VINAM JOINT STOCK COMPANY	**THE SOCIALIST REPUBLIC OF VIETNAM** **Independnece - Freedom - Happiness**
No: 2407/2026/BB-ĐHĐCĐ	*Ha Noi, July 24, 2026*

MEETING MINUTES

2026 ANNUAL GENERAL MEETING OF SHAREHOLDERS

Name of company	:	**VINAM JOINT STOCK COMPANY ("Company")**
Stock code	:	**CVN**
Business registration number	:	0102174005 was issued by the Department of Planning and Investment of Ha Noi for the first time on February 14, 2007, and amended for the 22nd time by the Hanoi City Department of Finance on March 26, 2026.
Head office address	:	Lot BT5 - Plot No. 18, Phap Van - Tu Hiep Urban Area, Yen So Ward, Hanoi City, Vietnam
Telephone	:	(84-24) 3385 5010
Time	:	From 09:00 on June 26, 2026
Venue	:	Mekong Room 1 – La Casa Hanoi Hotel – 17 Pham Dinh Ho Street, Hai Ba Trung District, Hanoi

A. PARTICIPANTS ATTENDING THE GENERAL MEETING, THE VALIDITY OF THE GENERAL MEETING:

1. Participants attending the General Meeting

- **Shareholders:** All shareholders currently holding shares of the Company as of the record date of June 01, 2026. *(The list of shareholders entitled to attend the 2026 Annual General Meeting of Shareholders, as of June 01, 2026, is provided by the Vietnam Securities Depository and Clearing Corporation.)*
- **Members of the Board of Directors, the Board of Supervisors, the Board of Management in office, and members of the Organizing Committee of the General Meeting**

2. The validity of the General Meeting

At 09:30 AM, the General Meeitng heard a report by Ms. Tran Thi Thuy Linh, Head of the Shareholder Eligibility Verification Committee, on the results of the shareholder eligibility verification as follows:

- The total number of shareholders of the Company as of the record date June 01, 2026 for the list of shareholders entitled to attend the General Meeting is **2,002** shareholders, owning **29,699,991** shares with voting rights, accounting for **100%** of the total voting shares.

+ The number of shareholders attending the General Meeting is **52** shareholders, representing ownership rights and authorizations to attend coresponding to **10,040,602** shares, equivalent to **10,040,602** accounting for **33.806751%** of the total shares with voting rights.

+ The number of shareholders not attending is **1,950** shareholders, representing ownership rights and authorizations to attend coresponding to **19,659,389** shares, accounting for **66.193249%** of the total shares with voting rights.

- According to the Enterprise Law No. 59/2020/QH14 passed by the National Assembly on June 17th, 2020, and the Charter on the Organization and Operation of the Company, the number of shareholders present in person and by proxy entitled to participate in the 2026 Annual General Meeting of Shareholders of the Company, as well as the ratio of shares held by the attending shareholders/shareholder representatives, ensure that the General Meeting of Shareholders proceeds in a valid manner.

B. MEETING AGENDA

I. OPENING

The General Meeting heard Mr. Vu Hong Duong – the MC, representing the Organizing Committee, deliver the opening speech of the General Meeting.

II. GENERAL MEETING APPROVES THE PRESIDIUM, SECRETARIAT, AND VOTE COUNTING COMMITTEE

- **Election of the personnel of the Presidium:**

Mr. Takishita Akira – Chairman of the Board of Directors of the Company has sent a written notification to the Company regarding his inability to attend the 2026 Annual General Meeting of Shareholders due to unforeseen circumstances. Mr. Takishita Akira has nominated Mr. Le Van Manh (a member of the Board of Directors) to act as the Chairman of the General Meeting.

According to the Enterprise Law 2020 and Point a, Clause 6, Article 20 of the Charter on the Organization and Operation of the Company: ***"The Chairman of the Board of Directors presides over the meetings convened by the Board of Directors. In the event that the Chairman is absent or temporarily unable to perform their duties, the remaining members of the Board of Directors shall elect one of them to preside over the meeting based on the principle of majority."***

The other two members of the Board of Directors, Mr. Le Van Tuan and Mr. Le Van Manh, also agreed to nominate Mr. Van Manh as the Chair of the General Meeting, and the members of the Presidium are as follows:

+ Mr. Le Van Manh - Chairman of the General Meeting

+ Mr. Ngo Van Hung - Manager - Member of the Presidium

+ Ms. Bui Thi Trang - Chief accountant - Member of the Presidium

<u>The results of the voting to elect the personnel of the Presidium:</u>

- *Voting method : Raise voting cards*

- *Total valid ballots: 10,040,602 ballots* : *Percentage 100%*
    + *Total approval ballots: 10,040,602 ballots* : *Percentage 100%*
    + *Total disapproval ballots: 0 ballots* : *Percentage 0%*
    + *Total abstaining ballots: 0 ballots* : *Percentage 0%*
- *Total invalid ballots: 0 ballots* : *Percentage 0%*

Thus, the General Meeing has adopted this content with a 100% approval rate.

- The Secretary of the General Meeting is Ms. Pham Thi Bich Lien

<u>The results of the voting to elect the personnel of the Secretariat:</u>

- *Voting method* : *Raise voting cards*
- *Total valid ballots: 10,040,602 ballots* : *Percentage 100%*
    + *Total approval ballots: 10,040,602 ballots* : *Percentage 100%*
    + *Total disapproval ballots: 0 ballots* : *Percentage 0%*
    + *Total abstaining ballots: 0 ballots* : *Percentage 0%*
- *Total invalid ballots: 0 ballots* : *Percentage 0%*

Thus, the General Meeing has adopted this content with a 100% approval rate.

- Vote Counting Committee includes:

+ Ms. Vu Thi Yen Nhi - Head of the Committee

+ Ms. Kieu Thi Thanh Huyen - Member of the Committee

<u>The results of the voting to elect the personnel of the Vote Counting Committee:</u>

- *Voting method* : *Raise voting cards*
- *Total valid ballots: 10,040,602 ballots* : *Percentage 100%*
    + *Total approval ballots: 10,040,602 ballots* : *Percentage 100%*
    + *Total disapproval ballots: 0 ballots* : *Percentage 0%*
    + *Total abstaining ballots: 0 ballots* : *Percentage 0%*
- *Total invalid ballots: 0 ballots* : *Percentage 0%*

Thus, the General Meeing has adopted this content with a 100% approval rate.

III. GENERAL MEETING APPROVES THE MEETING AGENDA AND THE WORKING AND VOTING REGULATIONS

The General Meeting heard Mr. Vu Hong Duong – the MC, present the Meeting Agenda and the Working and Voting Regulations for approval of the General Meeting.

❖ ***The General Meeting votes to approve the Meeting Agenda:***

- *Voting method* : *Raise voting cards*
- *Total valid ballots: 10,040,602 ballots* : *Percentage 100%*
    + *Total approval ballots: 10,040,602 ballots* : *Percentage 100%*
    + *Total disapproval ballots: 0 ballots* : *Percentage 0%*
    + *Total abstaining ballots: 0 ballots* : *Percentage 0%*

- *Total invalid ballots: 0 ballots* : *Percentage 0%*

Thus, the General Meeing has adopted the Meeting Agenda with a 100% approval rate.

❖ ***The General Meeting votes to approve the Working and Voting Regulations of the 2026 Annual General Meeting of Shareholders:***

- *Voting method* : *Raise voting cards*
- *Total valid ballots: 10,040,602 ballots* : *Percentage 100%*
  + *Total approval ballots: 10,040,602 ballots* : *Percentage 100%*
  + *Total disapproval ballots: 0 ballots* : *Percentage 0%*
  + *Total abstaining ballots: 0 ballots* : *Percentage 0%*
- *Total invalid ballots: 0 ballots* : *Percentage 0%*

Thus, the General Meeing has adopted the approve the Working and Voting Regulations of the 2026 Annual General Meeting of Shareholders with a 100% approval rate.

IV. REPORTS AND PROPOSALS AT THE GENERAL MEETING

1. Ms. Nguyen Thi Huong, on behalf of the Board of Directors, and the Director of the Company, presents the following content:

- Board of Directors' Report regarrding the management and supervision of the Company in the business operations in 2025 and the operational direction for 2026;

- Board of Management's Report regarrding the results of the business activities in year 2025 and the proposed business production plan for 2026;

2. Ms. Vu Thi Yen Nhi, on behalf of the Supervisory Board, presents the following:

- Board of Supervisors' Report regarrding the activities of the Board of Supervisors in 2025 and operational plans for 2026;

3. Mr. Nguyen Trung Dung, on behalf of the Presidium, presents the following items:

- Proposal regarding the approval of the 2025 financial statements;

- Proposal regarding the approval of the profit distribution plan for 2025;

- Proposal regarding the approval of the remuneration for the Board of Directors and the Board of Supervisors for 2025, and the remuneration payment plan for the Board of Directors and the Board of Supervisors for 2026;

- Proposal regarding the selection of the auditing firms to conduct the audit and review of the 2026 financial statements;

- Proposal on amendments and supplements to the Company's Charter in accordance.

V. DICUSSION AND VOTING

1. Discussion

- No shareholders participated in the discussion.

2. After the discussion concluded, the Chairman requested that the shareholders cast their votes on the reports and proposals presented at the General Meeting by completing the ballots and placing them into the designated ballot box.

VI. BREAK TIME

VII. VOTE COUNTING RESULTS

Ms. Vu Thi Yen Nhi - Head of the Vote Counting Committee presented the Report on the results of the ballot counting with the results as follows:

1. **Content 01:** Approval of the Board of Management's report regarding the results of the business activities in 2025 and business plan for 2026, including some key contents as follows:

   - Approval of the business production plan for the year 2026 with the following objectives:

Unit: dong

No	Indicators (Consolidated FS)	Business plan for 2026
1	Charter capital	296,999,910,000
2	Total revenue	90,000,000,000
3	Profit after tax	9,000,000,000

Vonting results:

- *Voting method : Ballots*
- *Total valid ballots: 10,040,602 ballots : Percentage 100%*
  + *Total approval ballots: 9,940,592 ballots : Percentage 99.003944%*
  + *Total disapproval ballots: 100,010 ballots : Percentage 0.996056%*
  + *Total abstaining ballots: 0 ballots : Percentage 0%*
- *Total invalid ballots: 0 ballots : Percentage 0%*

Thus, the General Meeing has adopted this content with a 99.003944% approval rate.

2. **Content 02:** Approval of the Board of Director's report regarding the management and supervision of the Company in the business operations in 2025 and the operational direction for 2026

Voting results:

- *Voting method : Ballots*
- *Total valid ballots: 10,040,602 ballots : Percentage 100%*
  + *Total approval ballots: 9,940,592 ballots : Percentage 99.003944%*
  + *Total disapproval ballots: 100,010 ballots : Percentage 0.996056%*
  + *Total abstaining ballots: 0 ballots : Percentage 0%*
- *Total invalid ballots: 0 ballots : Percentage 0%*

Thus, the General Meeing has adopted this content with a 99.003944% approval rate.

3. **Content 03:** Approval of the Board of Supervisors' activities report in 2025 and plan for 2026

Voting results:

- *Voting method : Ballots*
- *Total valid ballots: 10,040,602 ballots : Percentage 100%*
  + *Total approval ballots: 9,940,592 ballots : Percentage 99.003944%*
  + *Total disapproval ballots: 100,010 ballots : Percentage 0.996056%*
  + *Total abstaining ballots: 0 ballots : Percentage 0%*
- *Total invalid ballots: 0 ballots : Percentage 0%*

Thus, the General Meeing has adopted this content with a 99.003944% approval rate.

4. **Content 04:** Approval of the 2025 financial statements according to Proposal no 04/2026/TTr-HĐQT on 05/06/2026.

Voting results:

- *Voting method : Ballots*
- *Total valid ballots: 10,040,602 ballots : Percentage 100%*
  + *Total approval ballots: 9,940,592 ballots : Percentage 99.003944%*
  + *Total disapproval ballots: 100,010 ballots : Percentage 0.996056%*
  + *Total abstaining ballots: 0 ballots : Percentage 0%*
- *Total invalid ballots: 0 ballots : Percentage 0%*

Thus, the General Meeing has adopted this content with a 99.003944% approval rate.

5. **Content 05:** Through the proposal to not distribute profits in 2025 as per Submission No. 05/2026/TTr-HĐQT dated June 5, 2026, with the following content:

2025 continues to be a challenging year for businesses. Based on the company's business results in 2025, which showed a loss, and the negative retained earnings after tax for 2025, the company will not distribute any funds or pay dividends in 2025.

Voting results:

- *Voting method : Ballots*
- *Total valid ballots: 10,040,602 ballots : Percentage 100%*
  + *Total approval ballots: 10,040,602 ballots : Percentage 100%*
  + *Total disapproval ballots: 0 ballots : Percentage 0%*
  + *Total abstaining ballots: 0 ballots : Percentage 0%*
- *Total invalid ballots: 0 ballots : Percentage 0%*

Thus, the General Meeing has adopted this content with a 100% approval rate.

6. **Content 06:** Approval of the remuneration for the Board of Directors and the Board of Supervisors for 2025, and the remuneration payment plan for the Board of Directors and the Board of Supervisors for 2026 as presented in Proposal No. 06/2026/TTr-HĐQT dated June 5, 2026, specifically as follows:

✓ **The remuneration of the Board of Directors and the Board of Supervisors for 2025:**

No	Position	Remuneration (dong/person/month)	Total (dong)
I	**Board of Directors**		**132,000,000**
1	Chairman of the Board of Directors	5,000,000	60,000,000
2	Members of the Board of Directors	3,000,000	72,000,000
II	**Board of Supervisors**		**84,000,000**
1	Head of the Board of Supervisors	3,000,000	36,000,000
2	Members of the Board of Supervisors	2,000,000	48,000,000
III.	**Total**		**216,000,000**

However, to share the Company's difficulties in 2025, the Board of Directors and the Board of Supervisors have unanimously agreed to forgo their remuneration for 2025.

✓ **The remuneration of the Board of Directors and the Board of Supervisors for 2026:**

Depending on the business performance in 2026, the Board of Directors will submit to the 2027 Annual General Meeting a proposal for the level of remuneration for 2026. The expected remuneration levels are as follows:

No	Position	Remuneration (dong/person/month)
I	**Board of Directors**	
1	Chairman of the Board of Directors	5,000,000
2	Members of the Board of Directors	3,000,000
II	**Board of Supervisors**	
1	Head of the Board of Supervisors	3,000,000
2	Members of the Board of Supervisors	2,000,000

Voting results:

- *Voting method : Ballots*
- *Total valid ballots: 10,040,602 ballots : Percentage 100%*
    + *Total approval ballots: 9,940,592 ballots : Percentage 99.003944%*
    + *Total disapproval ballots: 100,010 ballots : Percentage 0.996056%*
    + *Total abstaining ballots: 0 ballots : Percentage 0%*
- *Total invalid ballots: 0 ballots : Percentage 0%*

Thus, the General Meeing has adopted this content with a 99.003944% approval rate.

7. **Content 07:** Approval of the selection of the auditing firms to conduct the audit and review of the 2026 financial statements according to Proposal no 07/2026/TTr-BKS on 05/06/2026.

Voting results:

- *Voting method : Ballots*

- *Total valid ballots: 10,040,602 ballots* : *Percentage 100%*
    + *Total approval ballots: 10,040,602 ballots* : *Percentage 100%*
    + *Total disapproval ballots: 0 ballots* : *Percentage 0%*
    + *Total abstaining ballots: 0 ballots* : *Percentage 0%*
- *Total invalid ballots: 0 ballots* : *Percentage 0%*

Thus, the General Meeing has adopted this content with a 100% approval rate.

8. Content 08: Approval of the amendments and additions to the Company's Charter of Organization and Operation as per Proposal No. 08/2026/TTr-HĐQT dated June 5, 2026.

Voting results:

- *Voting method : Ballots*
- *Total valid ballots: 10,040,602 ballots* : *Percentage 100%*
    + *Total approval ballots: 10,040,602 ballots* : *Percentage 100%*
    + *Total disapproval ballots: 0 ballots* : *Percentage 0%*
    + *Total abstaining ballots: 0 ballots* : *Percentage 0%*
- *Total invalid ballots: 0 ballots* : *Percentage 0%*

Thus, the General Meeing has adopted this content with a 100% approval rate.

XIII. APPROVAL OF THE MEETING MINUTES AND RESOUTIONS OF THE GENERAL MEETING

Ms. Pham Thi Bich Lien - the Secretary of the General Meeting reads the full text of the Meeting Minutes and Resolutions of the 2026 Annual General Meeting of Shareholders for approval.

Voting results:

- *Voting method : Ballots*
- *Total valid ballots: 10,040,602 ballots* : *Percentage 100%*
    + *Total approval ballots: 10,040,602 ballots* : *Percentage 100%*
    + *Total disapproval ballots: 0 ballots* : *Percentage 0%*
    + *Total abstaining ballots: 0 ballots* : *Percentage 0%*
- *Total invalid ballots: 0 ballots* : *Percentage 0%*

Thus, the General Meeing has adopted Meeting Minutes and Resoutions of the General Meeting with a 100% approval rate.

C. CLOSING

Mr. Le Van Manh - Chairman of the General Meeting delivered the closing remarks of the meeting.

The 2026 Annual General Meeting of Shareholders of Vinam Joint Stock Company concluded at 11h00 AM on the same day./.

SECRETARY	**CHAIRMAN**
Pham Thi Bich Lien	**Le Van Manh**

VINAM JOINT STOCK COMPANY **Business Registration No: 0102174005** ------------------	**THE SOCIALIST REPUBLIC OF VIETNAM** **Independence - Freedom – Happiness** ___________

Ha Noi, July 24, 2026

RESOLUTIONS

2026 ANNUAL GENERAL MEETING OF SHAREHOLDERS

(Convene The Second Session)

GENERAL MEETING OF SHAREHOLDERS

OF VINAM JOINT STOCK COMPANY

Pursuant to:

- *Pursuant to the Law on Enterprises No. 59/2020/QH14 passed by the National Assembly on June 17, 2020, and its amendments, supplements, and implementing guidance documents;*
- *Pursuant to the Law on Securities No. 54/2019/QH14 passed by the National Assembly of the Socialist Republic of Vietnam on November 26, 2019, and its amendments, supplements, and implementing guidance documents;*
- *Pursuant to the Charter of Vinam Joint Stock Company (the "Company");*
- *Meeting Minutes of the 2026 General Meeting of Shareholders of Vinam Joint Stock Company on July 24 , 2026.*

RESOLUTIONS

Article 1. The General Meeting of Shareholders ("**GMS**") of Vinam Joint Stock Company ("the Company") has voted to approve the following Resolutions:

1. **Resolution 01:** Approval of the Board of Directors' Report regarrding the management and supervision of the Company in the business operations in 2025 and the operational direction for 2026, which includes several key contents as follows:
   - Approval of the business production targets for 2026 as follows:

Unit: dong

No	Indicators (Consolidated financial statements)	2026 Plan
1	Capital charter	296,999,910,000
2	Total revenue	90,000,000,000
3	Profit after tax	15,000,000,000

2. **Resolution 02:** Approval of the Board of Management's Report regarrding the results of the business activities in year 2025 and the proposed business production plan for 2026.
3. **Resolution 03:** Approval of the Board of Supervisors' Report regarrding the activities of the Board of Supervisors in 2025 and operational plans for 2026.
4. **Resolution 04:** Approval of the 2025 Seperate financial statements and Consolidated financial statements according to Proposal no 04/2026/TTr-HĐQT dated 05/6/2026.
5. **Resolution 05:** Approval of the profit distribution plan for 2025 according to Proposal no 05/2026/TTr-HĐQT dated 05/6/2026

6. **Resolution 06:** Approval of the remuneration for the Board of Directors and the Board of Supervisors for 2025, and the remuneration payment plan for the Board of Directors and the Board of Supervisors for 2026 according to Proposal no 06/2026/TTr-HĐQT dated 05/6/2026, as follows:

✓ **The remuneration of the Board of Directors and the Board of Supervisors for 2025:**

No	Position	Remuneration (dong/person/month)	Total (dong)
I	**Board of Directors**		**132,000,000**
1	Chairman of the Board of Directors	5,000,000	60,000,000
2	Members of the Board of Directors	3,000,000	72,000,000
II	**Board of Supervisors**		**84,000,000**
1	Head of the Board of Supervisors	3,000,000	36,000,000
2	Members of the Board of Supervisors	2,000,000	48,000,000
III.	**Total**		**216,000,000**

However, in order to share the Company's difficulties in 2025, the Board of Directors and the Board of Supervisors have unanimously agreed to forgo their remuneration for 2025.

✓ **The remuneration payment plan for the Board of Directors and the Board of Supervisors for 2026:**

No	Position	Remuneration (dong/person/month)
I	**Board of Directors**	
1	Chairman of the Board of Directors	5,000,000
2	Members of the Board of Directors	3,000,000
II	**Board of Supervisors**	
1	Head of the Board of Supervisors	3,000,000
2	Members of the Board of Supervisors	2,000,000

7. **Resolution 07:** Approval of selecting the auditing firms to conduct the audit and review of the 2026 financial statements according to Proposal no 07/2026/TTr-BKS dated 05/6/2026.

8. **Resolution 08:** Approval of the Proposal on amendments and supplements to the Company's Charter in accordance with Proposal no 08/2026/TTr-HĐQT dated 05/6/2026.

Article 2: This Resolutions shall take effect from the date of signing. Shareholders, the Board of Directors, the Board of Supervisors, the Board of Management, heads of departments/branches/units under the Company, and related individuals are responsible for the implementation of this resolution./.

As above:
- *The Company's Shareholders;*
- *BOD, BOS;*
- *BOM;*
- Archive: Office, AD;

B. GENERAL MEETING OF SHAREHOLDERS
CHAIRMAN

M.S.D.N: 0102174... C.T.C.P
CÔNG TY CỔ PHẦN VINAM
VIỆT NAM

Le Van Manh

VINAM JOINT STOCK COMPANY

No: 01/2026/BC-HĐQT

THE SOCIALIST REPUBLIC OF VIETNAM

Independence - Freedom - Happiness

Ha Noi, day 05 month 06 year 2026

BOARD OF DIRECTOR'S REPORT

Regarding the management and supervision of the Company in the business operations in 2025 and the operational direction for 2026

To: 2026 Annual General Meeting of Shareholders

The Board of Directors of Vinam Joint Stock Company (the "Company/Vinam") reports to the Annual General Meeting of Shareholders (the "AGM") for the year 2026 regarding the management and supervision of the Company in the business operations in 2025 and the operational direction for 2026 as follows:

I. Evaluation of business operation results in 2025

1. Members and structure of the Board of Directors

No	Members of the Board of Directors	Position (Independent board member, Non-executive board member)	Date of commencement/termination of membership on the Board of Directors/Independent Board of Directors		The ownership ratio of shares and other securities at the Company
			Date of commencement	Date of termination	
1	Takishita Akira	Chairman of the Boar of Directors	21/06/2022 *(Elected as the Chairman of the Board of Directors since June 27th, 2022)*		0 %
2	Lê Văn Mạnh	Board member	30/10/2024		0 %
3	Lê Văn Tuấn	Independent board member	21/06/2022		0 %

2. The assessment of the Board of Directors regarding the operational aspects of the Company

The year 2025 presented significant challenges for Vinam Joint Stock Company's business operations. Against a backdrop of market uncertainties, increasing operating costs, and heightened competition, the Company actively adopted a range of measures to ensure business continuity, improve operational and governance efficiency, and protect the legitimate interests of shareholders and investors..

The Board of Directors hereby assesses the Company's performance in 2025 as follows:

- Corporate governance, executive management, and financial oversight were carried out in a transparent, prudent, and effective manner, in full compliance with applicable laws and the

Company's Charter.

- The Board of Management proactively implemented measures to reduce costs, optimize resource utilization, maintain business operations, and mitigate adverse impacts arising from challenging market conditions.
- The Company continued to place strong emphasis on occupational health and safety, product quality control, and environmental protection. These activities were conducted responsibly, diligently, and in compliance with applicable regulations.
- The Company fully complied with its obligations relating to information disclosure, corporate governance, and other relevant legal requirements throughout its operations.
- The Board of Directors and the Board of Management strengthened risk management practices by regularly reviewing the Company's operational performance and promptly implementing appropriate measures. These efforts contributed to maintaining operational stability and establishing a solid foundation for the Company's sustainable growth in the years ahead.

3. The Board of Directors' Assessment of the Performance of the Board of Management

In the context of a volatile economy that has directly impacted all the Company's operations in the short term, resulting in the company's business performance and key indicators being affected. However, the Company's management has gradually addressed and improved all operations to overcome the difficult period, control and minimize risks, and ensure the stability of business operations.

The Board of Directors highly appreciates the role of the Board of Management, which has made efforts to achieve business targets in increasingly challenging conditions. Throughout the year, the Board of Management has conducted a comprehensive assessment of the entire system, proposed timely and appropriate solutions, while simultaneously sought additional strategic partners and expanding business areas to meet diverse demands and maintain proactivity in business amidst the ongoing pandemic situation.

In the management operations, the Board of Management has promptly reported the production and business situation so that the Board of Directors can assess, evaluate, and provide timely support and direction.

II. The Board of Directors' functions and duties for the year 2025 as follows

The Board of Directors successfully fulfilled its role in corporate governance, strategic direction, and oversight of the Company's business operations. Throughout the year, the Board of Directors provided timely guidance and worked closely with the Board of Management to address challenges and issues arising during the course of operations, thereby ensuring that the Company's activities were carried out in a stable and efficient manner. In 2025, the Board of Directors issued six (06) resolutions to direct and oversee the Company's operations, with the objective of achieving the business targets and strategic goals set forth by the Company:

NO	RESOLUTIONS NO.	DATE	CONTENTS
1	0601/2025/NQ-HĐQT	06/01/2025	Capital Contribution for the Establishment of Subsidiaries/Companies

2	0104/2025/NQ-HĐQT	01/04/2025	Extension of the Time for Holding the 2025 Annual General Meeting of Shareholders
3	0505/2025/NQ-HĐQT	05/05/2025	Plan for Organizing the 2025 Annual General Meeting of Shareholders
4	0508/2025/NQ-HĐQT	05/08/2025	Change of the Audit Service Provider for the Company's 2023 Financial Statements and Execution of the Audit Engagement Agreement for the Company's 2024 Financial Statements
5	1408/2025/NQ-HĐQT	14/08/2025	Change of the Company's Chief Accountant
6	2611/2025/NQ-HĐQT	26/11/2025	Execution of the Audit and Review Engagement Agreement for the Company's 2025 Financial Statements

III. Remuneration of the Board of Directors

The remuneration of members of the Board of Directors is determined and paid in accordance with the remuneration framework approved by the General Meeting of Shareholders and in compliance with applicable laws and the Company's Charter. The Board of Directors annually reports the remuneration paid during the reporting year and submits the proposed remuneration plan for the subsequent year to the Annual General Meeting of Shareholders for approval.

IV. Report on transactions

1. Transactions between Vinam and members of the Board of Directors and individuals related to those member:

This transaction has been reported in section VII.2 of the 2025 Corporate Governance Report.

2. Transactions between subsidiaries, companies where Vinam holds more than 50%, and members of the Board of Directors and individuals related to those members: No transactions

3. Transactions between Vinam and companies in which a member of the Board of Directors is a founding member or has been a business manager in the last 3 years prior to the transaction date: No transactions

V. Report of the independent member of the Board of Directors

1. Regarding the organization of meetings of the Board of Directors

- Meetings of the Board of Directors were convened and conducted in accordance with established schedules and procedures, with comprehensive preparation of meeting materials. Matters presented at Board meetings were thoroughly discussed, critically reviewed, and carefully evaluated by the Board members to ensure that the most appropriate strategies and solutions were adopted for the benefit of the Company.
- Matters relating to business strategy, financial strategy, corporate culture, and the development

of management systems were closely discussed and monitored through effective coordination between the Board of Directors and the Board of Management. The Company's operations were implemented under a clear delegation-of-authority framework, with risks being regularly identified, assessed, and managed in a timely manner to ensure operational stability, safety, compliance with applicable laws and regulations, and the achievement of the objectives approved by the Board of Directors and the Annual General Meeting of Shareholders.

- Investments associated with new strategic initiatives were subject to independent assessment and supported by objective analyses and sound business rationale. Such proposals were thoroughly reviewed and critically evaluated by both the Board of Directors and the Board of Management prior to implementation.

2. Regarding the supervision of the Director and other members of the Board of Management

- Overall, the Board of Directors effectively carried out its supervisory role over the Board of Management, ensuring that the Company's operations were closely monitored and aligned with its strategic objectives. The Board also provided timely guidance and adjustments to management decisions whenever required by changing business circumstances.
- Members of the Board of Directors who concurrently held executive positions within the Board of Management regularly attended both periodic and ad hoc management meetings. Key management decisions were subject to review, consultation, and constructive challenge by the Board of Directors to ensure that the most appropriate solutions were adopted in the best interests of the Company. Through this process, the Board of Directors maintained a comprehensive understanding of the Company's operations and remained promptly informed of developments arising from day-to-day business activities.
- □ The Board of Directors placed particular emphasis on risk management and oversight, supporting the executive management team in identifying potential risks at an early stage and implementing appropriate mitigation measures. These efforts contributed to maintaining the Company's operational stability and sustainability while safeguarding the interests of shareholders and investors.

3. General assessment of the Board of Directors' activities

- In accordance with the Board of Directors' annual work plan, the Board's activities during 2025 were carried out in line with the resolutions adopted by the General Meeting of Shareholders and in compliance with the Company's Charter, Corporate Governance Regulations, and generally accepted corporate governance principles and practices.
- All members of the Board of Directors demonstrated a strong sense of responsibility, a high level of professionalism, and a clear understanding of their respective duties in safeguarding the interests of the Company. They exercised due care and diligence in the performance of their roles and responsibilities.
- The Board of Directors proposed and implemented a number of timely and effective measures to assist the Board of Management in addressing challenges encountered during the Company's operations. The Board also performed its supervisory and control functions effectively, ensuring that compliance with applicable laws and regulations remained a fundamental principle of the Company's operations.

- The Board of Directors provided leadership and oversight to ensure that the Company fulfilled its obligations to the State budget, maintained business efficiency, and generated stable income for employees. In addition, the Board worked closely with the Board of Management in implementing sustainable corporate culture initiatives, thereby contributing to the Company's long-term development.

IV. Production and business plan for 2026

1. Key Business Plan Targets for 2026

Based on the performance of previous years, the Company projects the production and business plan for the year 2026 with the following targets:

Unit: dong

No.	Indicators (Consolidated financial statements)	2026 Plan
1	Capital charter	296,999,910,000
2	Total revenue	90,000,000,000
3	Profit after tax	15,000,000,000

2. The operational plan of the Board of Directors for the year 2026

- Tiếp Continue to monitor, supervise, and direct the implementation of capital utilization and borrowing (if any);
- Enhance efforts to seek new partners and businesses to expand investments and diversify business activities in the subsidiaries of the Company to maximize business advantages;
- Proactively seek and access medium and long-term capital sources to support the Company's production and business activities.
- Strengthen investment in the physical infrastructure of the subsidiaries within the Vinam system to facilitate production and business.

3. Dividend payment plan for the year 2026

Based on the business plan prepared by the Board of Management and the Company's actual operating results in 2025, the Board of Directors will assess the Company's financial position and determine an appropriate dividend distribution level. The proposed dividend plan will be submitted to the 2026 Annual General Meeting of Shareholders for consideration and approval.

4. Plan for implementing the new project

Recognizing the opportunities and development potential of diagnostic service chains in Vietnam's healthcare sector, after careful review and consideration of the business and financial plans, CVN has developed and begun implementing a project for diagnostic and infusion centers. The company is also exploring suitable capital mobilization methods to support the project, including raising funds in accordance with Proposal No. 08/2024/TTr-HĐQT, leveraging existing internal resources, and considering bank loans.

CVN has established cooperative relationships with several reputable Japanese manufacturers of laboratory testing equipment, including Furuno, Tosoh, and Hitachi, and has initially reached agreements to become their official distributor in Vietnam. Through these partnerships, the Company aims to develop a nationwide distribution network for diagnostic and laboratory testing equipment. At the same time, the Company has worked closely with suppliers of laboratory reagents and consumables to ensure a stable, high-quality, and cost-effective supply chain.

CVN's network of laboratory testing centers is expected to provide a comprehensive range of services, including clinical chemistry, immunology, hematology, molecular biology testing, early cancer screening and diagnosis, infusion therapy, and other healthcare services. These services will be delivered through modern equipment systems that fully comply with the standards and requirements of the healthcare sector.

In addition, the Company plans to develop a Japanese-standard infusion therapy center model to meet the growing demand for healthcare and wellness services. The centers are expected to offer vitamin infusions, protein infusions, therapeutic treatments, and specialized healthcare services in a safe, convenient, and high-quality environment.

5. Solutions for implementing the business plan

- Direct and oversee the implementation of the Company's 2026 business plan and key objectives, while providing timely guidance to support the Board of Management in achieving the approved targets.
- Direct the completion of the company's governance system towards leaner and more efficient operation: Enhance the governance and management structure of the company in accordance with the standards of listed companies. Clearly assign specific responsibilities to board members in management and direction. Further define the management and directive responsibilities of the Board of Directors and the Board of Management. Amend and supplement the coordination, directive, and supervisory regulations between the Board of Directors and the Board of Management if deemed necessary.
- Strengthen cost control and improve operational efficiency to enhance business performance.
- Enhance governance and supervisory effectiveness across the Company and its affiliated entities to support sustainable development.
- Continue to enhance the management capacity of the company with associated companies through forms and mechanisms that comply with the provisions of the Law on Enterprises and the Company's Charter, ensuring that the operations of associated companies align with the company's strategy.
- Promote the application of information technology and online management tools in system management activities

- **Direct the implementation of the company's human resources development strategy**, focusing on reforming the salary regime based on productivity and work efficiency. Build a team of key leadership and operational staff with sufficient capacity, dedication, and responsibility. Increase the accountability of leaders.

Above are the Report of the Board of Directors' activities for the year 2025 and the operational direction for the year 2026. We respectfully request the General Meeting of Shareholders to consider, discuss, and make resolutions.

O/B. BOARD OF DIRECTORS
CHAIRMAN

Recipients:
- *As above;*
- *Administrative;*
- *BOD's office.*

CÔNG TY CỔ PHẦN VINAM

TAKISHITA AKIRA

VINAM JOINT STOCK COMPANY

THE SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom - Happiness

No: 02./2026/BC-BGĐ

Ha Noi, day05.. month 06.. year 2026

BOARD OF MANAGEMENT'S REPORT
REGARDING RESULTS OF BUSINESS ACTIVITIES IN 2025 AND BUSINESS PLAN FOR 2026

To: 2026 Annual General Meeting of Shareholders
Board of Directors of Vinam Joint Stock Company

he Board of Management of Vinam Joint Stock Company hereby reports on the implementation of its business operations in 2025 and presents the proposed business plan for 2026 as follows:

I. The situation of implementing the business production missions in 2025:

1. Management Personnel in 2025

The members of the Board of Management in 2025 were as follows::

No.	Member of the Board of Management	Member of the Board of Management
1	Mr. Le Van Manh	Dismissed from the position of General Director on March 25, 2026
2	Mr. Ngo Van Hung – General Director	Appointed as General Director on March 25, 2026
3	Ms. Bui Thi Trang – Chief Accountant	Appointed as Chief Accountant on August 14, 2025

Changes in the Board of Management: On March 26, 2026, Vinam disclosed information regarding the issuance of the Enterprise Registration Certificate, pursuant to which Mr. Ngo Van Hung was appointed as the General Director and Legal Representative of the Company, replacing Mr. Le Van Manh.

2. Business Performance Results of Vinam Joint Stock Company in 2025.

a) The business results of the parent company:

Unit: dong

Chỉ tiêu	Year 2025	Year 2024	Percentage 2025/2024 (%)
Revenue from sales and provision of services	17,576,639,000	52,902,450,885	33.22%
Revenue from finanial activities	411,020,649	18,212,525,131	2.26%

Financial expenses	3,158,339,678	2,499,763,185	126.35%
Selling expenses	483,722,215	317,000,000	152.59%
Administration expenses	4,770,989,126	5,210,041,930	91.57%
Profit before tax	(6,248,175,289)	13,874,891,085	-45.03%
Profit after tax	(6,248,175,289)	13,874,891,085	-45.03%

(Source: Audited Separate Financial Statements for 2025)

Profit after tax in 2025 decreased compared to 2024, primarily due to a decline in financial income and other income. At the same time, financial expenses increased significantly, rising from VND 2.499.763.185 in 2024 to VND 3.158.339.678 in 2025. The substantial increase in financial expenses, coupled with the decrease in revenue, adversely affected the Company's business performance, resulting in a lower profit after tax in 2025 compared to the previous year.

b) Consolidated results of business activities:

Unit: dong

Indicators	Year 2025	Year 2024	Percentage 2025/2024 (%)
Revenue from sales and provision of services	47,420,007,094	95,734,805,466	49.53%
Revenue from finanial activities	446,139,711	3,026,804,638	14.74%
Financial expenses	2,164,402,825	3,306,948,482	65.45%
Selling expenses	986,037,414	824,160,396	119.64%
Administration expenses	7,453,748,253	8,635,870,300	86.31%
Profit before tax	(8,905,962,480)	1,863,801,263	-423.29%
Profit after tax	(9,130,889,694)	1,380,054,806	-661.63%

(Source: Audited Consolidated Financial Statements for 2025)

In 2025, the Company's revenue from sales and service rendering amounted to VND 47,420,007,094, representing a decrease of 49.53% compared to 2024. This decline was primarily attributable to difficulties encountered in the Company's business operations, resulting in lower net revenue compared to the previous year.

Accordingly, in 2025, the Company recorded a net loss of VND 9,130,889,694. The main reason is the decrease in financial income, reaching VND 446,139,711, a 14.74% decrease compared to 2024. Simultaneously, selling expenses in 2025 increased by VND 986,037,414, a 119.64% increase compared to 2024. The decline in financial revenue coupled with the significant increase in selling expenses reduced the Company's business efficiency, causing both net operating profit and net profit after tax to decrease sharply compared to the previous year.

c) *Situation of implementation compared to the plan:*

Unit: dong

Financial indicators (Consolidated financial statements)	Operation 2025	Plan 2025	% Operation/Plan
Charter capital	296,999,910,000	296,999,910,000	100%
Total revenue	47,420,007,094	110,000,000,000	43.11%
Profit after tax	(9,130,889,694)	11,000,000,000	-83.01%

(Source: 2025 Business Plan approved by the 2025 Annual General Meeting of Shareholders and Audited Consolidated Financial Statements for 2025)

The Company's business results in 2025 fell short of the approved business plan, with revenue achieving 43.11% of the target and profit after tax achieving -83.01% of the target. This was mainly due to the Company's continued business restructuring during the year and the initial investment and development of new business activities, including the expansion of laboratory testing centers nationwide, the commercialization of high-tech agricultural machinery, and coffee production for export markets. As these projects were in their early stages of implementation, they had not yet generated the expected returns, resulting in lower revenue and profit compared to the previous year and the approved business plan.

3. Financial situations

a) *The asset situation in the Separate financial statements*

Unit: dong

Indicators	Year 2025	Year 2024	%2025/2024
Total assets	379,435,955,312	381,662,895,006	99.42%
Net revenue	17,576,639,000	52,902,450,885	33.22%
Net profit from business operations	(6,144,571,370)	13,991,126,356	43.92%
Other profits	(103,603,919)	(116,235,271)	-89.13%
Profit before tax	(6,248,175,289)	13,874,891,085	-45.03%
Profit after tax	(6,248,175,289)	13,874,891,085	-45.03%

(Source: Audited Separate Financial Statements for 2025)

In 2025, the Parent Company's total assets decreased by 99.42% compared to 2024.

b) The asset situation in the Consolidated financial statements

Unit: dong

Indicators	Year 2025	Year 2024	%2025/2024
Total assets	463,099,240,646	470,257,598,775	98.48%
Net revenue	47,420,007,094	95,734,805,466	49.53%
Net profit from business operations	(8,783,874,513)	2,075,160,577	-423.29%
Other profits	(122,087,967)	(211,359,314)	57.76%
Profit before tax	(8,905,962,480)	1,863,801,263	-477.84%
Profit after tax	(9,130,889,694)	1,380,054,806	-661.63%

(Source: Audited Consolidated Financial Statements for 2025)

In 2025, the Company's consolidated financial position showed a decline compared to 2024. Total assets reached 98.48% of the prior year's level, while profit after tax decreased by 661.63% year-on-year. These results reflect the operational challenges encountered by the Company during 2025, which had a direct impact on both its asset base and business performance relative to the previous year.

4. Liabilities situation

The liabilities situation in the Separate financial statements

Unit: dong

No	Indicators	End of year number	Beginning of year number	Percentage
1	Current liabilities	13,600,132,345	9,578,896,750	141.98%
2	Long-term liabilities	0	0	0%
	Total liabilities	**13,600,132,345**	**9,578,896,750**	**141.98%**

(Source: Audited Separate Financial Statements for 2025)

The liabilities situation in the Consolidated financial statements Đơn vị tính: đồng

Unit: dong

No	Indicators	End of year number	Beginning of year number	Percentage
1	Current liabilities	67,615,333,004	65,642,801,439	103%
2	Long-term liabilities	0	0	0%
	Total liabilities	**67,615,333,004**	**65,642,801,439**	103%

(Source: Audited Consolidated Financial Statements for 2025)

The Company's liabilities as of December 31, 2025 increased compared to the beginning of the year, primarily due to the need for additional funding to support its business operations. Despite the increase in total liabilities, the Company did not incur any long-term debt. All outstanding liabilities at year-end consisted of short-term obligations arising from normal business activities, thereby enabling the Company to maintain flexibility in managing and balancing its capital resources.

5. *Improvements in organizational structure, policies, and management*

- Along with changes in the management board, during the year, the company also refined its organizational model as well as personnel across the entire organization.

- Management work has been prioritized across various areas: organizing and managing business activities, financial management, and cost management. The processes and regulations regarding management have been reviewed and amended to be compatible with the company's model at each stage.

- Raising awareness of responsibility and professionalism among all staff within the company.

- Applying technology in management, operation, and providing services to customers.

II. <u>Business production plan for 2025</u>

1. Business production targets for 2025

Based on the implementation of previous years, the Company anticipates the business production targets for 2026 as follows:

Unit: dong

No.	Indicators (Consolidated financial statements)	2026 Plan
1	Capital charter	296,999,910,000
2	Total revenue	90,000,000,000
3	Profit after tax	15,000,000,000

2. Guidelines for implementing the 2026 plan

- Regarding investment and business operations:

+ Continue to maintain and grow market share in both domestic and international markets for strategic products such as coffee, testing and cancer screening centers, and infusion centers... Consider optimizing and restructuring underperforming projects, focusing resources on potential projects that have already been implemented.

+ Optimize production, seek partnerships to produce new products, and develop existing products with high technological content that meet market demands.

+ Enhance the efficiency of production and business activities, continue to implement solutions to optimize costs, balance accounts receivable and payable, control inventory, streamline the organizational structure and personnel, strengthen risk management, etc., to improve competitiveness, maintain position, and support sustainable growth.

- Regarding capital and financial operations: Continue to effectively implement financial solutions to ensure funding for production and business activities as well as development investment plans:

+ Prepare fundraising plans (including both long-term and short-term funding, domestically and internationally), and execute fundraising when conditions are favorable.

+ Strengthen the control of debts and inventory.

+ Enhance transparent and public financial reporting.

- Corporate Governance:

+ Continue to enhance and improve the internal governance system aimed at elevating the quality of system management, laying the foundation for a breakthrough in business operations and achieving set financial goals.

+ Organize a lean and efficient organizational structure.

+ Manage the operation of factories according to safety, reliability, efficiency criteria, optimizing costs, and minimizing risks.

+ Ensure a reasonable workforce with high-level expertise in core business production areas.

+ Build corporate culture;

+ Strengthen risk management.

Continue to promote the role of centralized governance, coordinating system-wide resources for strategic production and business operations, investment, finance, human resources - training, branding, and risk management.

Respectfully submitted to the 2026 Annual General Meeting of Shareholders for approval.

DIRECTOR

Recipients:

- *As above;*
- *Administrative;*
- *AD.*

CÔNG TY CỔ PHẦN VINAM

NGO VAN HUNG

VINAM JOINT STOCK COMPANY	THE SOCIALIST REPUBLIC OF VIETNAM **Independence - Freedom - Happiness**
No: 03 /2026/BC-BKS	*Ha Noi, day* 05 *month* 6 *year 2026*

BOARD OF SUPERVISORS' REPORTY

Activities of the Board of Supervisors in 2025 and operational plans for 2026.

To: General Meeting of Shareholders;
Board of Directors of Vinam Joint Stock Company.

The Board of Supervisors ("BOS") respectfully presents to the 2026 Annual General Meeting of Shareholders the report on the results of the inspection and supervision of the activities of Vinam Joint Stock Company in 2025 and the operational plan for 2026 as follows:

A. Activities and compensation of the Board of Supervisors in 2025:

1. Activities of the Board of Supervisors

Structure of the Board of Supervisors:

No	Members of the Board of Supervisors	Position	Date of commencement/termination of membership on the Board of Supervisors		Professional qualifications
			Date of commencement	Date of termination	
1	Nguyen Thi Thuong	Head of the Board of Supervisors	21/06/2022		Bachelor of Accounting
2	Ngo Thi Tam	Members of the Board of Supervisors	21/06/2022		Bachelor of Accounting
3	Tran Thi Duyen	Members of the Board of Supervisors	21/06/2022		Bachelor of Accounting

In the year 2025, the Board of Supervisors conducted 05 meetings with the attendance rate of members as follows:

No	Members of the Board of Supervisors	Number of meetings attended	Attendance rate	Voting rate	Reasons for non-attendance

No	Members of the Board of Supervisors	Number of meetings attended	Attendance rate	Voting rate	Reasons for non-attendance
1	Nguyen Thi Thuong	5/5	100%	100% agree	
2	Ngo Thi Tam	5/5	100%	100% agree	
3	Tran Thi Duyen	5/5	100%	100% agree	

According to the responsibilities and powers of the Board of Supervisors as stipulated in the Company's Charter, the Regulations of the Board of Supervisors, and the work program approved at the General Meeting of Shareholders of the Company, the Board of Supervisors has carried out the following main tasks:

- Monitoring the Board of Directors and the General Director in the management and operation of the Company, as well as implementing the contents according to the Resolutions of the 2025 General Meeting of Shareholders and the Resolutions of the Board of Directors.
- Timely capture of operational information to ensure that the Company's activities are appropriate and serve the interests of the shareholders.
- Conduct monitoring and inspection of the compliance with legal regulations, the company's charter, and internal rules, as well as the reasonableness in managing business operations and allocating resources to implement business plans.
- Examine the legality, legitimacy, and integrity in the management and operation of business activities; in organizing accounting, statistics, and compiling the Company's financial statements.
- Participate in discussions with the Audit Company; the Board of Management will review the semi-annual and annual financial statements for 2025 prior to their publication.

2. Remuneration of the Board of Supervisors

Remuneration, bonuses, and other benefits: The Board of Directors (BOD) and the Board of Supervisors (BOS) shall receive remuneration according to the resolution of the General Meeting of Shareholders and the operational regulations of the BOD and BOS.

Remuneration for the Head of the Board of Supervisors: 3,000,000 dong/person/month

Remuneration for the members of the Board of Supervisors: 2,000,000 dong/person/month

However, in order to share the difficulties with the Company in the year 2025, the BOD and BOS agree to not receive remuneration for the year 2025.

B. Evaluation of the Company's activities in 2025:

Unit: dong

Indicators (Consolidated financial statements)	Operation 2025	Plan 2025	% Operation /Plan
Capital charter	296,999,910,000	296,999,910,000	100%
Totat revenue	47,420,007,094	110,000,000,000	43.11%
Profit after tax	(9,130,889,694)	11,000,000,000	-83.01%

(Source: 2025 Business Plan approved by the Annual General Meeting of Shareholders and Audited Consolidated Financial Statements for 2025)

The Company's business results in 2025 did not achieve the planned targets, with revenue reaching 43.11% of the plan and profit after tax reaching -83.01% of the plan. This was primarily because, during 2025, the Company continued to restructure its business operations and commenced the development of several new business areas, including the expansion of laboratory testing centers across provinces and cities nationwide, the commercialization of high-tech agricultural machinery, coffee production for export, the distribution of Japanese dietary supplements, and gas trading activities. As a result, revenue and profit temporarily declined compared to the previous year and did not meet the planned targets.

C. Report on the assessment of transactions

1) Transactions between Vinam and members of the Board of Directors and individuals related to those members: This transaction has been reported in Section VII.2. Corporate Governance Report 2025 and complies with information disclosure regulations.

2) Transactions between subsidiaries, companies in which Vinam holds more than 50%, with members of the Board of Directors and individuals related to those members: No transactions

3) Transactions between Vinam and companies where a member of the Board of Directors is a founding member or has been a business manager in the last 3 years prior to the transactions: No transactions

D. Supervision results regarding the Board of Directors and the Board of Management

- **Management of the Board of Directors**
  - The Resolutions and decisions of the Board of Directors comply with the contents of the resolutions of the General Meeting of Shareholders, are within the authority as stipulated in the Company's Charter, and meet management requirements in 2025.
  - The Board of Directors directs the Company's production and business activities through the guidance of the Chairman of the Board of Directors during the Company's briefing meetings
  - The Board of Directors supervises the Company's operations through the inspection and evaluation of the compliance of the Board of Management with the resolutions of the General Meeting of Shareholders, as well as the resolutions, decisions, regulations, and guidelines of the Company.

- **The operation activities of the Board of Management**
  - The Board of Management has carried out its operational duties within the authority, in accordance with the operational regulations, and complies with the delegation of powers.
  - The operational activities of the Board of Management consistently align with the approved objectives and plans, demonstrating flexibility in all directives to achieve the established goals.
- **Assessing the coordination between the Board of Supervisors, the Board of Directors, the Board of Management, and shareholders**
  - The Board of Supervisors participates in all meetings of the Board of Directors, thus essentially keeping timely and comprehensive track of the Company's operational and production business situation.

E. <u>The operational plan of the Board of Supervisors for the year 2026:</u>

- Continue to monitor and control the management and operation of the Company's business activities based on the business plan approved by the General Meeting of Shareholders.
- Oversee the activities of the Company's Board of Directors, participate in Board meetings, and directly review and assess specific issues as requested by Shareholders or the Board of Directors.
- Supervise the Board of Management's activities in implementing resolutions of the General Meeting of Shareholders and the Board of Directors.
- Attend Board of Directors meetings by invitation.
- Evaluate the quarterly, semi-annual, and annual financial reports.

Based on the results of the Board of Supervisors' work in 2025, the Board of Supervisors respectfully submits to the General Meeting of Shareholders for approval of the report of the Board of Supervisors and seeks to receive contributions from shareholders.

The Board of Supervisors sincerely thanks the shareholders for the trust and the cooperation of the Board of Directors and the Board of Management, which has helped the Board of Supervisors fulfill the duties.

Respectfully./.

Recipients:
- *As above;*
- *Administative;*
- *BOD's office.*

O/B BOARD OF SUPERVISORS
HEAD OF THE BOARD OF SUPERVISORS

CÔNG TY CỔ PHẦN VINAM

Nguyễn Thị Thương

VINAM JOINT STOCK COMPANY	THE SOCIALIST REPUBLIC OF VIETNAM **Independence - Freedom - Happiness**
No: 04/2026/TTr-HĐQT	*Ha Noi, day 05 month 6 year 2026*

PROPOSAL

(Re: Approval of the 2025 financial statements)

To: General Meeting of Shareholders of Vinam Joint Stock Company

- *Pursuant to the Enterprise Law No. 59/2020/QH14 dated June 17th, 2020;*
- *Pursuant to the Securities Law No. 54/2019/QH14 dated November 26th, 2019, and the guiding documents for implementation;*
- *Based on the Company's Audited Consolidated Financial Statements and Separate Financial Statements for 2025;*
- *Based on the Charter of Vinam Joint Stock Company.*

The Board of Directors respectfully submits to the General Meeting of Shareholders for consideration and approval the Company's Audited Consolidated Financial Statements and Audited Separate Financial Statements for 2025, with the key financial indicators summarized as follows:

Unit: dong

No.	Indicators	Year 2025	
		Separate financial statements	Consolidated financial statements
1	Total assets	379,435,955,312	463,099,240,646
2	Liabilities	13,600,132,345	67,615,333,004
3	Owner's equity	365,835,822,967	395,483,907,642
4	Net revenue	17,576,639,000	47,420,007,094
5	Net profit from business operations	(6,144,571,370)	(8,783,874,513)
6	Net profit after tax	(6,248,175,289)	(9,130,889,694)

(Detailed content according to the consolidated and separate financial statements for Quarter 2025 prepared by the company has been published on the company's website: https://vinamgroup.com.vn/).

Respectfully submit this proposal for the 2026 Annual General Meeting of Shareholders for consideration and approval./.

O/B. BOARD OF DIRECTORS
CHAIRMAN

CÔNG TY CỔ PHẦN VINAM

Takishita Akira

Recipients:
- As above;
- Archive Administrative, BOD's office.

VINAM JOINT STOCK COMPANY

No: ..05../2026/TTr-HĐQT

THE SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom - Happiness

Ha Noi, day 05 month 06 year 2026

PROPOSAL

Re: Approval the profit distribution plan for 2025

To: General Meeting of Shareholders of Vinam Joint Stock Company

- *Pursuant to the Enterprise Law No. 59/2020/QH14 dated June 17th, 2020;*
- *Pursuant to the Securities Law No. 54/2019/QH14 dated November 26th, 2019, and the guiding documents for implementation;*
- *Based on the Charter of Vinam Joint Stock Company.*
- *Based on the 2024 consolidated financial statements and the separate financial statements of the Company.*

The Board of Directors of the Company respectfully submits to the General Meeting of Shareholders for approval the profit distribution plan for the year 2025 as follows:

The year 2025 remained a challenging year for business operations. In light of the Company's loss-making results for 2025 and the negative balance of retained earnings after tax as of year-end, the Board of Directors proposes that no allocations be made to statutory or other funds and that no dividend be declared or paid for the 2025 fiscal year.

Respectfully submit this proposal for the 2025 Annual General Meeting of Shareholders for consideration and approval./.

O/B. BOARD OF DIRECTORS
CHAIRMAN

Recipients:
- As above;
- Archive BOD's office.

M.S.D.N: 0102174605-C.T.C.P
CÔNG TY CỔ PHẦN VINAM
VIỆT NAM

Takishita Akira

VINAM JOINT STOCK COMPANY	THE SOCIALIST REPUBLIC OF VIETNAM Independence - Freedom - Happiness
No: 06/2026/TTr-HĐQT	*Ha Noi, day 05 month 06 year 2026*

PROPOSAL

(Re: Approval of the remuneration for the Board of Directors and the Board of Supervisors for 2025, and the remuneration payment plan for the Board of Directors and the Board of Supervisors for 2026)

To: General Meeting of Shareholders of Vinam Joint Stock Company

- *Pursuant to the Enterprise Law No. 59/2020/QH14 dated June 17th, 2020;*
- *Pursuant to the Securities Law No. 54/2019/QH14 dated November 26th, 2019, and the guiding documents for implementation;*
- *Based on the Charter of Vinam Joint Stock Company.*

The Board of Directors of the Company submits for consideration and approval by the General Meeting of Shareholders the settlement of remuneration for members of the Board of Directors ("BOD"), the Board of Supervisors ("BOS") for 2025, and the remuneration plan for the BOD and SB for 2026 as follows:

1. The remuneration of the Board of Directors and the Board of Supervisors for 2025

No	Position	Remuneration (dong/person/month)	Total (dong)
I	**Board of Directors**		**132,000,000**
1	Chairman of the Board of Directors	5,000,000	60,000,000
2	Members of the Board of Directors	3,000,000	72,000,000
II	**Board of Supervisors**		**84,000,000**
1	Head of the Board of Supervisors	3,000,000	36,000,000
2	Members of the Board of Supervisors	2,000,000	48,000,000
III.	**Total**		**216,000,000**

However, in order to share the Company's difficulties in 2025, the Board of Directors and the Board of Supervisors have unanimously agreed to forgo their remuneration for 2025.

2. The remuneration payment plan for the Board of Directors and the Board of Supervisors for 2026

Depending on the business situation in 2026, the Board of Directors will present to the 2027 Annual General Meeting of Shareholders the proposal for the remuneration payment plan for 2026 as follows:

No	Position	Remuneration (dong/person/month)
I	**Board of Directors**	
1	Chairman of the Board of Directors	5,000,000
2	Members of the Board of Directors	3,000,000
II	**Board of Supervisors**	
1	Head of the Board of Supervisors	3,000,000
2	Members of the Board of Supervisors	2,000,000

Respectfully submit this proposal for the 2025 Annual General Meeting of Shareholders for consideration and approval./.

O/B. BOARD OF DIRECTORS
CHAIRMAN

CÔNG TY CỔ PHẦN VINAM VIỆT NAM

Takishita Akira

Recipients:
- *As above;*
- *Archive BOD's office.*

VINAM JOINT STOCK COMPANY

No: 07/2026/TTr-BKS

THE SOCIALIST REPUBLIC OF VIETNAM

Independence - Freedom - Happiness

Ha Noi, day 05 month 01 year 2026

PROPOSAL

(Re: Select the auditing firms to conduct the audit and review of the 2026 financial statements)

To: General Meeting of Shareholders of Vinam Joint Stock Company

- *Pursuant to the Enterprise Law No. 59/2020/QH14 dated June 17th, 2020;*
- *Pursuant to the Securities Law No. 54/2019/QH14 dated November 26th, 2019, and the guiding documents for implementation;*
- *Based on the Charter of Vinam Joint Stock Company.*

In accordance with the obligations prescribed in the Company's Charter and relevant laws and regulations, the Board of Supervisors respectfully submits to the General Meeting of Shareholders for approval the list of audit firms eligible to perform the review of the Company's semi-annual financial statements and the audit of its annual financial statements for 2026, as follows:

1. Criteria for selecting an independent auditing firm

- Must be legally operating in Vietnam and included in the list of auditing organizations approved by the State Securities Commission in accordance with the laws on securities and independent audit;
- Possesses auditing experience;
- Maintains a strong reputation for audit quality;
- Has a team of auditors with high qualifications and extensive experience;
- Capable of meeting the audit scope and schedule required by Vinam Joint Stock Company;
- Offers a reasonable audit fee commensurate with audit quality, based on an assessment of the audit fee proposals and audit scope.

2. Proposal of the Board of Supervisors

The Board of Supervisors respectfully submits to the General Meeting of Shareholders for approval the authorization of the Board of Directors to select one of the auditing firms from the list of organizations approved by the State Securities Commission in accordance with securities and independent audit laws, and meeting the criteria approved by the General Meeting of Shareholders, in alignment with the Company's actual circumstances.

Respectfully submit this proposal for the 2025 Annual General Meeting of Shareholders for consideration and approval./.

O/B BOARD OF SUPERVISORS
HEAD OF SUPERVISORS

CÔNG TY CỔ PHẦN VINAM

Nguyen Thi Thuong

Recipients:
- *As above;*
- *Administrative;*
- *Archive: BOD's office.*

VINAM JOINT STOCK COMPANY	THE SOCIALIST REPUBLIC OF VIETNAM **Independence - Freedom - Happiness**
No: 08/2026/TTr-HĐQT	*Ha Noi, day 05 month 06 year 2026*

PROPOSAL

(Re: Amendment and supplementation to the Charter on Organization and Operations of the Company)

To: General Meeting of Shareholders of Vinam Joint Stock Company

- *Pursuant to the Law on Enterprises No. 59/2020/QH14 passed by the National Assembly on June 17, 2020, and its amendments, supplements, and implementing guidance documents;*
- *Pursuant to the Law on Securities No. 54/2019/QH14 passed by the National Assembly of the Socialist Republic of Vietnam on November 26, 2019, and its amendments, supplements, and implementing guidance documents;*
- *Pursuant to Resolution No. 1656/NQ-UBTVQH15 on the reorganization of commune-level administrative units of Hanoi City **("Resolution 1656");***
- *Pursuant to Decision No. 36/2025/QD-TTg on the Vietnam Standard Industrial Classification (effective from November 15, 2025) **("Decision 36");***
- *Pursuant to the Charter of Vinam Joint Stock Company (the "Company");*
- *Considering the actual situation of the Company.*

Pursuant to the provisions of applicable laws, and in order to facilitate the organization and operation of the Company, the Board of Directors respectfully submits to the General Meeting of Shareholders for approval the following matters:

1. **Amendment and supplementation of Clause 1, Article 4 of the Company's Charter on the business lines of the Company, due to the update of business lines in accordance with Decision No. 36/2025/QD-TTg, as follows:**

   a. The following business line shall be removed:

No.	Business line	Industry code
1	Wholesale of construction materials and other installation equipment in construction Details: Trading in construction materials; equipment serving the construction sector	4663
2	Other amusement and recreational activities not elsewhere classified Details: Provision of entertainment and recreational services (excluding State-prohibited activities)	9329
3	Other professional, scientific and technical activities not elsewhere classified Details: Environmental protection activities	7490
4	Wholesale of automobiles and other motor vehicles	4511

No.	Business line	Industry code
5	Automotive sales agency	4513
6	Wholesale of solid, liquid, gaseous fuels and related products Details: Wholesale of petroleum and related products; LPG; lubricants and greases; coal and other solid fuels	4661
7	Wholesale of metals and metal ores	4662
8	Other specialized wholesale not elsewhere classified Details: Wholesale of fertilizers, pesticides and other agricultural chemicals; other chemicals (excluding agricultural use); virgin plastic materials; rubber; textile fibres and yarns; garment and footwear accessories; scrap metals and non-metals; other remaining specialized wholesale activities	4669
9	Retail sale of food, beverages and tobacco in specialized stores with dominant share in general merchandise stores	4711
10	Retail sale of food in specialized stores	4722
11	Retail sale of beverages in specialized stores	4723
12	Real estate brokerage, consultancy and trading floor services Details: Real estate brokerage, consultancy, management services; real estate trading floor services	6820
13	Exploitation of non-timber forest products Details: Forest exploitation (excluding State-prohibited forest products)	0231
14	Retail sale of passenger cars (up to 9 seats)	4512
15	Retail sale of pharmaceutical products, medical instruments, cosmetics and toilet preparations in specialized stores Details: Retail sale of medical instruments in specialized stores	4772
16	Short-stay accommodation services Details: Hotel business (excluding bars, karaoke rooms and nightclubs)	5510
17	Reservation services and related activities for tourism promotion and tour organization	7990
18	Computer programming	6201
19	Educational support services Details: Study abroad consultancy	8560
20	Repair of computers and peripheral equipment	9511
21	Data processing, hosting and related activities	6311
22	Other information service activities not elsewhere classified	6399
23	Manufacture of cosmetics, soap, detergents, polishing and cleaning preparations	2023
24	Wholesale of computers, peripheral equipment and software	4651
25	Retail sale of computers, peripheral equipment, software and telecommunications equipment in specialized stores	4741

No.	Business line	Industry code
26	Retail sale of household electrical appliances, furniture, lighting equipment and other household goods not elsewhere classified in specialized stores Details: Retail sale of air conditioners	4759
27	Retail sale of other new goods in specialized stores	4773
28	Manufacture of beer and malt	1103
29	Manufacture of non-alcoholic beverages and mineral water	1104
30	Manufacture of furniture	3100
31	Maintenance and repair of automobiles and other motor vehicles	4520
32	Wholesale of parts and accessories of automobiles and other motor vehicles (excluding auction activities)	4530
33	Retail sale of automotive fuel in specialized stores	4730
34	Management consulting activities	7020
35	Activities of employment placement agencies and labor recruitment services Details: Employment placement, introduction and labour brokerage services	7810
36	Temporary employment services	7820
37	Landscape care and maintenance services	8130
38	Sauna, massage and similar wellness services (excluding sports activities)	9610
39	Electricity generation	3511
40	Transmission and distribution of electricity Details: Electricity transmission and distribution; electricity retail distribution; transmission activities (excluding national grid transmission and dispatch)	3512

b. The following business lines shall be added:

No.	Business line	Industry code
1	Wholesale of construction materials and other installation equipment in construction	4673
2	Other remaining professional, scientific and technical activities not elsewhere classified	7499
3	Wholesale of automobiles and other motor vehicles	4661
4	Wholesale of solid, liquid, gaseous fuels and related products Details: Wholesale of petroleum and related products; LPG; lubricants and greases; coal and other solid fuels	4671
5	Wholesale of metals and metal ores (excluding gold)	4672
6	Other specialized wholesale not elsewhere classified	4679
7	Retail sale in non-specialized stores with food, beverages and tobacco predominating	4711

No.	Business line	Industry code
8	Other retail sale in non-specialized stores	4719
9	Retail sale of food	4722
10	Retail sale of beverages	4723
11	Intermediation services for real estate activities	6821
12	Gathering of non-timber forest products (excluding wood)	0230
13	Retail sale of automobiles and other motor vehicles	4781
14	Retail sale of pharmaceutical products, medical instruments, cosmetics and toilet preparations Details: Retail sale of medical instruments in specialized stores	4772
15	Hotels and similar accommodation services	5510
16	Other short-stay accommodation services	5520
17	Other tourism-related services	7990
18	Other software programming activities	6219
19	Computer consultancy and computer facilities management activities	6220
20	Other information technology and computer service activities	6290
21	Repair and maintenance of computers, communication equipment and peripheral equipment	9510
22	Data processing, hosting and related activities	6310
23	Web search portal and other information services (subject to satisfaction of conditions)	6399
24	Manufacture of cosmetics, perfumes, soap, detergents, polishing and cleaning preparations	2023
25	Wholesale of computers, peripheral equipment and software	4651
26	Retail sale of household electrical appliances, furniture, lighting equipment and other household goods not elsewhere classified	4759
27	Retail sale of information and communication equipment Details: Retail sale of computers; retail sale of standard software (not customized software)	4740
28	Manufacture of beer	1103
29	Manufacture of non-alcoholic beverages and mineral water	1105
30	Business management consultancy and other management consultancy activities	7020
31	Temporary employment services	7821
32	Other human resources provision	7822
33	Landscape services	8130
34	Transmission and distribution of electricity	3513

2. **The General Meeting of Shareholders assigns and authorizes the Chairman of the Board of Directors of the Company to review, finalize, and issue the Appendix amending and supplementing and/or the consolidated version of the Company's Charter on Organization and Operation; and to authorize the Chairman of the Board of Directors – the Legal Representative of the Company – to carry out all necessary procedures with the competent**

State authorities to amend the Company's Enterprise Registration Certificate in accordance with the contents approved by the General Meeting of Shareholders.

Respectfully submit this proposal for the 2025 Annual General Meeting of Shareholders for consideration and approval./.

O/B. BOARD OF DIRECTORS
CHAIRMAN

Recipients:
- *As above;*
- *Disclosure on the Company's website and CIMS;*
- *BOD; Supervisory Board;.*
- *Archive Administrative.*

Takishita Akira