminology explained and Abbreviations</p> <p>1. <i>Law on Enterprises is Law on Enterprises No. 59/2020/QH14 passed by the National Assembly on June 17, 2020 and amending and supplementing regulations;</i></p> <p>2. <i>Law on Securities is Law on Securities ratified on November 26, 2019 by the National Assembly of the Socialist Republic of Vietnam and amending and supplementing regulations;</i></p>	Update to comply with the Charter	
2	<p>Article 14. Conditions for approval of resolutions</p> <p>1. A resolution on the following matters shall be passed if it is approved by shareholders representing 65% or more of the total votes of all attending shareholders, except in the cases provided for in Clauses 3, 4, and 6 of Article 148 of the Law on Enterprises: ...</p> <p>2. Resolutions shall be passed when approved by shareholders representing more than 50% of the total voting rights of all attending shareholders, except for cases specified in Clause 1 of this Article and Clauses 3, 4 and 6 of Article 148 of the Law on Enterprises: ...</p>	<p>Article 14. Conditions for approval of resolutions</p> <p>1. A resolution on the following matters shall be passed if it is approved by a number of shareholders representing 65% or more of the total voting rights of all shareholders attending and voting at the meeting, except for cases specified in Clauses 3, 4 and 6, Article 148 of the Law on Enterprises: ...</p> <p>2. Resolutions shall be passed when approved by shareholders representing more than 50% of the total voting rights of all shareholders attending and voting at the meeting, except for cases specified in Clause 1 of this Article and Clauses 3, 4 and 6 of Article 148 of the Law on Enterprises: ...</p>	In compliance with Clause 5, Article 7 of the Law amending and supplementing a number of articles of the Law on Enterprises No. 03/2022/QH15 and in accordance with Article 21 of the Charter.	

3	<p>Article 20: Roles, Rights and Obligations of the Board of Directors, and Responsibilities of Board Members</p> <p>(...)</p> <p>2. The rights and obligations of the Board of Directors are prescribed by law, the Company Charter, and the General Meeting of Shareholders. Specifically, the Board of Directors has the following rights and obligations:</p> <p>(...)</p> <p>i. Electing, releasing, or removing the Chairman of the Board of Directors; appointing, releasing, or entering into/terminating contracts with the General Director, and other key managers as stipulated in the Company Charter; deciding on salaries, remuneration, bonuses, and other benefits for these managers; appointing authorized representatives to participate in the Members' Council or General Meeting of Shareholders in other companies, and deciding on their remuneration and other benefits;</p>	<p>Article 20: Roles, Rights and Obligations of the Board of Directors, and Responsibilities of Board Members</p> <p>(...)</p> <p>2. The rights and obligations of the Board of Directors are prescribed by law, the Company Charter, and the General Meeting of Shareholders. Specifically, the Board of Directors has the following rights and obligations:</p> <p>(...)</p> <p>i. Electing, releasing, or removing the Chairman of the Board of Directors; appointing, releasing, or entering into/terminating contracts with the General Director, Deputy General Directors, and Chief Accountant; deciding on salaries, remuneration, bonuses, and other benefits for these managers; appointing authorized representatives to participate in the Members' Council or General Meeting of Shareholders in other companies, and deciding on their remuneration and other benefits;</p>	<p>Adjusted in accordance with Article 27 of the Charter</p>	
	<p><i>(not yet regulated)</i></p>	<p><i>(...) Insert points r and s after point q; and renumber the current point s as point t.</i></p> <p>q. <i>(Addition)</i> Organizing training and workshops on corporate governance and necessary skills for members of the Board of Directors, CEO, Corporate Governance Officer, and other key managers;</p> <p>r. <i>(Addition)</i> Executing dividend payments to shareholders in accordance with the law after approval by the Annual General Meeting of Shareholders (AGM).</p>	<p>In compliance with Clause 81, Article 1 of Decree No. 245/2025/ND-CP</p>	

	q. Other rights and obligations in accordance with the Company Charter, and the company's internal management regulations.	s. Other rights and obligations in accordance with <i>the Law on Enterprises, the Law on Securities, other legal provisions</i> , the Company Charter, and the company's internal management regulations.	Update to provide a basis for implementation and application of relevant regulations	
	9. The Board of Directors must report on its performance to the General Meeting of Shareholders in accordance with Article 280 of Decree No. 155/2020/ND-CP dated December 31, 2020, guiding the Law on Securities.	3. The Board of Directors must report on its performance to the General Meeting of Shareholders in accordance with Article 280 of Decree No. 155/2020/ND-CP dated December 31, 2020, guiding the Law on Securities (<i>as amended and supplemented by Decree No. 245/2025/ND-CP dated September 11, 2025</i>).	in compliance with Clause 82, Article 1 of Decree No. 245/2025/ND-CP	
4	Article 22. Composition and Term of Office of Members of the Board of Directors 1. The Board of Directors' structure must ensure that at least one-third (1/3) of its members are non-executive directors. The Company minimizes the combination of executive positions with Board membership to ensure the independence of the Board of Directors.	Article 22. Composition and Term of Office of Members of the Board of Directors 1. The Board of Directors' structure must ensure at least one (01) member is a non-executive director. The Company minimizes the combination of executive positions with Board membership to ensure the independence of the Board of Directors.	In compliance with Clause 79, Article 1 of Decree No. 245/2025/ND-CP	
5	Article 31. Minutes and Resolutions of the Board of Directors Meetings (...) 2. In case the chairperson and the minutes taker refuse to sign the meeting minutes, such minutes shall still be valid if signed by all other attending members of the Board of Directors and contain all the contents specified in Points a, b, c, d, đ, e, g and h of Clause 1 of this Article.	Article 31. Minutes and Resolutions of the Board of Directors Meetings (...) 2. In case the chairperson and the minutes taker refuse to sign the meeting minutes, such minutes shall still be valid if signed by all other members of the Board of Directors attending the meeting and approved, provided that the minutes contain all contents required under points a, b, c, d, dd, e, g, and h of Clause 1 of this Article. The meeting minutes must clearly record the refusal of the chairperson and the minutes taker to sign. Those who sign the meeting minutes shall be jointly and severally liable for the accuracy and veracity of the content of the Board of Directors' meeting minutes. The chairperson and the minutes taker shall be personally liable for any damages caused to the company due to their refusal to sign the	Complying with the provisions of Clause 6, Article 7 of the Law amending and supplementing a number of articles of the Law on Enterprises No. 03/2022/QH15	

2	<p>Article 6. Term of Office and Number of Members of the Board of Directors.</p> <p>2. The total number of non-executive directors must account for at least one-third (1/3) of the total number of members of the Board of Directors</p>	<p>Article 6. Term of Office and Number of Members of the Board of Directors</p> <p>2. The Board of Directors' structure must ensure at least one (01) member is a non-executive director. The Company minimizes the combination of executive positions with Board membership to ensure the independence of the Board of Directors.</p>	<p>In compliance with Clause 79, Article 1 of Decree No. 245/2025/ND-CP and in accordance with Article 26 of the Charter</p>	
3	<p>Article 7. Standards and Conditions for Members of the Board of Directors</p> <p>1. Members of the Board of Directors must meet the following standards and conditions: (...)</p> <p>c) A member of the Board of Directors of the Company may concurrently be a member of the Board of Directors of another company.</p>	<p>Article 7. Standards and Conditions for Members of the Board of Directors</p> <p>1. Members of the Board of Directors must meet the following standards and conditions: : (...)</p> <p>c) A member of the Board of Directors of the Company may concurrently serve as a member of the Board of Directors or the Member Council at a maximum of 05 other companies;</p>	<p>In accordance with Clause 78, Article 1 of Decree No. 245/2025/NĐ-CP</p>	

4	<p>Article 8. Chairman of the Board of Directors 3. The Chairman of the Board of Directors shall have the following rights and obligations: (...) f) Other rights and obligations as provided by the Law on Enterprises and the Company Charter</p>	<p>Article 8. Chairman of the Board of Directors 3. The Chairman of the Board of Directors shall have the following rights and obligations: (...) f) Other rights and obligations as prescribed by the Law on Enterprises, the Law on Securities, other legal regulations, the Company Charter, and the company's internal management regulations.</p>	Consistent with Article 29 of the Charter	
5	<p>Article 12. Rights and Obligations of the Board of Directors 2. The rights and obligations of the Board of Directors are prescribed by law, the Company Charter, and the General Meeting of Shareholders. Specifically, the Board of Directors has the following rights and obligations: (...) i. Electing, releasing, or removing the Chairman of the Board of Directors; appointing, releasing, or entering into/terminating contracts with the General Director, and other key managers as stipulated in the Company Charter; deciding on salaries, remuneration, bonuses, and other benefits for these managers; appointing authorized representatives to participate in the Members' Council or General Meeting of Shareholders in other companies, and deciding on their remuneration and other benefits;</p>	<p>Article 12. Rights and Obligations of the Board of Directors 2. The rights and obligations of the Board of Directors are prescribed by law, the Company Charter, and the General Meeting of Shareholders. Specifically, the Board of Directors has the following rights and obligations: (...) i. Electing, releasing, or removing the Chairman of the Board of Directors; appointing, releasing, or entering into/terminating contracts with the General Director, Deputy General Directors, and Chief Accountant; deciding on salaries, remuneration, bonuses, and other benefits for these managers; appointing authorized representatives to participate in the Members' Council or General Meeting of Shareholders in other companies, and deciding on their remuneration and other benefits;</p>	Consistent with Article 27 of the Charter	
	(not yet regulated)	<p>(...) <i>Insert points r and s after point q; and renumber the current point s as point t.</i> q. <i>(Addition)</i> Organizing training and workshops on corporate governance and necessary skills for members of the Board of Directors, CEO, Corporate Governance Officer, and other key managers; r. <i>(Addition)</i> Executing dividend payments to shareholders in accordance with the law after approval by the Annual General Meeting of Shareholders (AGM).</p>	In compliance with Clause 81, Article 1 of Decree No. 245/2025/ND-CP	

	<p>q. Other rights and obligations in accordance with the Company Charter, and the company's internal management regulations</p>	<p>s. Other rights and obligations in accordance with <i>the Law on Enterprises, the Law on Securities, other legal provisions</i>, the Company Charter, and the company's internal management regulations.</p>	<p>To provide a basis for implementation and application of relevant regulations</p>	
<p>6</p>	<p>Article 14. Responsibilities of the Board of Directors in Convening Extraordinary General Meetings of Shareholders</p> <p>1. The Board of Directors must convene an extraordinary General Meeting of Shareholders in the following cases:</p> <p>(...)</p> <p>c) At the request of a shareholder or a group of shareholders as stipulated in Clause 2, Article 115 of the Law on Enterprises, the request to convene a General Meeting of Shareholders must be made in writing, clearly stating the reasons and purposes of the meeting, and signed by the relevant shareholders, or the request document may be prepared in multiple copies and collect the signatures of the relevant shareholders;</p>	<p>Article 14. Responsibilities of the Board of Directors in Convening Extraordinary General Meetings of Shareholders</p> <p>1. The Board of Directors must convene an extraordinary General Meeting of Shareholders in the following cases:</p> <p>(...)</p> <p>c) <i>Upon the request of a shareholder or a group of shareholders as stipulated in Clause 2, Article 115 of the Law on Enterprises; the request to convene the General Meeting of Shareholders as prescribed in Point c, Clause 1 of this Article must be in writing and include the following information: full name, contact address, nationality, and legal document number for individual shareholders; name, enterprise identification number or legal document number, and head office address for organizational shareholders; the number of shares and registration time of each shareholder, total shares of the shareholder group and ownership ratio in the total number of shares of the company, basis, and reasons for requesting the convocation of the General Meeting of Shareholders. Attached to the request for convention must be documents and evidence of violations by the Board of Directors, the extent of the violations, or decisions exceeding authority. Shareholders or groups of shareholders are held fully accountable before the law for the accuracy and veracity of the documents and evidence provided to the competent authority upon requesting the convention of the General Meeting of Shareholders.</i></p>	<p>In compliance with Clause 18, Article 1 of the Law amending and supplementing a number of articles of the Law on Enterprises No. 76/2025/QH15, and in accordance with Article 12 of the Charter.</p>	

7	<p>Article 20. Minutes of the Board of Directors Meeting (...)</p> <p>2. In case the chairperson and the minutes taker refuse to sign the meeting minutes, such minutes shall still be valid if signed by all other attending members of the Board of Directors and contain all the contents specified in Points a, b, c, d, đ, e, g and h of Clause 1 of this Article.</p>	<p>Article 20. Minutes of the Board of Directors Meeting (...)</p> <p>2. In case the chair or the minutes-taker refuses to sign the minutes of the meeting, the minutes shall still take effect if it is signed by all other members of the Board of Directors attending and approving the minutes, and contains all contents as prescribed in Points a, b, c, d, dd, e, g and h of Clause 1 of this Article. The meeting minutes must clearly state that the chair and the minutes-taker refuse to sign. The persons who sign the meeting minutes shall be jointly liable for the accuracy and honesty of the contents of the Board of Directors meeting minutes. The chair and the minutes-taker shall be personally liable for any damages caused to the company due to their refusal to sign the meeting minutes in accordance with the Law on Enterprises, the Company's Charter, and relevant laws.</p>	<p>Comply with the provisions of Clause 6, Article 7 of the Law amending and supplementing a number of articles of the Law on Enterprises No. 03/2022/QH15</p>	
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