

VIETNAM CEMENT CORPORATION
VICEM BIMSON PACKAGING JSC

THE SOCIAL REPUBLIC OF VIETNAM
Independence - Freedom - Happiness

No: 549 / TTr-BBBS

Bim Son, April 23/2025

PROPOSAL

on approving 2024 Audited Financial Statement

To: General Meeting of Shareholders ("GMS")

Pursuant to Enterprise Law No.59/2020/QH14 and documents guiding the implementation of the Enterprise Law

Pursuant to the Charter of the Company

Base on 2024 Audited Financial Statement of the Company

Board of Directors would like to propose to GMS for consideration and voting to approve 2024 Financial Statement audited by An Viet Auditing Company Limited. 2024 Financial Statement has been disclosed in accordance with regulations and published on the Company website (<http://www.baobibimson.vn>), including:

1. Independ Auditor report
2. Balance Sheet
3. Income Statement
4. Cash Flow Report
5. Notes to financial tatements

Details of the audited 2024 Financial Statements are attached to this Proposal.

Recipient:

- As above;
- Archieve.

**ON BEHALF OF THE BOARD OF DIRECTORS
CHAIRWOMAN**



Nguyen Thi Kim Chi

No: 350 / TTr-BBBS

Bim Son, April 23/2025

PROPOSAL
on 2024 profit distribution

To: General Meeting of Shareholders ("GMS")

Pursuant to the Charter of the Company

Base on the 2024 audited financial statement of the Company

Board of Directors would like to propose to GMS for consideration and approval of the 2024 profit distribution plan as follows:

(Unit: VND)

No.	Items	Amount
I	Chartered Capital	38,000,000,000
II	Profit distribution	
1	Profit before tax 2024	1,509,472,564
2	Corporate taxable income	412,425,242
3	Profit after tax	1,097,047,322
4	Dividend (2% by cash)	760,000,000
5	Bonus and welfare funds	337,047,322
6	Manager bonus fund	0

Assign the Board of Directors to direct the implementation of dividend payment for 2024 in accordance with the provisions of law and the Company's regulations.

Respectfully submit to the GMS for consideration and approval.

Sincerely thanks!

Recipients:

- As above;
- Archive.

ON BEHALF OF THE BOARD OF DIRECTORS
CHAIRWOMAN



Nguyen Thi Kim Chi

VIETNAM CEMENT CORPORATION
VICEM BIMSON PACKAGING JSC

THE SOCIAL REPUBLIC OF VIETNAM
Independence - Freedom - Happiness

No: 351 / TTr-BBBS

Bim Son, April 23/2025

PROPOSAL

the Remuneration of Board of Directors, Board of Supervisor, Secretary;
Salary of CEO and other managers in 2024 and
Remuneration budget in 2025

To: General Meeting of Shareholders ("GMS")

Pursuant to Enterprise Law No.59/2020/QH14 and documents guiding the implementation of the Enterprise Law;

Pursuant to the Charter of the Company

Base on business result of the Company in 2024 and business plan in 2025

Board of Directors would like to propose to GMS for consideration and voting to approve the Remuneration of Board of Directors, Board of Supervisor, Secretary; Salary of CEO and other managers in 2024 and Remuneration budget in 2025 as following:

1. Actual Remuneration of Board of Directors, Board of Supervisor, Secretary, Salary of CEO and other managers in 2024


- Remuneration of Board of Directors, Board of Supervisor, Secretary paid in 2024: 420,000,000 VND.

- Salary of CEO and other managers: in accordance with Salary regulation of the Company.

2. Budget of Remuneration of Board of Directors, Board of Supervisor, Secretary, Salary of CEO and other managers in 2025

No.	Position	Volume	Remuneration (VND/ person/ month)	Month	Value
I	Board of Directors				
1	Chairman	1	6,000,000	12	72,000,000
2	Member	4	4,000,000	12	192,000,000
II	Board of Supervisors				
1	Head	1	4,000,000	12	48,000,000
2	Member and Secretary	3	3,000,000	12	108,000,000
	Total				420,000,000

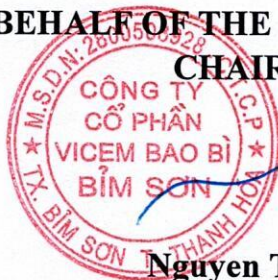
Salary of CEO and other managers in 2025: in accordance with Salary regulation of the Company.

Respectfully submit to the GMS for consideration and approval. 

Recipient:

- As above;
- Archive.

**ON BEHALF OF THE BOARD OF DIRECTORS
CHAIRWOMAN**



Nguyen Thi Kim Chi



VIETNAM CEMENT CORPORATION
VICEM BIMSON PACKAGING JSC

THE SOCIAL REPUBLIC OF VIETNAM
Independence - Freedom - Happiness

No: 352 / TTr-BBBS-BKS

Bim Son, April 23, 2025



PROPOSAL select independend auditor for fiscal year 2025

To: General Meeting of Shareholders ("GMS")

Pursuant to Enterprise Law No.59/2020/QH14 dated 17 June 2020
Pursuant to Law on Securities No.54/2019/QH14 dated 26 November 2019
Pursuant to Decison No.2730/QĐ-BTC dated 15 November 2024 on approving
audir firm and practision auditor for public entity in 2025.

Pursuant to the Charter of the Company

Pursuant to the Regulation on operation of the Board of Supervisor of the
Company under Decision 362/QĐ-BKS dated 04 May 2020

The Board of Supervisor would like to propose to GMS for consideration and
voting to approve the selection of independent auditor for fiscal year 2025 as following:

1. Criteria for selecting an independent audit firm

- A reputable independent auditing firm and approved by the State Securities
Commission to audit listed companies in accordance with the regulations of the law on
securities.
- Having a team of honest auditors, professional ethics, high qualifications and
extensive experience to ensure the quality of auditing Financial Statements.
- Reasonable audit fee, consistent with the content, scope and progress of the audit
requested by the Company.

2. Proposal for selection of independent auditing company

To prepare for the audit 2025 financial statement of the Company, The Board of
Supervisor would like to propose to GMS for approving shortlist of auditing firm as
following:

- VACO Auditing Company Limited (VACO).
- AASC Auditing Firm Company Limited (AASC).
- An Viet Auditing Company Limited (ANVIET CPA).

The Board of Supervisor would like to propose GMS authorise for the Board of
Directors to select one of above auditing firm to perform audit 2025 financial statement
of the Company.

Recipients:

- AGM2025
- BOD, BOS;
- Archieves.

**ON BEHALF OF THE BOARD OF SUPERVISORS
HEAD**

Nguyen Thi Thao

VIETNAM CEMENT CORPORATION
VICEM BIMSON PACKAGING JSC

THE SOCIAL REPUBLIC OF VIETNAM
Independence - Freedom - Happiness

No: 353 /BC-BBBS

Bim Son, April 23/ 2025

REPORT

List of contracts and transactions with related parties in 2024 and the first 4 months of 2025

To: General Meeting of Shareholders

Pursuant to Enterprise Law No.59/2020/QH14 dated 17 June 2020 and guidance documents, amendments.

Pursuant to the Company's charter.

Director reports to the GMS the list of related parties who signing contracts and transactions with the Company in 2024 and the first 4 months of 2025, specifically as follows:

1. List of contracts and transactions with related parties in 2024

No.	Related parties	Related Benefit	Contract	Contract value (bio VND)	Remarks
1	Bim Son Cement Joint Stock Company	Sales contract for PK, KPK bags	131-2023/XMBS-VT, dated 26/07/2023	53.978	
		Sales contract for PK, KPK bags	14-2024/XMBS-VT, dated 31/01/2024	113.775	
		Sales contract for PK, KPK bags	263-2024/XMBS-VT, dated 09/12/2024	41.450	
		Sales contract for 40 kg PP bags, 2,000 kg Sling, Jumbo Export	04A-2024/XMBS-VT dated 10/01/2024	3.618	
		Sales contract for 40 kg PP bags, 2,000 kg Sling, Jumbo Export	17-2024/XMBS-VT dated 16/02/2024	2.747	
		Sales contract for 40 kg PP bags, 2,000 kg Sling, Jumbo Export	31-2024/XMBS-VT dated 14/03/2024	3.529	
		Sales contract for 40 kg PP bags, 2,000 kg Sling, Jumbo Export	38-2024/XMBS-VT dated 25/03/2024	5.012	
		Sales contract for 40 kg PP bags, 2,000 kg Sling, Jumbo Export	81-2024/XMBS-VT dated 10/05/2024	4.513	
		Sales contract for 42.5 kg PP bags, 1.912 kg Export	146a-2024/XMBS-VT dated 29/07/2024	1.637	
		Sales contract for 42.5 kg PP bags, 1.912 kg Export	207-2024/XMBS-VT dated 30/09/2024	3.419	



No.	Related parties	Related Benefit	Contract	Contract value (bio VND)	Remarks
		Sales contract for 40 kg PP bags, 2,000 kg Sling, Jumbo Export	195-2024/XMBS-VT dated 12/09/2024	18.154	
2	Vicem Tam Diep Cement Company Limited	Sales contract for PP export bags	07/2024/HĐKT-XMTĐ/Bim Son, dated 26/12/2023	6.993	
		Sales contract for Sling export bags	19/2024/HĐKT-XMTĐ/Bim Son, dated 15/01/2024	4.968	
		Sales contract for PP export bags	46/2024/HĐKT-XMTĐ/Bim Son, dated 18/03/2024	0.259	
3	Vicem Hoang Mai Cement Joint Stock Company	Sales contract for KPK bags	4794/XMHM-BS.KH-2023, dated 26/12/2023	4.665	
4	Vicem But Son Cement Joint Stock Company	Sales contract for KPK bags	14/BTS-VT, dated 08/01/2024	22.420	
5	Hoang Thach Packaging Joint Stock Company	Sales contract for PP woven fabric	118/HĐ-BBBS dated 27/11/2024	1.425	

2. List of contracts and transactions with related parties in the first 4 months of 2025

No.	Related parties	Related Benefit	Contract	Contract value (bio VND)	Remarks
1	Bim Son Cement Joint Stock Company	Sales contract for PK, KPK bags	263-2024/XMBS-VT, dated 09/12/2024	41.450	
		Sales contract for PK, KPK bags	49-2025/XMBS-VT, dated 25/02/2025	140.097	
2	Vicem But Son Cement Joint Stock Company	Sales contract for PK, KPK bags	459/BTS-KHCL, dated 31/12/2024	19.618	
3	Hoang Thach Packaging Joint Stock Company	Sales contract for PP woven fabric	26/HĐ-BBBS dated 12/02/2025	3.596	

Respectfully report to the General Meeting of Shareholders.

Recipients:

- AGM2025
- BOD, BOS;
- Archives.



DIRECTOR

Trinh Van Dien



VIETNAM CEMENT CORPORATION
VICEM BIMSON PACKAGING JSC

THE SOCIAL REPUBLIC OF VIETNAM
Independence - Freedom - Happiness

No: 354 /TTr-BBBS

Bim Son, April 23/ 2025

PROPOSAL

**On the approval of signing the sale contract of KPK, PK bags
with Bim Son Cement Joint Stock Company**

To: General Meeting of Shareholders ("GMS")

*Pursuant to the Enterprises Law 2020 and its amendments and guidelines.
Pursuant to the Company's charter.*

According to point r, clause 2, Article 15 of the Company Charter: The GMS has the authority to decide whether "the Company signs contracts and transactions with the entities specified in clause 1, Article 167 of the Enterprises Law with a value equal to or greater than 35% of the total value of the Company's assets recorded in the most recent financial report". According to the audited financial statement for the year 2024, the total asset value of the Company as of 31 December 2024 is VND 178,138 billion, 35% of the total asset value is VND 62,348 billion.

Every January, Bim Son Cement Joint Stock Company ("Vicem Bim Son) - a subsidiary of Vietnam Cement Corporation is a subject specified in Clause 1, Article 167 of the Enterprises Law will deploy bidding for goods procurement packages. The contract provide KPK and PK bags with Vicem Bim Son always has a value greater than 35% of the total assets in the financial statement as of December 31 of each year, therefore this contract is under the decision-making authority of the GMS.

Because the GMS is usually held in April every year, it is not timely to submit GMS's opinions for approval of the contract signing, leading to the risk of not being able to sign this contract, which will cause great losses to the Company and our shareholders. Therefore, to be proactive in business operation, ensure flexibility and timeliness in signing contracts to supply bags with customers, the BOD respectfully submits to the GMS for approval of sign contract to sale bags in 2026 with Vicem Bim Son and assigns the Company's Board of Directors to implement in accordance with the provisions of the Law and the Company's Charter.

Respectfully submit to the GMS for consideration and approval. *shy*

Recipients:

- AGM2025
- BOD, BOS;
- Archieves.

**FOR AND ON BEHALF OF
BOARD OF DIRECTORS
CHAIRWOMAN**



Nguyen Thi Kim Chi

PROPOSAL

On the approval of the content of amendments and supplements to the Company's charter

To: General Meeting of Shareholders ("GMS")

Pursuant to Enterprise Law No.59/2020/QH14 dated 17 June 2020

Pursuant to Decree No. 167/2024/ND-CP dated 26 December 2024 of the Government amending and supplementing a number of articles of Decree No. 91/2015/ND-CP dated 31 October 2015 of the Government on state capital investment in enterprises and management and use of capital and assets in enterprises, which were amended and supplemented by Decree No. 32/2018/ND-CP dated 8 March 2018 of the Government and Decree No. 140/2020/ND-CP dated 30 November 2020 of the Government.

Pursuant to Official Dispatch No. 285/VICEM-HDTV dated 03 March 2025 on updating, amending and supplementing the provisions on profit distribution in the Company Charter according to Decree No. 167/2024/ND-CP dated 26 December 2024 of the Government.

Pursuant to the Company's charter

Based on the circumstance of the organization and operation of the Company.

The Board of Directors respectfully submits to the GMS for discussion and approval the amendment and supplement of the Company's charter to comply with emerging regulations, which are as follows:

1. Amend and supplement Section 2, Article 25 as follows:

"2. Shareholders or groups of shareholders owning 10% or more of the total number of ordinary shares have the right to nominate candidates for the Board of Directors. The number of candidates nominated for the Board of Directors is as follows:

a) Shareholders or groups of shareholders owning from 10% to less than 20% of total voting shares: May nominate one (01) candidate.

b) Shareholders or groups of shareholders owning from 20% to less than 30% of total voting shares: May nominate two (02) candidates.

c) Shareholders or groups of shareholders owning from 30% to less than 40% of total voting shares: May nominate three (03) candidates.

d) Shareholders or groups of shareholders owning from 40% to less than 50% of total voting shares: May nominate four (04) candidates

e) Shareholders or groups of shareholders owning 50% or more of total voting shares: May nominate five (05) candidates".

2. Amendment and Supplement to Clause 2, Article 35 of the Company's Charter as follows:

"2. The term of appointment of the General Director shall not exceed 05 years and must be consistent with the term of the Board of Directors. The term of appointment for the Deputy General Director and Chief Accountant is 05 years; these positions may be reappointed for an unlimited number of terms. The term of positions



not under the authority of the Board of Directors shall comply with the Company's management regulations.

For Deputy General Directors and Chief Accountants who have been appointed or reappointed before the effective date of this amended Charter, the appointment or reappointment decision remains valid, and the Board of Directors shall review and adjust the term of office in accordance with this Charter."

3. Amend and supplement Section 1, Article 36 as follows:

"1. The candidacy and nomination of Supervisors shall be carried out in the same manner as stipulated in Clause 1, Article 25 of this Charter. Shareholders or groups of shareholders owning 10% or more of the total number of ordinary shares shall have the right to nominate candidates for the Board of Supervisors. The number of candidates nominated for Board of Supervisors is as follows:

a) Shareholders or groups of shareholders owning from 10% to less than 30% of total voting shares: May nominate one (01) candidate.

b) Shareholders or groups of shareholders owning from 20% to less than 30% of total voting shares: May nominate two (02) candidates.

c) Shareholders or groups of shareholders owning 50% or more of total voting shares: May nominate three (03) candidates".

4. Amend and supplement Section 1, Article 46 as follows:

"1. The GMS decides on the dividend and the form of annual dividend payment from the Company's retained earnings. Dividend distribution plan, annual profit after-tax are in the following sequence:

a) Distribute profits to associated capital contributing parties under terms and conditions of a signed contract (if any);

b) Make up for prior-year losses of which the permitted period of loss carry-forward for being deducted from pre-tax profits expires in accordance with legal regulations;

c) Set aside a maximum amount accounting for 30% of profit for the enterprise's development investment fund;

d) Set aside the reward and welfare fund for the enterprise's staff, the reward fund for the enterprise's managers in accordance with Government regulations on labor, wages, remuneration, and bonuses for companies with State-controlling stakes;

đ) The remaining profit is divided in cash or shares to shareholders. Dividends in shares are only applied and implemented when the company implements group A projects approved by competent authorities."

5. Other contents are kept unchanged according to the Company Charter approved by the GMS on 21 April 2023.

Respectfully submit to the GMS for consideration and approval. *shy*

Recipients:

- As above;
- Archives.

**ON BEHALF OF BOARD OF DIRECTORS
CHAIRWOMAN**



Nguyen Thi Kim Chi

VIETNAM CEMENT CORPORATION
VICEM BIMSON PACKAGING JSC

THE SOCIAL REPUBLIC OF VIETNAM
Independence - Freedom - Happiness

No: 355 /TTr-BBBS

Bim Son, April 23/2025

PROPOSAL

**On the approval of the 5-year operation plan for the period 2025 - 2029
to implement VICEM's divestment at Vicem Bim Son Packaging Joint Stock Company**

To: General Meeting of Shareholders ("GMS")

Pursuant to Enterprise Law No.59/2020/QH14 dated 17 June 2020.

Pursuant to the Company's charter.

Pursuant to Official Dispatch No. 305/VICEM-HDTV dated 04 March 2025 of Vietnam National Cement Corporation ("VICEM") on the preparation and approval of the 5-year operation plan for the period 2025 - 2029.

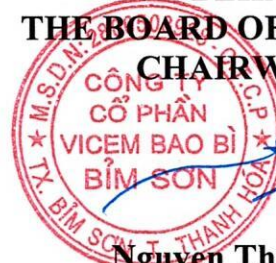
According to the Government's proposal, 2025 is a year of special significance, the final year of implementing the 5-year Socio-Economic Development Plan 2021-2025, the year of acceleration, breakthrough, and reaching the finish line. At the same time, 2025 is also the year to focus on organizing Party Congresses at all levels towards the 14th National Party Congress, consolidating and preparing well the fundamental factors to successfully implement the 10-year strategy 2021-2030, marking the moment when the country enters a new era of development. Therefore, the country's GDP growth in 2025 needs to reach 8% or more, contributing to creating a solid foundation to achieve double-digit growth rates for a long enough period (starting from 2026). Based on the results of 2024, the Government's forecast of GDP growth in 2025 and the following years, the Board of Directors submits to the 2025 AGM for approval of the 5-year operation Plan for the period 2025-2029 to implement VICEM's divestment at Vicem Bim Son Packaging Joint Stock Company (attached).

Respectfully submit to the GMS for consideration and approval. 

Recipients:

- AGM2025
- BOD, BOS;
- Archives.

**ON BEHALF OF
THE BOARD OF DIRECTORS
CHAIRWOMAN**



Nguyen Thi Kim Chi

SUMMARY OF OPERATION PLAN FOR THE PERIOD 2025-2029

1. Operation plan

Unit: Mio VND

No.	Items	2025	2026	2027	2028	2029
1	Revenue	216,717	220,706	242,875	267,482	294,115
2	Cost of sales	193,555	196,686	217,214	239,692	264,907
3	Gross margin	23,162	24,020	25,661	27,790	29,208
4	Financial profit	(2,000)	(2,000)	(2,000)	(2,000)	(2,000)
5	Selling expenses	6,187	6,607	7,148	8,140	8,957
6	Administrative expenses	13,614	13,916	14,855	15,638	16,069
7	Other profit	0	0	0	0	0
8	Profit before tax	1,361	1,498	1,658	1,812	1,982
9	Corporate income tax	581	610	672	762	826
10	Profit after tax	780	888	985	1,050	1,156
11	Dividend	2.0%	2.0%	2.5%	2.5%	3.0%

2. Working capital plan

Unit: Mio VND

No.	Items	31/12/2025	31/12/2026	31/12/2027	31/12/2028	31/12/2029
1	Shortterm receivables	157,596	159,171	157,580	160,731	157,517
2	Inventories	20,203	20,809	21,213	21,819	22,223
3	Other current assets	65	65	65	65	65
4	Short-term liabilities (excluding short-term loans)	63,507	64,507	65,507	66,507	68,507
5	Working capital other than cash and current non-operating assets	114,357	115,539	113,351	116,109	111,298

3. Loan and property investment plan

Unit: Mio VND

No.	Items	2025	2026	2027	2028	2029
1	Proceeds from borrowings	134,440	138,824	143,465	147,701	152,336
2	Repayment of borrowings	123,981	139,000	143,000	148,000	152,000
3	Acquisition of fixed assets and other long-term assets	2,334	-	300	120	-

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Bim Son, April 24, 2025

REGULATION

Election of member for the Board of Directors and Board of Supervisors for the 2025 - 2030 term

CHAPTER I

CANDIDACY, NOMINATION FOR THE BOARD OF DIRECTORS MEMBER

Article 1: Standards and conditions of the Board of Directors member

1. Standards and conditions of the Board of Directors member

Pursuant to Clause 1, Article 155 of the 2020 Enterprise Law and Clause 4, Article 25 of the Company Charter, a member of the Board of Directors must meet the following standards and conditions:

- a) Have full civil act capacity and are not one of the persons specified in Clause 2 Article 17 of the 2020 Enterprise Law.
- b) Have professional qualifications and experience in business administration or in the company's business fields, industries and professions and are not necessarily shareholders of the company.
- c) Members of the Board of Directors can concurrently be members of the Board of Directors of another company.

2. Standards and conditions of the Board of Directors independent member

Pursuant to Clause 2, Article 155 of the 2020 Enterprise Law and Clause 3, Article 26 of the Company Charter, an independent member of the Board of Directors must meet the following standards and conditions:

- a) Not working for the company or did not work for the company within the last 03 years or longer.
- b) Not being a person receiving salary or remuneration from the company, except for allowances to which members of the Board of Directors are entitled as per regulations.
- c) His/her spouse, biological parents, adoptive parents, biological children, adopted children and siblings are not major shareholders of the company, executives of the company.
- d) not directly or indirectly holding 1% of the company's voting shares or more.
- e) not hold the position of member of the Board of Directors or the Board of Supervisors of the company within the last 05 years or longer unless it was designated in 02 consecutive terms.

Article 2: Candidacy, Nomination for the Board of Directors member

- a) A shareholder or group of shareholders that hold at least 10% of the ordinary shares is entitled to run for election and nominate candidates for the Board of Directors. The number of candidates nominated for election to the Board of Directors is determined by the decision of the General Meeting of Shareholders.
- b) In case the number of candidates elected to the Board of Directors through nomination and candidacy is still not enough, according to the provisions of Clause 5, Article 115 of the Enterprises Law, the current Board of Directors shall introduce additional candidates. The introduction of additional candidates by the current Board of Directors must be clearly announced before the GMS votes to elect members of the Board of Directors.

Article 3: Application form for candidacy and nomination of candidates for election to the Board of Directors

- a) Application for nomination and candidacy (*according to form No. 07 or form No. 08 of the Organizing Committee*).
- b) Curriculum Vitae self-declared by the candidate (*according to form No. 09 of the Organizing Committee*).
- c) Private information of Board of Directors/Board of Supervisors members (*used to publish information 24 hours after the end of the AGM - according to form No. 10 of the Organizing Committee*).
- d) Documents proving and committing the candidate to ensure that they meet all conditions and standards according to the law, the Company Charter and the Company's regulations (original or certified copy).

Article 4: Candidates selection

Based on the Application for nomination and candidacy of shareholders/groups of shareholders, the Organizing Committee of the 2025 AGM will prepare a list of candidates who meet the prescribed conditions to elect members of the Board of Directors.

CHAPTER II CANDIDACY, NOMINATION FOR THE BOARD OF SUPERVISORS MEMBER

Article 5: Standards and conditions of the Board of Supervisors member

Pursuant to Clause 1, Article 169 of the 2020 Enterprise Law and Clause 2, Article 37 of the Company Charter, a member of the Board of Supervisors must meet the following standards and conditions:

- a) Have full civil act capacity and not be prohibited from establishing and managing enterprises according to the 2020 Enterprises Law.
- b) Their major is economics, finance, accounting, audit, law, business administration or a major that is relevant to the enterprise's business operation.

- c) not a relative of any of the members of the Board of Directors, Director and other executives.
- d) not the company's executive, is not necessarily a shareholder or employee of the company.
- e) not working in the accounting or finance department of the Company.
- f) Not a member of the audit team or employee of the independent audit firm that audited the Company's financial statements in the previous three (03) consecutive years.

Article 6: Candidacy, Nomination for the Board of Supervisors member

- a) A shareholder or group of shareholders that hold at least 10% of the ordinary shares is entitled to run for election and nominate candidates for the Board of Supervisors. The number of candidates nominated for election to the Board of Supervisors is determined by the decision of the General Meeting of Shareholders.
- b) In case the number of candidates for the Board of Supervisors through nomination and candidacy is not sufficient, the current Board of Supervisors may nominate additional candidates or organize nominations according to the provisions prescribed in the Company Charter and the Internal Regulations on Corporate Governance. The rule for the current Board of Supervisors to nominate candidates for the Board of Supervisors must be clearly announced before the GMS votes to elect members of the Board of Supervisors according to the provisions of law.

Article 7: Application form for candidacy and nomination of candidates for election to the Board of Directors

- a) Application for nomination and candidacy (*according to form No. 07 or form No. 08 of the Organizing Committee*).
- b) Curriculum Vitae self-declared by the candidate (*according to form No. 09 of the Organizing Committee*).
- c) Private information of Board of Directors/Board of Supervisors members (*used to publish information 24 hours after the end of the AGM - according to form No. 10 of the Organizing Committee*).
- d) Documents proving and committing the candidate to ensure that they meet all conditions and standards according to the law, the Company Charter and the Company's regulations (original or certified copy).

Article 8: Candidates selection

Based on the Application for nomination and candidacy of shareholders/groups of shareholders, the Organizing Committee of the 2025 AGM will prepare a list of candidates who meet the prescribed conditions to elect members of the Board of Supervisors.

CHAPTER II ELECTION OF MEMBER FOR BOARD OF DIRECTORS AND THE BOARD OF SUPERVISORS

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Article 9: Voters

Shareholders owning voting shares of the Company and authorized representatives.

Article 10: Ballot and ballot recording

1. List of candidates for members of the Board of Directors/Board of Supervisors
The list of candidates for the Board of Directors/Board of Supervisors is arranged in alphabetical order by name, with full names written on the ballot.
2. Ballot and ballot recording
 - a) Ballots are printed in a unified format, with the total number of voting shares corresponding to the attendance code.
 - b) Shareholders or authorized representatives are simultaneously given ballots to vote for members of the Board of Directors/Board of Supervisors according to the attendance code (owned and authorized).
 - c) In case of incorrect record or new candidates appearing on the day of the GMS, shareholders can request the Election and Ballot Counting Committee to exchange for a new ballot and must return the old ballot (before putting it in the ballot box).
 - d) Shareholders or authorized representatives must personally record the number of votes for each candidate in the blank box of that candidate on the ballot.
3. Invalid ballot cases
 - a) The ballot does not follow the form prescribed by the Organizing Committee and does not have the Company's seal.
 - b) Ballots with crossed out, corrected, added or incorrect names, or candidates not on the list of candidates unanimously approved by the General Meeting of Shareholders before voting.
 - c) The total number of votes for candidates by a shareholder exceeds the total number of voting rights held by that shareholder (including owned and authorized).

Article 11: Election method

Voting to elect members of the Board of Directors/Board of Supervisors is carried out by cumulative voting.

Article 12: Election and Ballot counting Committee

1. The Election and Ballot counting Committee is nominated by the Chairperson and approved by the General Meeting of Shareholders.
2. The Election and Ballot counting Committee is responsible for:
 - a) Approve the Election Regulations.
 - b) Distribute ballots and provide instructions on how to fill out ballots.
 - c) Conduct vote counting.
 - d) Announce election results to the AGM.

3. Members of the Ballot Counting Committee may not be included in the list of nominees and candidates for the Board of Directors or the Board of Supervisors.

Article 13: Principles of ballot submission and counting

1. The ballot counting committee shall check the ballot box in the presence of shareholders.
2. Voting begins when the distribution of ballots is completed and ends when the last shareholder places his ballot in the ballot box.
3. The counting of votes must be conducted immediately after the submission of ballots is completed.
4. The vote counting results shall be recorded in writing and announced by the Head of the Election and Counting Committee to the AGM.


Article 14: Principles of election and winning

1. Cumulative voting principle
 - a) Each shareholder has a total number of votes corresponding to the total number of voting shares (including owned and authorized) multiplied by the number of elected members of the Board of Directors/Board of Supervisors.
 - b) Shareholders can vote all their votes for one person or several people, but not more than the number of members approved by the General Meeting of Shareholders.
2. Winning principle
 - a) The candidate elected to the Board of Directors is:
 - Meet the conditions and standards of a member of the Board of Directors (specified in Clause 1, Article 1 of this Regulation).
 - Determined by the number of votes from high to low, starting from the candidate with the highest number of votes until enough members of the Board of Directors are approved by the General Meeting of Shareholders.
 - b) The candidate elected to the Board of Supervisors is:
 - Meet the conditions and standards for members of the Board of Supervisors (specified in Article 5 of this Regulation).
 - Determined by the number of votes from high to low, starting from the candidate with the highest number of votes until enough members of the Board of Supervisors are approved by the General Meeting of Shareholders.
 - c) In case there are 02 or more candidates receiving the same number of votes for the final member of the Board of Directors/Board of Supervisors, a re-election will be held among the candidates with the same number of votes.

Article 15: Prepare and publish the Minutes of the vote counting

- a) After counting the votes, the Counting Committee must prepare a Minutes of vote counting.
- b) The Minutes of vote counting must be publicly announced to the GMS.

Article 16: Complaints about voting and vote counting will be resolved by the chairperson and recorded in the minutes of the GMS.

This regulation consists of 16 articles and is publicly announced to the GMS for voting and approval. 

FOR AND ON BEHALF OF THE GMS

Chairperson



Nguyen Thi Kim Chi

APPENDIX
GUIDELINES FOR ELECTION OF MEMBERS OF THE BOARD OF
DIRECTORS/BOARD OF SUPERVISORS
TERM 2025-2030, AT THE 2025 GMS
(According to the cumulative voting method)

1. Ballot type

Yellow ballot: election for member of the Board of Directors

Pink ballot: election for member of the Board of Supervisors

2. Ballot submission

Ballots for the Board of Directors/Board of Supervisors are dropped into sealed ballot boxes.

3. Ballot recording

Each shareholder has a total number of votes corresponding to the total number of voting shares (including owned and authorized) multiplied by the number of elected members of the Board of Directors/Board of Supervisors.

Shareholders can vote all their votes for one person or several people, but not more than the number of members approved by the General Meeting of Shareholders.

Example of how to write a ballot: The GMS voted to elect 05 members of the Board of Directors from 06 candidates. Shareholder Nguyen Van A holds 1,000 voting shares (including ownership and authorization). Then the total number of votes of shareholder Nguyen Van A is: 1,000 shares x 5 = 5,000 votes. Shareholder Nguyen Van A can vote cumulatively in the following manner:

Case 1: Shareholder Nguyen Van A divided his votes equally among 5 candidates (equivalent to each candidate receiving 1,000 votes).

No.	Name	Number of voting rights elected
1.	Candidate 1	1,000
2.	Candidate 2	1,000
3.	Candidate 4	1,000
4.	Candidate 4	1,000
5.	Candidate 5	1,000
	Total	5,000

Case 2: Shareholder Nguyen Van A votes for one candidate.

No.	Name	Number of voting rights elected
1.	Candidate 1	-
2.	Candidate 2	5,000
3.	Candidate 4	-
4.	Candidate 4	-
5.	Candidate 5	-
	Total	5,000

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Case 3: Shareholder Nguyen Van A vote for several candidates.

No.	Name	Number of voting rights elected
1.	Candidate 1	1,000
2.	Candidate 2	500
3.	Candidate 4	500
4.	Candidate 4	2,000
5.	Candidate 5	1,000
	Total	5,000

4. Invalid ballot

Case 1: The ballot does not follow the form prescribed by the Organizing Committee and does not have the Company's seal.

Case 2: Ballots with crossed out, corrected, added or incorrect names, or candidates not on the list of candidates unanimously approved by the General Meeting of Shareholders before voting.

Case 3: The total number of votes for candidates by a shareholder exceeds the total number of voting rights held by that shareholder (including owned and authorized).

Example: Shareholder A has 1,000 shares equivalent to 5,000 votes. But shareholder A voted 6,000 votes for the following candidates:

No.	Name	Number of voting rights elected
1.	Candidate 1	-
2.	Candidate 2	4,000
3.	Candidate 4	2,000
4.	Candidate 4	-
5.	Candidate 5	-
	Total	6,000

Other cases specified in the Election Regulations

5. Example of how to determine the winning candidate:

The GMS approved the number of 05 members of the Board of Directors and the list of 06 candidates eligible to run for election and nomination for members of the Board of Directors.

The voting results are as follows:

No.	Name	Eligible for candidacy and nomination	Number of voting rights elected
1.	Nguyen Van A	Member of the BOD	10,000
2.	Nguyen Van B	Member of the BOD	9,000
3.	Nguyen Van C	Member of the BOD	8,000
4.	Nguyen Van D	Member of the BOD	7,000
5.	Nguyen Van E	Member of the BOD	6,000
6.	Nguyen Van F	Member of the BOD	5,000

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Thus, the winners are determined to include:

No.	Name
1.	Nguyen Van A
2.	Nguyen Van B
3.	Nguyen Van C
4.	Nguyen Van D
5.	Nguyen Van E

In case Nguyen Van E and Nguyen Van F have the same number of votes, a re-vote will be held to select one candidate from the two candidates Nguyen Van E and Nguyen Van F.

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