



**LIST OF DOCUMENTS OF THE ANNUAL GENERAL MEETING OF
SHAREHOLDERS
Year 2026 – IDV**

No.	Document Name	Notes
1	Agenda of the General Meeting of Shareholders	
2	Working Regulations at the General Meeting of Shareholders	
3	The 2025 activity report includes:	
3.1	Report on the performance of the Board of Directors in 2025	
3.2	Report on the activities of the Board of Directors in 2025	
3.3	Audited Consolidated Financial Statements for 2025 (summary)	
3.4	Report on the activities of independent members of the Board of Directors in the Supervisory Committee	
4	Proposal on the selection of auditing unit for financial statements in 2026	
5	Proposal on approving the distribution of profit and profit for the fiscal year 2025, the expected level of profit and profit distribution for the fiscal year 2026	
6	Proposal on the operating budget of the Board of Directors and Committees under the Board of Directors in the fiscal year 2026	
7	Proposal on the plan to issue shares to pay dividends in 2025	
8	Proposal on the Approval of the Adjustment of the Total Investment in the Investment Project on Construction and Business of Technical Infrastructure of Song Lo II Industrial Park, Song Lo Commune, Phu Tho Province	
9	Report on the dismissal of the Members of the Board of Directors, Independent Members of the Board of Directors and the election of additional Members of the Board of Directors and Independent Members of the Board of Directors for the term 2024-2028	
10	Regulation on the election of additional members of the Board of Directors, independent TVs of the Board of Directors for the remaining time of the term 2024-2028	
10.1	Application for nomination or candidacy; SYLL Template	
10.2	Election of Members of the Board of Directors, Independent TV of the Board of Directors	
11	Voting	
12	Draft Minutes of the 2026 General Meeting of Shareholders	
13	Draft Resolution of the 2026 General Meeting of Shareholders	

Note: All documents related to the 2026 Annual General Meeting of Shareholders are updated on ([website://www.vpid.vn](http://www.vpid.vn)). Shareholders can download the forms and documents of the 2026 Annual General Meeting of Shareholders from this address.



SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom - Happiness

CONTENTS AND PROGRAMS
ANNUAL GENERAL MEETING OF SHAREHOLDERS IN 2026

Time: From 8:30 a.m. to 11:45 a.m. Sunday, January 11, 2026

Location: The Company's head office is located in Khai Quang Industrial Park, Vinh Phuc Ward, Phu Tho Province

Time	Contents	Host
7:30 to 8:30	Register to attend the Congress	Organizer
	Welcoming and registering delegates; making a list of shareholders directly attending and authorized representatives attending	
	Distribution of documents to shareholders	
8:30 to 8:45	Shareholder Eligibility Examination Report	Head of the Shareholder Eligibility Examination Committee
	Opening of the Congress – Approval of the working regulations at the Congress	Organizer
	Introduction of the Presidium	
8:45 to 8:50	Election of the Secretariat, Election Committee and counting of votes of the Congress	Presidium
	Approval of the program of the Congress	
	The Board of Directors, the Board of Directors, the Audit Committee presented the following reports at the Meeting:	

Time	Contents	Host
8:50 a.m. to 9:20 p.m.	1. Report on the activities of the Board of Directors in 2025, plan for 2026	Presidium
	2. Report on the activities of the Board of Directors in 2025 and the Plan for 2026	
	3. Audited consolidated financial statements for 2025 (summary)	
	4. Report on activities of independent members of the Board of Directors in the Audit Committee	
9:20 to 9:50	Submission of Proposals and contents to be approved for voting opinions of the General Meeting of Shareholders:	Presidium
	1. Proposal on the selection of auditing unit for financial statements in 2026	
	2. A report on the approval of the plan for the distribution of profit for the fiscal year 2025 and the plan for the distribution of profit and loss for the fiscal year 2026.	
	3. Proposal on the operating budget of the Board of Directors and Committees under the Board of Directors in the fiscal year 2026	
	4. Proposal on the plan to issue shares to pay dividends in 2025	
	5. Proposal on the approval of the adjustment of the total investment in the investment project on construction and commercial operation of technical infrastructure of Song Lo II Industrial Park, Song Lo commune, Phu Tho province	
	6. Proposal on the dismissal of the Members of the Board of Directors, Independent Members of the Board of Directors and the election of additional Members of the Board of Directors and Independent Members of the Board of Directors for the term (2024-2028)	
9:50 to 10:10	Discuss and answer shareholders' questions	Presidium
10:10 to 10:25	Request for Opinions to Vote on Reports and Proposals	Presidium
10:25 to 11:05	Approving the list of candidates to elect additional members of the Board of Directors and independent members of the Board of Directors for the remaining term of 2024-2028	Election and Vote Counting Committee of the Congress
	Adoption of the Election Regulations and the conduct of elections	

Time	Contents	Host
	Election vote counting	
	Approval of the election results, launch of the Board of Directors' TV, Independent TV of the Board of Directors	
11:05 to 11:25	Break, counting votes	Elections and Counting Board
11:25 to 11:40	Approval of the Minutes and Resolutions of the General Meeting	Head of the University Secretariat
11:40 to 11:45	Closing of the Congress	MC Closing



DEVELOPMENT JOINT STOCK COMPANY

VINH PHUC INFRASTRUCTURE

SOCIALIST REPUBLIC OF VIETNAM

Independence – Freedom – Happiness

Phu Tho, January 11, 2026

WORKING REGULATIONS

AT THE 2026 ANNUAL GENERAL MEETING OF SHAREHOLDERS

- Pursuant to the Law on Enterprises No. 59/2020/QH14 approved by the 14th National Assembly of the Socialist Republic of Vietnam on 17/06/2020;
- Pursuant to the Charter of Vinh Phuc Infrastructure Development Joint Stock Company (VPID).

In order to ensure the principles of openness, fairness and democracy, facilitate the organization and conduct of the Annual General Meeting of Shareholders ("**General Meeting of Shareholders**") of Vinh Phuc Infrastructure Development Joint Stock Company ("**VPID**"), and at the same time guide shareholders to participate in the General Meeting and exercise their voting rights directly or through authorized representatives, The Board of Directors ("**BOD**") submits to the General Meeting of Shareholders for approval the Working Regulations at the General Meeting of Shareholders ("**General Meeting of Shareholders**") as follows:

Article 1.- Presidium

1. The number and composition of the Presidium include: Chairman of the Board of Directors; Vice Chairman of the Board of Directors; Member of the Board of Directors General Director.

2. Tasks of the Presidium:

- To administer the activities of the Congress according to the program approved by the Congress.
- Guide the delegates and the Congress to discuss.
- Submit the draft and conclude necessary issues for the Congress to vote.
- Answer the issues requested by the Congress.

3. The Presidium shall work on the principle of democratic centralization and majority decisions.

Article 2: The Secretariat of the Congress (including 02 persons) shall be introduced by the Presidium and approved by the Congress. The Secretariat is responsible to the Presidium and the General Meeting of Shareholders for its tasks, specifically:

- Fully and truthfully record the contents of the Congress.
- Assist the Presidium in announcing draft documents, conclusions and resolutions of the General



Meeting and the Presidium's notice to shareholders when requested.

- Receive the registration form of the shareholders.

Article 3: The Shareholder Eligibility Examination Board shall check the eligibility of shareholders to attend the General Meeting and report to the General Meeting of Shareholders on the situation of shareholders attending the meeting in accordance with the Company's Charter. The General Meeting shall be conducted only when the number of shareholders attending or authorized representatives reaching at least 51% of the voting shares of the total outstanding shares of the Company.

Article 4: The Election and Vote Counting Committee consists of 03 persons recommended by the Presidium and approved by the Congress. The Election and Vote Counting Committee has the following tasks:

1. Determining the results of shareholders' voting on issues adopted at the General Meeting.
2. To promptly notify the Secretariat of voting results.
3. To consider and report to the congress for decision on cases of violation of voting rules or written complaints about voting results.

Article 5: Shareholders attending the General Meeting of Shareholders.

- Shareholders of the Company have the right to attend the General Meeting of Shareholders.
- Delegates, shareholders and authorized representatives attending the General Meeting are present at the prescribed time and carry out registration procedures with the Organizing Committee of the General Meeting. During the General Meeting, shareholders must ask for permission from the Presidium and notify the Secretariat, when going out of the hall.
- Persons authorized to attend the Congress may not re-authorize others to attend the Congress.
- During the General Meeting, shareholders must comply with the guidance of the Presidium, behave civilly, politely, and not cause disorder.

Article 6: Expressing opinions at the Congress.

Shareholders who register the content of speeches with the Presidium (through the Secretary of the General Meeting) when speaking or need to debate, raise their hands, only when agreed by the Presidium. Each shareholder speaks for no more than 03 minutes, the content should be concise and avoid duplication.

Article 7: Voting.

1. General provisions on voting:

- Shareholders and authorized representatives shall vote on issues at the General Meeting by voting votes.
- Each shareholder or authorized person, hereinafter collectively referred to as "Shareholders" attending the General Meeting will be issued a "Voting Form" by the Voting Committee, which contains the code of the Shareholder, the number of shares owned by the Shareholder and/or the representative with the circular seal of VPID.

2. Voting method: Vote by holding up the voting slip

For each content that needs to be voted on, the Presidium will consult shareholders/shareholder representatives on that content (in the order: Approval, Disapproval, No Opinion),



shareholders/shareholder representatives will vote by holding up voting slips.

Shareholders who do not raise their voting slips in both times the Presidium asks for opinions on that content (in order: Approve, Disapprove, No opinion) are considered to abstain from voting on that content.

3. Voting rules in the Congress:

- 01 (one) ordinary share owned or owned by the owner's representative corresponding to 01 (one) voting vote. On the last date of registration to close the list of shareholders attending the General Meeting, the total number of outstanding shares of VPID is 41,236,777 ordinary shares (*Forty-one million two hundred and thirty-six thousand seven hundred and seventy-seven shares*) in circulation.
- Through the amendment of the Company's Charter, addition of business lines, change of charter capital: Reaching the rate of at least 65% of the total voting shares of all shareholders present in person or through an authorized representative attending the meeting for approval.
- Passing other issues: Reaching a minimum rate of 51% of the total voting shares of all shareholders present in person or through authorized representatives attending the meeting for approval.

Article 8.- Shareholders and authorized representatives attending the General Meeting must strictly abide by the Working Regulations of the General Meeting of Shareholders. Shareholders who violate this Regulation shall, depending on the specific severity, the Presidium consider and take action according to Point b, Clause 7, Article 146 of the Law on Enterprises.

This Regulation may be amended from time to time on the basis of the proposal of the Chairman of the Board of Directors and voted for approval by the General Meeting of Shareholders.

This Regulation takes effect immediately after being voted and approved by the Annual General Meeting of Shareholders in 2026.

TM. GENERAL MEETING OF SHAREHOLDERS

CHAIRMAN



Hoàng Đình Thang

REPORT OF THE BOARD OF DIRECTORS
BUSINESS RESULTS IN 2025, PLAN FOR 2026

To: General Meeting of Shareholders - Vinh Phuc Infrastructure
Development Joint Stock Company

2025 is the year when the world economy continues to have many fluctuations in trade, geopolitics and supply chain shifts, directly affecting global investment flows. Domestically, Vietnam maintains macro stability, controls inflation, promotes institutional reform and focuses on strategic infrastructure development, creating favorable conditions for businesses in the field of industrial park real estate to expand investment and improve competitiveness.

In that context, the Board of Directors (BOD) of Vinh Phuc Infrastructure Development Joint Stock Company (VPID) has closely followed the Resolution of the 2025 Annual General Meeting of Shareholders No. 1801/2025/NQ-ĐHDCĐ/IDV dated January 18, 2025, actively directing and supervising the Board of Directors in implementing key tasks. ensure the progress of infrastructure investment in industrial parks, promote the attraction of secondary investors, strengthen financial risk management and maintain stable production and business activities.

The key goals in 2025 are implemented throughout, creating a solid foundation for the Company to enter a new stage of development, improving its position in the field of investment and business of industrial park infrastructure.

The Board of Directors of the Company would like to report to the General Meeting of Shareholders on the performance of the Board of Directors in 2025, the orientation of the Board of Directors' activities in 2026 as follows:

Part 1

PERFORMANCE OF THE BOARD OF DIRECTORS IN 2025

I. Activities of the Board of Directors in 2025

1. Personnel of the Board of Directors

The current Board of Directors of the Company consists of 09 members, of which 03 members are founding shareholders. Specifically, the personnel of the Board of Directors include:

Anonymous	Full name	Position
1	Mr. Hoang Dinh Thang	Chairman of the Board of Directors
2	Mr. Trinh Viet Dung	Vice Chairman of the Board of Directors
3	Mr. Le Tung Son	Member of the Board of Directors

Anonymous	Full name	Position
4	Mr. Phung Van Quy	Member of the Board of Directors
5	Ms. Nguyen Ngoc Lan	Member of the Board of Directors
6	Mr. Pham Trung Kien	Member of the Board of Directors
7	Mr. Pham Huu Anh	Independent Member of the Board of Directors
8	Ms. Nguyen Thuy Linh	Independent Member of the Board of Directors
9	Mr. Ton Tich Quang Nam	Independent Member of the Board of Directors

The Board of Directors works on the principle of collective leadership, individuals in charge, decisions by majority, exercising rights and obligations according to the Company's Charter, the Regulation on Operation of the Board of Directors and the provisions of law. Members of the Board of Directors are assigned to be in charge of each area of work in accordance with their capacity and experience, in order to maximize the collective strength and ensure the good performance of the functions of management, supervision and orientation of the Company's activities.

2. Committees/Subcommittees under the Board of Directors

As of September 30, 2025, the Board of Directors currently has 04 subordinate subcommittees as follows:

Ano nym ous	Committee Name	Head of the Committee	Members
1	Audit Committee	Mr. Pham Huu Anh	Ms. Nguyen Thuy Linh
2	Financial Investment Subcommittee	Mr. Pham Huu Anh	Mr. Pham Trung Kien Ms. Nguyen Ngoc Lan Mr. Nguyen Huy Tung
3	Subcommittee on Capital Construction	Mr. Le Tung Son	Mr. Nguyen Manh Ha
4	Business Innovation Subcommittee	Mr. Trinh Viet Dung	Mr. Pham Huu Anh Mr. Nguyen Manh Ha Mr. Pham Trung Kien Ms. Nguyen Ngoc Lan

❖ Activities of Committees/Subcommittees in the Board of Directors

Committees/Subcommittees under the Board of Directors operate under the Regulation on organization and operation of their own approved by the Board of Directors, performing the functions of advising, appraising, supervising and criticizing important issues within the scope of their assignment.

Through the activities of the Committees/Subcommittees, the important contents of the Company in each field (investment, finance, capital construction, business innovation,...) are carefully researched and exchanged before submitting to the

Board of Directors for consideration and decision. Committees/Subcommittees have:

- Contributing to improving the quality of information for decision-making of the Board of Directors.
- Ensure that the decisions of the Board of Directors have a legal basis, a practical basis and high feasibility.
- Enhance transparency, prudence and risk management in the Company's operations.

II. Performance of the Board of Directors

1. Assessment of the implementation of the Resolution of the Annual General Meeting of Shareholders in 2025

In 2025, the Board of Directors has focused on implementing the supervision and orientation of the Company's key tasks in accordance with the Resolution of the 2025 Annual General Meeting of Shareholders No. 1801/2025/NQ-ĐHDCĐ/IDV dated January 18, 2025.

The Board of Directors maintains regular meetings and meetings when necessary, promptly promulgates important Resolutions and Decisions, ensuring that operating activities are carried out uniformly, in accordance with the objectives and in accordance with the strategic orientation of the Company.

The Board of Directors has organized the implementation of tasks according to the Resolution of the General Meeting of Shareholders in 2025, including:

- Direct the implementation of the production and business plan in 2025, closely following the targets approved by the General Meeting of Shareholders.
- Select and sign the Contract for auditing services for semi-annual and fiscal year 2025 financial statements with the Branch of Moore AISC Auditing and Informatics Services Co., Ltd., ensuring compliance with legal regulations.
- Organize the payment of dividends according to the profit distribution plan approved by the General Meeting of Shareholders.
- Organize the implementation of the remuneration and operating expenses of the Board of Directors and Committees/Subcommittees under the Board of Directors in 2025 in accordance with the Resolution of the General Meeting of Shareholders and internal expenditure regulations.
- Strengthen the supervision of the activities of units, evaluate the efficiency of capital use, implement solutions to improve investment efficiency and the efficiency of using financial resources of the Company.

2. Evaluation of the performance of the Board of Directors

In 2025, the Board of Directors will continue to direct the implementation of the Company's development strategy, including: Investment in construction and business of industrial park infrastructure; Developing a clean land fund and attracting secondary investors; Manage the operation and provision of technical infrastructure services in the industrial park; Financial management and capital sources for development investment.

The Board of Directors has well performed the role of orienting and comprehensively supervising production and business activities, ensuring the progress of infrastructure investment, improving competitiveness and investment attraction efficiency. The policies and guidelines of the Board of Directors are issued on the basis of:

- Stick to the development strategy for the period 2024–2028.
- Carefully consider risk factors, financial performance, and legal compliance requirements.
- Interested in the legitimate interests of shareholders and the sustainable development of the Company.

In fiscal year 2025, the Board of Directors held 11 meetings. Based on the results of discussion and voting, the Chairman of the Board of Directors signed and issued 160 Resolutions and Decisions. Meetings of the Board of Directors are convened and conducted in accordance with the order and procedures prescribed by law and the Company's Charter. Members of the Board of Directors fully attend, discuss responsibilities, objectively, give independent opinions before voting, ensure that the resolutions of the Board of Directors are in line with the orientation of the General Meeting of Shareholders and the long-term interests of the Company.

Corporate governance is always considered by the Board of Directors as one of the key factors to ensure sustainable development. In 2025, the Company has:

- Strictly comply with legal regulations on public company governance.
- Continue to research and apply good governance practices, towards efficiency, transparency and sustainability.
- Disclose information fully, promptly and publicly as prescribed.

The Board of Directors has also directed and supervised:

- Investment attraction: Improve the appropriate management apparatus and personnel structure to improve the efficiency of attracting investors.
- Development investment: Directing the completion of legal documents, compensation, site clearance, and completion of technical infrastructure in industrial zones.
- Personnel work: Streamline the apparatus, attract personnel with professional qualifications and experience in line with the development orientation.
- Digital transformation: Applying information technology in administration, operation and project management, thereby improving operational efficiency.

3. Evaluation of the activities of members of the Board of Directors

Members of the Board of Directors have fully attended meetings, given opinions and voted on the contents under the jurisdiction of the Board of Directors with a high sense of responsibility, ensuring that resolutions are issued in a timely manner and in accordance with regulations for the benefit of shareholders as well as the sustainable development of the Company.

In addition to the general responsibility in the operation of the Board of Directors, each member has seriously performed the assigned functions and tasks; fully and actively participate in the activities of affiliated Committees/Subcommittees, thereby contributing to improving the quality of appraisal, criticism and governance efficiency of the Board of Directors in 2025.

III. Expenses for remuneration, operating expenses and other benefits of the Board of Directors, the person in charge of administration and the Committees/Subcommittees under the Board of Directors

These expenses comply with the level approved by the General Meeting of Shareholders, the Operating Regulations of the Board of Directors and the Internal

Expenditure Regulations of the Company.

(The detailed summary table has been published in the Audited Consolidated Financial Statements for 2025 and the Company's Annual Report for 2025).

IV. Activities of independent members of the Board of Directors

The company currently has 03/09 independent members of the Board of Directors. With their roles, in 2025, independent members of the Board of Directors have participated/authorized to fully participate in meetings of the Board of Directors, giving objective and independent opinions to ensure multi-dimensionality and transparency in the Company's governance activities.

Independent members of the Board of Directors have properly performed their assigned responsibilities and tasks, advised and actively contributed to improving the quality of governance and objectivity in the decisions of the Board of Directors.

V. Evaluation of the Board of Directors on the Company's performance

With the direction and orientation of the Board of Directors, the business activities of the whole Company have completed and exceeded the planned targets assigned by the General Meeting of Shareholders, specifically as follows:

Unit: billion VND

Anonymous	Criteria	Year 2024	Year 2025		% increase/decrease	
			Plan	Implementation	TH2025 /TH2024	TH2025 /KH2025
1	Total Asset Value	1.880,04	2.150,0	2.001,18	6,44%	-6,92%
2	Total revenue (net revenue + profit/loss in joint venture + financial revenue + other income)	224,43	224,11	253,26	12,85%	13,01%
3	Profit after tax	134,16	115,07	130,13	-3,00%	13,09%
4	Basic earnings per share (VND)	3.011		2.933		
5	Dividend payout ratio:	30%	25%	25%		
	- In money	15%	10%	10%		
	- In shares	15%	15%	15%		

(Source: Audited Consolidated Financial Statements of the Company)

Consolidated profit after tax was VND 130.13 billion, up 13.09% of the plan.

The basic financial targets in 2025 have exceeded the plan, and the Company's production and business activities have remained efficient and stable. The scale of assets continued to be strengthened; Consolidated revenue and profit increased by more than 13%, reflecting the operating capacity, cost management and investment attraction efficiency. This result creates a solid foundation for the Company to enter a new stage

of development in 2026 and the following years.

VI. Evaluation of the Board of Directors on the activities of the Board of Directors in the administration

The Board of Directors has well implemented the Resolution of the Annual General Meeting of Shareholders in 2025 and fully and promptly implemented the Resolutions and Decisions of the Board of Directors; at the same time, implement the reporting regime fully, accurately and on time, effectively serving the supervision and orientation of the Board of Directors. In the process of administration, the Board of Directors strictly complies with the regulations on management decentralization according to the Charter, Governance Regulations and internal regulations of the Company; closely coordinate with units throughout the system, ensuring uniform and effective operation.

Throughout 2025, the Board of Directors has proactively implemented many optimal solutions to improve the Company's operational efficiency and achieve many outstanding results in key areas, specifically as follows:

Investment – construction of industrial park infrastructure:

- Song Lo II Industrial Park: Promote the construction of infrastructure items in Song Lo II Industrial Park, complete many items, create conditions for industrial land exploitation, and be ready to lease land to secondary investors. Completing important legal procedures: adjusting the Investment Registration Certificate, determining the land rental unit price, signing the Land Lease Contract.

- Khai Quang Industrial Park: Completing the site clearance, being allocated land for lots CN17, CN14.1, CN14.2; completed the fire protection system of the whole industrial park and accepted and put into use Module 2 of the wastewater treatment plant, increasing the capacity of the whole system to 25,000 m³/day.

- Chau Son Industrial Park: Leasing 100% of the industrial land fund.

Areas of investment attraction: Actively promoting investment, leasing 6.48 hectares of industrial land in 2025, bringing the total cumulative leasing area to 274.88 hectares. Communication is promoted through a set of documents and videos introducing the industrial park.

Environmental operation: Improve the efficiency of management and supervision of wastewater treatment systems; optimize costs, ensure compliance with environmental regulations.

Capital contribution investment fields: Ensuring financial balance, maintaining stable cash flow, strictly managing costs. Expand the investment portfolio by implementing VND 176.5 billion in the Bac Cau Han real estate project (72 land lots).

In the field of corporate governance and human resources: Strengthen internal control, complete the system of regulations and processes, streamline the apparatus and improve labor productivity. Recruitment and training are focused, building a team of professional employees. The total number of employees as of September 30, 2025 is 113 people, ensuring to meet the requirements of operation and project development.

Digital transformation: Strengthen the application of AI/ChatGPT technology in report synthesis, data analysis and executive support, contributing to improving work efficiency.

The Board of Directors assessed that the Board of Directors has operated the Company proactively, flexibly and effectively, completing the targets assigned by the

General Meeting of Shareholders. The above results have made an important contribution to the stable growth and improvement of the Company's competitiveness in 2025, creating a solid foundation for 2026 and the following years.

Part 2

OPERATION PLAN OF THE BOARD OF DIRECTORS IN 2026

The year 2026 marks a period of strong transformation, when the country enters a new era of development, requiring businesses to innovate their thinking, improve their management capacity and accelerate the implementation of strategies. In that context, the Board of Directors of Vinh Phuc Infrastructure Development Joint Stock Company continues to thoroughly grasp the spirit of stable and sustainable development, while adhering to the strategic orientation for the period of 2024-2028.

With the determination to improve the Company's position in the field of investment and business of industrial park infrastructure, the Board of Directors consistently builds a transparent legal foundation, a modern management system and a solid financial structure, creating a premise for a new period of growth. On that basis, the Board of Directors establishes strategic goals and orientations for 2026 to ensure that the Company continues to develop sustainably, flexibly adapt to the economic context and seize opportunities in the era of deep integration.

I. Main business targets in 2026 (consolidated data)

After reviewing all aspects of the Company's business activities in 2025, the Board of Directors unanimously proposed to submit to the General Meeting of Shareholders for approval the Company's main business targets in 2026 as follows:

Unit: billion VND

Anony mous	Criteria	DVT	TH2025	KH 2026	%Increase/Decrease KH2026/TH2025
1	Total Asset Value	Billion VND	2.001,18	2.250 – 2.300	12,43% - 14,93%
2	Total revenue (net revenue + profit/loss in joint venture + financial revenue + other income)	Billion VND	253,26	258,26 – 276,37	1,97% - 9,13%
3	Profit after tax (net profit)	Billion VND	130,13	131,63 – 140,73	1,15% - 8,14%
4	Dividend payment to shareholders:	%	25%	25%	
	- In money	%	10%	10%	
	- In shares	%	15%	15%	
5	Operating expenses and remuneration of the Board of Directors	Billion VND	2,66	2,75	3,23%

II. Orientation – Key tasks – Development strategy

Successfully organized the Annual General Meeting of Shareholders in 2026, issued a full range of Resolutions for governance and administration.

Direct and supervise the Board of Directors to comprehensively implement solutions to implement the production and business plan in 2026 according to the Resolution of the General Meeting of Shareholders; ensuring progress – quality – efficiency in the whole system.

Build, complete and maintain a transparent and solid legal foundation, especially in the fields of project law, land law, environment, corporate governance, construction investment and fire protection.

Improve the quality of corporate governance, risk control and cost control, ensure investment and operation efficiency, and improve the Company's internal competitiveness.

Steadfastly pursue the goal of sustainable development, maintain the achievements achieved, deeply exploit the core business field (investment – exploitation of industrial park infrastructure), and proactively seize new investment opportunities in line with the strategy for the period of 2024-2028.

Concentrate resources to complete the technical infrastructure of Song Lo II Industrial Park on schedule, promoting investment attraction.

Enhance exploitation efficiency in Khai Quang Industrial Park and Chau Son Industrial Park, prioritize land lease, factory lease, and expand infrastructure services provided to secondary investors.

Focus on operation – environment: Maintain a stable wastewater treatment system in industrial zones. Increase investment in environmental monitoring technology. Ensure compliance with fire protection and technical safety standards. Optimize operating costs and improve service quality for investors.

Search and research potential projects in other areas when there is an opportunity in line with the strategy of developing the land fund and expanding the investment area.

Optimize the capital structure, improve the efficiency of capital use at joint ventures and associations, and ensure the financial capacity of the Company in the long term.

Ensure to maintain a stable source of profit, pay regular dividends to shareholders, and accumulate financial resources for key infrastructure projects.

Consolidate the organizational structure in the direction of streamlining and efficiency, strengthening training and developing highly qualified personnel, especially personnel in the fields of engineering, investment, project law and investment promotion.

Promoting digital transformation in governance and administration: Applying project management software, industrial park operation management. Applying AI/ChatGPT to synthesize reports, analyze data, and optimize workflows.

Ensuring jobs and welfare for employees, protecting shareholders' rights, well implementing social responsibilities and a sustainable environment.

III. Implementation solutions

The Board of Directors continues to improve operational efficiency on the basis of complying with legal regulations and the Company's Charter, fully performing the functions of orientation, supervision, risk management and ensuring financial and operational safety. At the same time, the Board of Directors directs and supervises the Board of Directors to synchronously implement solutions to complete the 2026 plan as follows:

Corporate Governance and Governance

- Promote the proactive role of the parent company, strengthen coordination – synergy – information sharing with member companies; effectively implement business solutions in 2026 on the basis of sticking to the overall strategy.
- Completing the system of internal regulations and processes, especially decentralization and decentralization in administration and administration; standardize risk control processes, approval processes, and project management processes.
- Improve the quality of supervision through the coordination between the Board of Directors – the Board of Directors – the Committees/Subcommittees, ensuring the mechanism for criticism and timely exchange of information to improve the efficiency of administration.

Investment – construction of industrial park infrastructure

- Concentrate resources to accelerate the progress of infrastructure construction in Song Lo II Industrial Park and other items in Khai Quang Industrial Park and Chau Son Industrial Park.
- Strengthen the quality management of works, closely supervise the volume, cost and progress of construction, ensure that the land fund is ready for lease.
- Actively coordinate with the authorities to remove legal, land, land clearance, environmental obstacles, and ensure project progress.

Business – attracting investment

- Develop and implement a strategy to reach new investors.
- Improve the quality of customer service, promote the consulting system, support investors before and after leasing land and factories.
- Promote marketing communication, improve VPID brand recognition, promote the potential of industrial zones, continue to cooperate with associations and consulting units to promote and attract investment.

Finance – cost management

- Review and structure capital sources in the direction of safety, flexibility, optimization of capital use and improvement of investment efficiency in joint ventures and associates.
- Strengthen debt management, develop cash flow plans close to reality to ensure liquidity and capital needs for construction investment.
- Control management costs, operating costs and investment costs to improve the financial performance of the Company.

Operation – Environment – Fire Protection

- Maintain and improve the efficiency of operation of wastewater treatment systems in industrial zones, strengthen the application of technology in environmental quality monitoring.

- Improve the quality of service infrastructure in the industrial park (electricity, water, lighting, traffic, trees, etc.) in order to create a professional investment environment.

Digital transformation and technology application

- Applying AI/ChatGPT technology in report synthesis, data analysis, risk forecasting, and work process optimization.

Organization – Human Resources – Corporate Culture

- Arrange the organizational structure in the direction of lean - efficiency, review and restructure positions to increase labor productivity.

- Strengthen professional training for employees.

- Building a corporate culture based on discipline – responsibility – creativity – cooperation, creating a professional and cohesive working environment.

- Develop a successor team of personnel to meet development requirements.

Communication – Brand – Community Responsibility

- Promote image communication, VPID branding.

- Improve the quality of shareholder relations: information transparency, full and timely disclosure in accordance with the law.

- Continue to implement social responsibility and community security, contributing to sustainable development.

Above is the Report of the Board of Directors on the operating results in 2025 and the implementation plan for 2026.

With the spirit of solidarity, creativity, discipline and determination, the Board of Directors and the Board of Directors of Vinh Phuc Infrastructure Development Joint Stock Company are committed to making efforts to complete the tasks assigned by the General Meeting of Shareholders, bringing the best value to shareholders, customers, partners and contributing positively to the socio-economic development of the locality and the country.

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

Sincerely report!

Recipients:

- General Meeting of Shareholders;
- Board of Directors, People's Committee;
- Board of Directors;
- Save: HC.

TM. BOARD

**CHAIRMAN OF THE BOARD OF
DIRECTORS**



Hoang Dinh Thang

**REPORT OF THE BOARD OF DIRECTORS
BUSINESS RESULTS IN 2025 AND PLANS FOR 2026**

To: General Meeting of Shareholders - Vinh Phuc Infrastructure Development Joint Stock Company

The year 2025 continues to be a volatile period of the world economy, many countries face political instability, protracted local conflicts and unusual adjustments in tariff and trade policies of the United States and major economies. These factors have a profound impact on investment capital flows, supply chains, and global financial markets. In addition, the trend of shifting production under the China+1 strategy continues to increase, leading to a strong reallocation of capital flows in the Asia-Pacific region. ensuring a reasonable growth rate and maintaining consistent FDI attraction policies. In particular, the synchronous completion of legal regulations on land, investment, construction and development of industrial park infrastructure has contributed to improving transparency, improving the business environment and creating new development space for the industrial real estate market. These factors contribute to strengthening and enhancing Vietnam's position as an attractive and safe manufacturing destination in the region.

Taking advantage of favorable domestic conditions and the trend of recovery of production investment, the Board of Directors has managed the Company in the direction of proactiveness – prudence – flexibility, proactively responding to external fluctuations, strengthening risk management and effectively exploiting market opportunities to ensure stable growth and maintain a sustainable financial foundation. As a result, the Company's production and business activities in 2025 have achieved many positive results. The Board of Directors of the Company would like to report to shareholders the results of the implementation of production and business tasks in 2025 and the production and business plan in 2026 of the Company as follows:

I. BUSINESS RESULTS IN 2025

1. Indicators of the company's business activities

Unit: billion VND

Anony mous	Criteria	Year 2024	Year 2025		% increase/decrease	
			Plan	Implementation	TH2025 /TH2024	TH2025 /KH2025
1	Total Asset Value	1.880,04	2.150,0	2.001,18	6,44%	-6,92%
2	Total revenue (net revenue + profit/loss in joint venture + financial revenue + other income)	224,43	224,11	253,26	12,85%	13,01%
3	Profit after tax	134,16	115,07	130,13	-3,00%	13,09%
4	Basic earnings per share (VND)	3.011		2.933		
5	Dividend payout ratio:	30%	25%	25%		
	- In money	15%	10%	10%		

Anony mous	Criteria	Year 2024	Year 2025		% increase/decrease	
			Plan	Implementation	TH2025 /TH2024	TH2025 /KH2025
	- In shares	15%	15%	15%		

(Source: Audited Consolidated Financial Statements of the Company)

The main financial targets exceeded the plan assigned by the General Meeting of Shareholders, specifically:

- Consolidated revenue reached VND 253.26 billion, up 12.85% compared to 2024 and exceeding 13.01% of the plan.

- Consolidated profit after tax in 2025 is VND 130.13 billion, up 13.09% compared to the plan, maintaining a good profit margin thanks to the efficiency of attracting investment and optimizing costs.

- Dividend Rate 25% are guaranteed in accordance with the Resolution of the General Meeting of Shareholders, affirming the Company's commitment to shareholder interests and sustainable financial capacity.

The main growth drivers come from:

- Positive production and business results of the whole system in core business segments.

- The progress of investment and legal in industrial zones has been accelerated.

- Investment promotion is carried out proactively and actively.

- Financial management, cost optimization and capital use activities are strictly implemented, contributing to improving business efficiency and maintaining safe financial indicators.

- Wastewater operation and treatment activities optimize costs and ensure compliance with environmental regulations.

The main indicators through the development stages of the Company (2021-2025) are shown in the appendix attached to the report.

2. Specifically, the results of business activities in the fields of the Company

2.1. Investment and business in industrial park infrastructure

In 2025, 03 key industrial parks of the Company (Khai Quang, Chau Son, Song Lo II) will achieve many important results. Accordingly, the whole Company has leased 6.48 hectares, cumulatively leasing a total area of 274.88 hectares of industrial land by September 30, 2025.

The Company focuses on improving service quality, optimizing the efficiency of management and operation in the industrial zones the Company is investing in.

❖ Khai Quang Industrial Park – Phu Tho Province

Completing the compensation for land clearance, the Provincial People's Committee issued a Decision on land allocation for land lots: CN17, CN14.1, CN14.2.

Completing the appraisal, construction and acceptance of fire protection in Khai Quang Industrial Park.

Completing the acceptance test and putting into use Module 2 of the Concentrated Wastewater Treatment Plant in Khai Quang Industrial Park, increasing the capacity of the plant to 25,000 m³/day.

Completing the monitoring parameters according to domestic wastewater in the environmental license in compliance with the provisions of law, reducing long-term operation risks.

❖ Chau Son Industrial Park – Ninh Binh Province

Complete important legal procedures: Environmental license; Adjusted Construction Permit, Centralized Wastewater Treatment Station, Fire Protection

Adjustment of the Factory and Expansion Area Project (VT2).

Signed a lease contract for 6.48 hectares, filling 100% of the industrial land area.

Construction and completion of many key infrastructure items.

❖ **Song Lo II Industrial Park – Phu Tho Province**

Legal procedures: Completing the adjustment of the investment registration certificate; Complete the determination of land lease unit prices; Signing a land lease contract with the Provincial People's Committee (area of 152.76 hectares); Coordinate with land handover agencies in the field, complete dossiers of application for land use right certificates.

Infrastructure investment: The company implements synchronous construction of technical infrastructure and ground leveling to soon hand over the site to secondary investors. It is expected that by April 2026, about 51 hectares will be completed, including 31.8 hectares of industrial land ready for lease.

Land clearance (GPMB): There are about 6.1 hectares left without land clearance. The company is actively coordinating with local authorities to complete it in 2026.

Attracting investment: Having contacted and worked with 21 enterprises that want to lease land (Korea, Taiwan, Vietnam, China, Japan...). Contact with 33 consultants. Signing contracts in principle with consulting units, Vinh Phuc Investment Support Service Center, attending relevant forums and seminars to promote investment.

❖ **Hong Duc Industrial Park – Hai Phong City**

Closely follow the Provincial People's Committee to organize a conference to give opinions on the detailed construction planning project at the scale of 1/500 Hong Duc Industrial Cluster.

Adjust the Decision on establishment of the CCN (Project Schedule).

2.2. Environmental field (wastewater, environmental monitoring)

Periodic sampling and analysis of wastewater; strengthen the supervision of the quality of discharge of secondary enterprises.

Optimize the operation plan of the wastewater treatment system to reduce costs and ensure full compliance with current environmental regulations.

2.3. Capital contribution investment sectors, joint venture and associate companies

Unit: billion VND

Anonymous	Business name	Amount invested	When to invest	Ownership Ratio (%)
1	Trung Thu Hydropower Joint Stock Company	38,12	3/2010	13,78
2	Dong Van III Industrial Park Infrastructure Development Investment Joint Stock Company in Ha Nam province (From 09/7/2025, the ownership rate will be reduced from 20% to 19.85% and will no longer be an LDLK Company)	92,04	T12/2018	19,85
3	Trung Anh Joint Stock Company	48	T11/2019	15
4	VL Development Investment Joint Stock Company	2	T10/2020	20
5	Hoang Thanh Du Long Industrial Park Investment Joint Stock Company	36,70	T4/2021	9,5
	Total	216,86		

Notes: Accumulated until 30/09/2025, the Company has received dividends from

Trung Thu Hydropower Joint Stock Company of VND 38.2 billion, Dong Van III Industrial Park Infrastructure Development Investment Joint Stock Company in Ha Nam province is VND 162.6 billion.

2.4. Stock investments as of 30/09/2025

Anony mous	Mã CK	Quantity	Holding Rate (%)	Initial investment value (VND)	Market price (30/9/2025)	Market value (VND)
1	L18	4.141.668	9,05%	30.300.471.260	28.400	117.623.371.200
2	L43	346.400	9,90%	1.958.627.885	2.900	1.004.560.000
Total		4.488.068		32.259.099.145		118.627.931.200

2.5. Other long-term investments

In 2025, the Company will invest in the real estate project of Bac Cau Han urban area phase I of the joint venture of Investment and Construction Joint Stock Company No. 18 as the investor. The total investment value is 176.5 billion VND, equivalent to 72 land lots. This investment contributes to the diversification of the long-term asset portfolio and opens up opportunities for value addition in the following periods.

3. Management and administration activities

3.1. Governance and structure of the owner's investment capital

In 2025, the governance and management of equity will continue to be carried out in the direction of transparency, safety and efficiency, in line with the Company's sustainable development strategy.

Total number of shares outstanding: 41,236,777 shares; charter capital: 412,367,770,000 VND.

Treasury shares: 0 shares.

Complete the issuance of dividend-paying shares in 2024 at the rate of 15%, ensuring shareholders' interests, and at the same time strengthening equity for investment in industrial park infrastructure.

The system of internal regulations and processes is reviewed, amended and newly promulgated to meet new legal regulations (Land Law, Investment Law, Construction Law, etc.) and in accordance with the business environment. The completion of the internal governance framework helps improve transparency, reduce risks and increase operating efficiency.

The capital planning and management of the use of equity are standardized, ensuring the allocation of capital for the right purpose and on schedule according to the needs of each industrial park project. Cash flow monitoring, investment efficiency evaluation and cost control are strengthened to maintain a secure financial foundation.

Inspection and supervision of member companies (VPID Ha Nam One Member Co., Ltd.; VPID Vinh Phuc Joint Stock Company; Song Lo Construction Company Limited), periodically evaluate production and business efficiency, financial situation and risk management. On that basis, the Company promptly came up with adjustment solutions to improve investment efficiency and ensure the progress and quality of the Projects.

The company strengthens legal compliance, information transparency and disclosure of reports in accordance with regulations, contributing to improving reputation, responsibility and corporate governance standards.

The governance and capital structure in 2025 will be implemented methodically and effectively, making an important contribution to maintaining a stable financial foundation and supporting the Company to implement strategic goals in the next period.

3.2. Investment attraction

In 2025, the Company will continue to effectively implement investment attraction in industrial zones/industrial parks. Up to now, the Company is the

infrastructure investor of 03 industrial zones and 01 industrial park with a total area of 633.70 hectares, attracting 124 enterprises (107 FDI, 17 domestic).

The company proactively approaches, takes care of and supports investors who have come to the survey and coordinates with consulting units, business associations and investment promotion agencies to expand access to new investors.

Image promotion activities are promoted through websites, digital platforms and a set of documents and videos introducing the industrial park, contributing to increasing the level of recognition and attracting the attention of investors.

The company maintains the update of infrastructure progress, legal status and preferential policies, ensuring the provision of transparent and timely information and building trust for businesses in need of investment.

3.3. Training and development of human resources and labor regime

In 2025, the Company will continue to focus on improving the quality of human resources through professional training and skill fostering programs, and selectively recruit technical personnel for project implementation.

The company fully implements the salary, insurance and welfare regime for employees. Improve the evaluation and remuneration mechanism according to work efficiency, contributing to improving labor productivity. The work of improving the working environment, building corporate culture and improving the material and spiritual life of employees continues to be maintained. As of September 30, 2025, the total number of employees of the Company is 113 people, of which 22 people are affiliated units.

3.4. Digital transformation

The company continues to promote digital transformation in management and operation. Promote the digitization of records, workflows and data to improve governance efficiency, transparency and information searchability.

Applying new technologies, integrating AI/ChatGPT in reporting – management – data analysis.

Internal training activities on technology skills are maintained regularly, aiming to build a modern and flexible operating business model, meeting the trend of applying science and technology in corporate governance.

II. BUSINESS PLAN IN 2026

In 2026, the world economy is forecast to recover cautiously; FDI inflows continue to shift and Vietnam still maintains an attractive position. The Board of Directors determines the management tasks in 2026 according to the orientation: stability – acceleration – sustainability, focusing on core areas and optimizing resources.

The company develops a business plan for 2026 with the following specific targets:

1. Some main targets of the plan

Unit: billion VND

Anony mous	Criteria	DVT	TH2025	KH 2026	%Increase/Decrease KH2026/TH2025
1	Total Asset Value	Billion VND	2.001,18	2.250 – 2.300	12,43% - 14,93%
2	Total revenue (net revenue + profit/loss in joint venture + financial revenue + other income)	Billion VND	253,26	258,26 – 276,37	1,97% - 9,13%
3	Profit after tax	Billion	130,13	131,63 – 140,73	1,15% - 8,14%

Anony mous	Criteria	DVT	TH2025	KH 2026	%Increase/Decrease KH2026/TH2025
	(net profit)	VND			
4	Dividend payment to shareholders:	%	25%	25%	
	- In money	%	10%	10%	
	- In shares	%	15%	15%	

2. Main objectives in business activities

In 2026, the Company will continue to focus on core business areas including: investment, land lease, infrastructure, factories in the industrial park, and at the same time stably develop supporting services such as wastewater treatment, infrastructure management, electricity and water supply to improve exploitation efficiency and increase service value. The key objectives are as follows:

2.1. Completing legal procedures, infrastructure investment, improving the efficiency of investment attraction

❖ Khai Quang Industrial Park Project

Completing the infrastructure of Lot CN17; ready to hand over to investors.

Upgrading the wastewater collection system; ensure stable and safe operation.

Maintain the stable operation of the entire industrial park, ensure environmental and fire protection.

❖ Chau Son Industrial Park Project

Completing the adjustment of the master plan of the industrial park.

Completing important infrastructure items (roads, fire protection systems, substations, factories for rent).

Attracting investment for lease of 03 factories.

Maintain the stable operation of the entire industrial park, ensure environmental and fire protection.

❖ Song Lo II Industrial Park Project

Finalize and approve the plan to compensate for the remaining area of 6.4 hectares and the 2nd land allocation procedure.

Completed the issuance of the Land Use Right Certificate (area of 152.76 hectares).

Accelerate the construction progress of infrastructure items to ensure the land fund for lease.

Coordinate with the Provincial People's Committee and agencies to ensure the source of materials for construction.

Strengthen investment promotion and work with potential partners.

❖ Hong Duc Industrial Park Project

Completing the 1/500 planning project; continue legal procedures to implement the project.

2.2. Cooperation in research and investment in new projects

Cooperate with partners to research and invest in industrial parks, industrial clusters, combining logistics business, leasing warehouses, urban areas, etc. when there is an investment opportunity.

2.3. Managing and improving the efficiency of projects to which the company has contributed investment capital

2.4. Streamlining the apparatus, improving the quality of human resources

Arrange the apparatus in the direction of lean and efficiency. Perfecting the

performance evaluation mechanism. Develop remuneration policies associated with efficiency, encourage creativity and a sense of responsibility. Improve the quality of the team to meet the requirements of project implementation.

3. Orientations and solutions to implement the 2026 plan

3.1. Field of investment and business in infrastructure of industrial parks and industrial parks

Continue to invest in and improve the technical infrastructure system in industrial zones/industrial parks, ensuring quality, progress and meeting technical standards in accordance with the law.

Concentrate the land fund eligible for lease to improve the ability to attract new investors.

Take care of and support businesses operating in industrial zones, promptly remove obstacles to maintain stable production and improve the quality of infrastructure services.

Strengthen coordination with state management agencies in legal work, land clearance, planning, etc.

3.2. Environmental field (wastewater, environmental monitoring)

Sustainable development is associated with the goal of environmental protection and full compliance with legal regulations.

Improve the efficiency of the operation of the centralized wastewater treatment system, strengthen automatic monitoring, continuous monitoring and application of digital technology in operation management.

Upgrading modern treatment equipment and technology, ensuring the quality of output wastewater according to regulations, optimizing operating costs.

Periodically inspect and guide secondary enterprises to comply with regulations on the environment, prevent risks and incidents arising.

3.3. Investment in capital contribution, joint venture and association

Improve the management capacity, supervise the activities of joint ventures and associates, ensure legal compliance, risk management and investment efficiency.

Actively assess the market, research new investment opportunities in accordance with economic developments and the Company's long-term strategy.

Optimize the efficiency of capital use, and at the same time actively seek opportunities for cooperation, capital contribution, and joint ventures in appropriate fields.

Review and evaluate the effectiveness of invested projects to take appropriate adjustment measures, add value and minimize risks.

4. Key solutions in operation

4.1. Improving governance capacity and equity

The company plans to increase its charter capital from VND 412,367,770,000 to VND 474,222,930,000, through the issuance of dividend-paying shares in 2025 at the rate of 15% to existing shareholders (equivalent to issuing an additional 6,185,516 shares at par value).

Strengthen financial management, optimize cash flow and improve capital use efficiency, ensure resources for production and business activities and key projects.

Renovate the reporting system, promote digital transformation and apply AI (Chat GPT) in data operation, monitoring and governance.

Review, update and promulgate the system of internal regulations and processes in accordance with the new law, ensuring synchronous and transparent governance.

Strengthen inspection and supervision of activities at member companies, requirements to comply with legal regulations and internal regulations.

Continue to improve the Company's governance model according to the Securities Law and good governance practices.

4.2. Investment attraction

Actively coordinate with consulting units, business associations and state management agencies to expand the investment promotion network.

Strengthen communication and promotion of the project through a set of documents and videos introducing multilingual industrial parks and digital platforms.

Improve the quality of infrastructure services and support services to improve the investor experience in the industrial zones managed by the Company.

Develop and apply competitive preferential policies, especially for strategic investors and large-scale investors.

4.3. Improving the capacity of financial and capital management

Effectively implement financial solutions to optimize cash flow, recover debts, proactively work with banks and credit institutions to ensure capital for production and business activities.

Choose a safe financial portfolio, suitable for the market context, control risks and ensure profitability.

Strictly control investment costs and operating costs, improve the efficiency of using equity.

4.4. Improving organizational – human resources – operation capacity

Streamline the apparatus, consolidate key positions in project operation, legality, and attract investment.

Innovate the evaluation and remuneration mechanism according to performance.

Training to improve project management capacity, digital skills, foreign language skills for investment promotion, etc.

4.5. Digital transformation

Apply business management software, project management software.

Expand the application of AI/ChatGPT in data analysis, reporting, and planning.

Strengthen the digitization of legal documents and industrial park records to improve management efficiency.

In 2026, the Board of Directors of the Company is committed to synchronously deploying solution groups throughout the system with the spirit of proactiveness, determination and flexibility, optimizing management and accelerating progress in industrial zones, creating a foundation for the Company's stable and sustainable growth in 2026 and the following years. All employees of the Company and its affiliated units will promote the spirit of solidarity, responsibility and efforts to complete the business plan according to the Resolution of the General Meeting of Shareholders and the Board of Directors, maximizing advantages and opportunities to achieve excellent results and towards sustainable development in the coming years.

Sincerely report!

Recipients:

- General Meeting of Shareholders;
- Board of Directors, Standing Committee;
- Board of Directors;
- Save VT.

**T/M BOARD OF DIRECTORS
GENERAL DIRECTOR**



Nguyễn Ngọc Lan

APPENDIX

Table 1: Total assets and equity (2021-2025)

Unit: billion VND

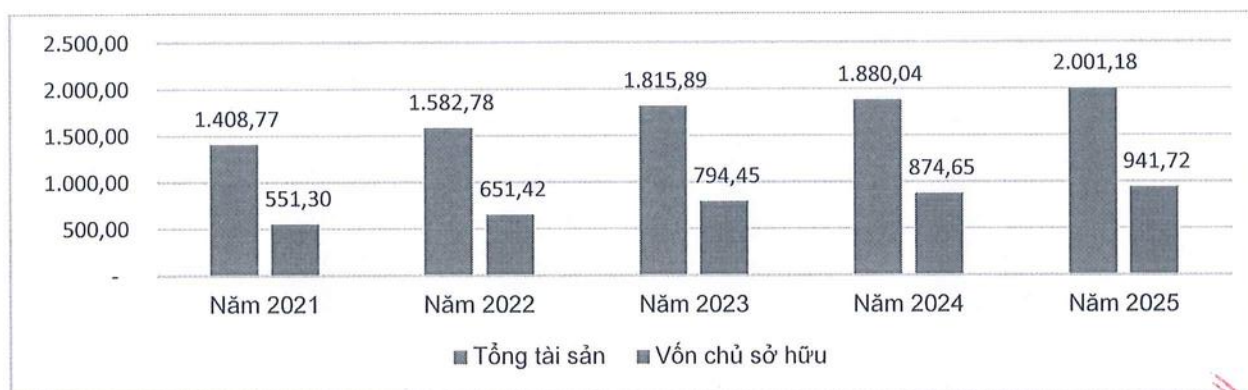


Table 2: Consolidated revenue structure by main operating sectors (2021 – 2025)

Unit: billion VND

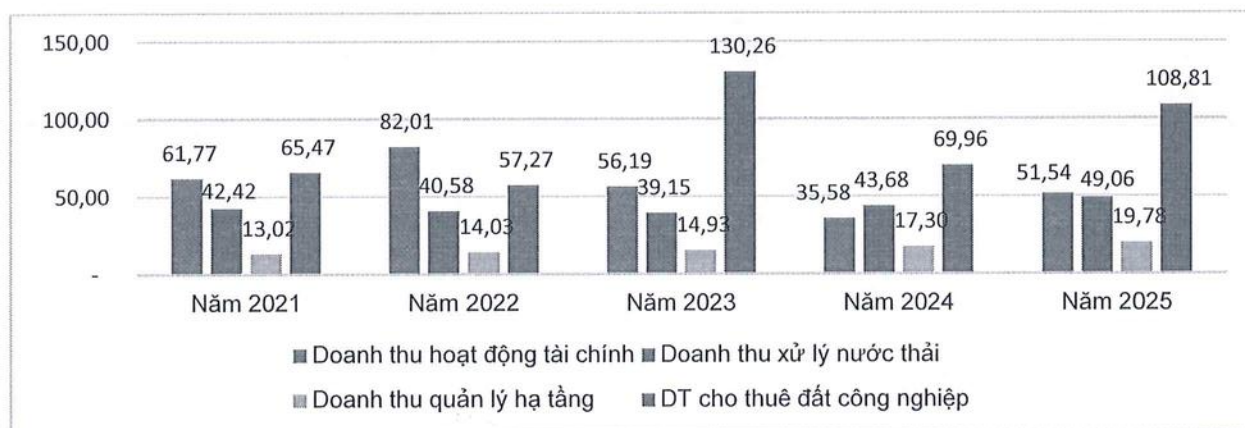
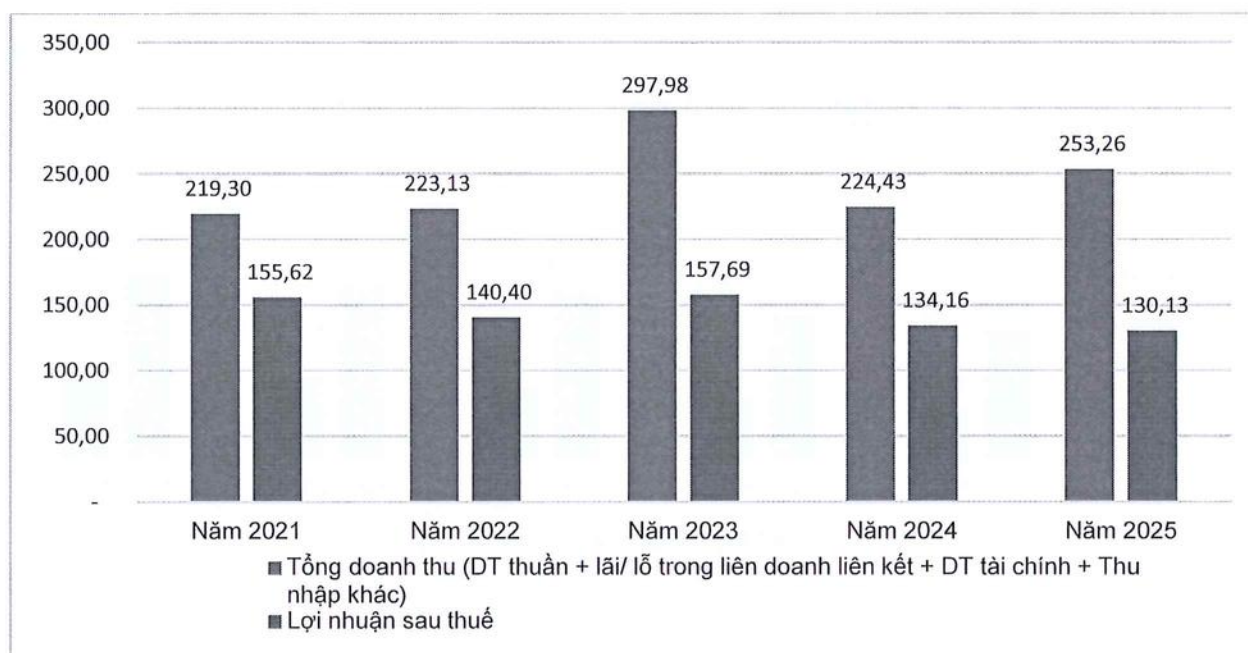


Table 3: Chart of total consolidated revenue and profit after tax (2021 – 2025)

Unit: billion

VND

**Table 4: Industrial parks currently owned by the Company as an infrastructure investor (as of 30/09/2025)**

Unit: ha

Anony mo us	Contents	Hai Quang Industrial Park (Phu Tho)	Hau Son Industrial Park (Ninh Binh)	Song Lo II Industrial Park (Phu Tho)	CCNHon g Duc (Hai Phong)	Total
1	Year of Establishment	2003	2006, 2018	2021	2021	
2	Total area of the industrial park	221,46	171,59	165,65	75,00	633,70
3	Total industrial land area	163,45	120,30	120,44	53,25	457,44
4	Total land area accumulated for lease until 30/9/2025	154,58	120,30	0	0	274,88
5	Occupancy Rate	94,57%	100%			

Note: The remaining industrial land area in Khai Quang Industrial Park is 8.87ha; Chau Son Industrial Park is 0 hectares.



AUDITED CONSOLIDATED FINANCIAL STATEMENTS FOR 2025

(Excerpt from audited – consolidated financial statements)



CONSOLIDATED BALANCE SHEET

As at 30 September 2025

Unit: VND

ASSETS	Code	Notes	30/9/2025	01/10/2024
A. CURRENT ASSETS	100		463.891.955.031	485.005.815.374
I. Cash and cash equivalents	110	V.1	22.254.795.059	57.387.452.252
1. Cash	111		10.182.044.096	21.747.452.252
2. Cash equivalents	112		12.072.750.963	35.640.000.000
II. Short-term financial investments	120	V.2	235.519.978.146	260.993.289.477
1. Trading securities	121		1.958.627.885	16.788.177.111
2. Provision for devaluation of trading securities	122		(954.067.885)	(1.364.876.840)
3. Held-to-maturity investments	123		234.515.418.146	245.569.989.206
III. Short-term receivables	130		182.076.559.692	158.563.110.572
1. Short-term trade receivables	131	V.3	6.797.856.232	6.275.440.852
2. Short-term prepayments to suppliers	132	V.4	172.066.098.000	122.667.214.280
3. Short-term loan receivables	135	V.5	-	24.900.000.000
4. Other short-term receivables	136	V.6	3.377.934.500	4.739.705.440
5. Provision for short-term doubtful receivables	137	V.3	(165.329.040)	(19.250.000)
IV. Inventories	140	V.7	101.852.869	129.051.542
1. Inventories	141		101.852.869	129.051.542
V. Other current assets	150		23.938.769.265	7.932.911.531
1. Short-term prepaid expenses	151	V.8a	232.685.414	439.987.290
2. Deductible value added tax	152		23.700.074.471	7.492.924.241
3. Taxes and other receivables from the State	153	V.13b	6.009.380	-
B. LONG-TERM ASSETS	200		1.537.286.048.483	1.395.032.027.446
I. Long-term receivables	210		598.795.347.746	596.903.457.303
1. Other long-term receivables	216	V.6	598.795.347.746	596.903.457.303
II. Fixed assets	220		146.818.238.345	110.133.536.205
1. Tangible fixed assets	221	V.10	146.818.238.345	110.133.536.205
- Cost	222		238.817.019.152	185.373.752.718
- Accumulated depreciation	223		(91.998.780.807)	(75.240.216.513)
III. Investment properties	230	V.11	75.934.468.619	23.695.669.685
- Cost	231		80.249.359.766	26.246.643.872
- Accumulated depreciation	232		(4.314.891.147)	(2.550.974.187)
IV. Long-term assets in progress	240	V.9	211.080.750.024	185.327.516.338
1. Construction in progress	242		211.080.750.024	185.327.516.338
V. Long-term financial investments	250	V.2	326.718.784.643	313.685.176.021
1. Investments in joint ventures and associates	252		1.993.226.456	172.233.649.365
2. Equity investments in other entities	253		327.550.771.260	143.809.725.560
3. Provision for long-term financial investments	254		(2.825.213.073)	(2.358.198.904)
VI. Other long-term assets	260		177.938.459.106	165.286.671.894
1. Long-term prepaid expenses	261	V.8b	176.907.173.977	165.135.459.785
2. Deferred income tax assets	262		1.031.285.129	151.212.109
TOTAL ASSETS	270		2.001.178.003.514	1.880.037.842.820

30222

ÔNG

Ồ PH

TRIỂN

NH P

PHÚC

RESOURCES	Code	Notes	30/9/2025	01/10/2024
C. LIABILITIES	300		1.059.460.868.872	1.005.389.564.436
I. Current liabilities	310		199.207.868.312	161.642.549.421
1. Short-term trade payables	311	V.12	5.279.597.057	2.967.831.373
2. Taxes and payables to the State	313	V.13a	4.952.028.597	4.522.597.123
3. Payables to employees	314		4.335.937.875	4.504.766.293
4. Short-term accrued expenses	315	V.14	47.744.901.917	75.698.751.550
5. Short-term unearned revenue	318	V.15.a	39.774.666.822	37.042.814.242
6. Other short-term payables	319	V.16.a	12.306.693.163	3.581.930.301
7. liabilities	320	V.17.a	74.006.762.343	21.080.000.000
8. Bonus and welfare fund	322		10.807.280.538	12.243.858.539
II. Long-term liabilities	330		860.253.000.560	843.747.015.015
1. Long-term unearned revenue	336	V.15.b	823.183.248.915	780.114.770.265
2. Other long-term payables	337	V.16.b	3.507.517.506	3.507.517.506
Long-term borrowings and finance lease				
3. liabilities	338	V.17.b	33.562.234.139	60.113.384.660
4. Deferred income tax payable	341		-	11.342.584
D. OWNERS' EQUITY	400		941.717.134.642	874.648.278.384
I. Owners' equity	410	V.18	941.717.134.642	874.648.278.384
1. Owners' contributed capital	411		412.367.770.000	358.583.850.000
- Common shares with voting rights	411a		412.367.770.000	358.583.850.000
2. Share premium	412		(11.000.000)	(11.000.000)
3. Investment and development fund	418		89.359.931.607	78.949.441.652
4. Undistributed profit after tax	421		435.797.393.134	432.977.719.294
- Undistributed profit after tax				
accumulated to the end of the previous				
period	421a		325.357.494.731	319.491.247.247
- Undistributed profit after tax in the				
current period	421b		110.439.898.403	113.486.472.047
5. Non-controlling interests	429		4.203.039.901	4.148.267.438
TOTAL RESOURCES	440		2.001.178.003.514	1.880.037.842.820

Phu Tho, 06 November 2025

004-C
TY
AN
ATAN
HUC
T.PH

CONSOLIDATED INCOME STATEMENT

For the financial year ended 30 September 2025

Unit: VND

ITEMS	Code	Notes	Current year	Previous year
1. Revenue from goods sold and services rendered	01	VI.1	177.648.306.603	130.939.549.954
Net revenue from goods sold and services rendered	10	VI.2	177.648.306.603	130.939.549.954
3. Cost of goods sold	11	VI.3	55.870.113.213	44.671.554.661
Gross profit from goods sold and services rendered	20		121.778.193.390	86.267.995.293
(20 = 10 - 11)				
5. Financial income	21	VI.4	51.536.497.591	35.575.724.961
6. Financial expenses	22	VI.5	15.339.296.717	1.753.112.044
In which: Interest expense	23		916.711.730	1.067.712.678
7. Profit or loss in joint ventures and associates	24		19.222.411.757	38.926.319.043
8. Selling expenses	25	VI.6a	398.450.564	765.863.005
9. General and administrative expenses	26	VI.6b	23.213.231.080	23.456.233.110
10. Net profit from operating activities	30		153.586.124.377	134.794.831.138
(30 = 20 + (21 - 22) - (25 + 26))				
11. Other income	31	VI.7	4.854.664.242	18.988.849.119
12. Other expenses	32	VI.8	1.888.802.354	187.662.731
13. Other profit (40 = 31 - 32)	40		2.965.861.888	18.801.186.388
14. Total accounting profit before tax	50		156.551.986.265	153.596.017.526
(50 = 30 + 40)				
15. Current Corporate income tax expense	51	VI.10	27.312.277.428	19.413.925.262
16. Deferred Corporate income tax expense	52	VI.11	(891.415.604)	22.972.544
17. Profit after Corporate income tax	60		130.131.124.441	134.159.119.720
(60 = 50 - 51 - 52)				
18. Profit after tax of parent company	61		130.076.351.978	133.513.496.525
19. Profit after tax of non-controlling shareholders	62		54.772.463	645.623.195
20. Basic earnings per share	70	VI.12	2.933	3.011

Phu Tho, 06 November 2025



**VINH PHUC INFRASTRUCTURE
DEVELOPMENT JOINT STOCK
COMPANY**

No. 01/2026/BC-UBKT/IDV

SOCIALIST REPUBLIC OF VIETNAM
Independence – Freedom – Happiness

Phu Tho, January 11, 2026

**REPORT ON ACTIVITIES OF INDEPENDENT MEMBERS OF THE
BOARD OF DIRECTORS
IN THE AUDIT COMMITTEE**

To: General Meeting of Shareholders - Infrastructure
Development Joint Stock Company
Vinh Phuc

I. ACTIVITIES OF THE AUDIT COMMITTEE IN 2025

1. Organizational structure

The Audit Committee is a committee under the Board of Directors (BOD) consisting of 02 members operating on the principles of independence, objectivity, honesty and confidentiality. List of members of the People's Committee:

Anonymous	Full name	Position at the Company
1	Pham Huu Anh	Independent Member of the Board of Directors, Chairman of the People's Committee
2	Nguyen Thuy Linh	Independent Member of the Board of Directors, Deputy Chairman of the People's Committee

2. Remuneration, operating expenses and other benefits of the Audit Committee and each member of the Audit Committee

Remuneration, operating expenses and other benefits of the Audit Committee and each member of the Audit Committee comply with the provisions of the Law on Enterprises and the Company's Charter.

3. Summary of meetings of the Audit Committee in 2025

Anonymous	Full name	Number of Meetings	Meeting Attendance Rate	Notes
1	Nguyen Thuy Linh	4	100%	
2	Pham Huu Anh	4	100%	

4. General assessment of the activities of the Audit Committee

In 2025, the Audit Committee has developed and submitted an operation plan, approved by the Board of Directors and has organized the serious implementation, closely following the assigned functions and tasks. The key activities implemented by the People's Committee include:

- Checking the compliance with the provisions of applicable laws, the Company's Charter and the Corporate Governance Regulations.

- Review compliance with internal policies, regulations, and procedures; and assess the appropriateness and effectiveness of the internal control system in preventing, detecting and handling risks.

- Examining and evaluating quarterly, semi-annual and annual financial statements of the Company and its subsidiaries to ensure honesty, reasonableness and compliance with accounting standards.

- Discuss with the Independent Auditor to clarify arising issues, identify risks in the process of periodic audits and irregular audits, thereby recommending handling and preventive measures.

- Evaluate the level of achievement of the Company's business objectives on the basis of the plans and targets approved by the Board of Directors and the General Meeting of Shareholders.

- Propose solutions to overcome limitations, improve the internal control system and improve the efficiency of the Company's governance.

- Organize the full implementation of the functions and tasks of the People's Committee in accordance with the law, the Company's Charter and internal regulations.

In general, the People's Committee has operated proactively, objectively and in compliance with regulations; supervision has been strengthened, contributing to supporting the Board of Directors to improve the efficiency of governance and risk control throughout the Company's system.

II. RESULTS OF INSPECTION AND ASSESSMENT IN A NUMBER OF MAIN ACTIVITIES

1. Results of inspection of the preparation of the Company's financial statements

In 2025, the People's Committee has supervised the preparation and explanation of quarterly, semi-annual and preceding financial statements (FS) when the Board of Directors submits them to the Board of Directors, the General Meeting of Shareholders or announces them to the outside world in accordance with the law. The monitoring results showed that:

- Quarterly, semi-annual and 2025 financial statements are prepared and presented honestly, complying with Accounting Standards, Accounting Regimes and current legal regulations. The Supervisory Board did not detect material errors that could distort the results on the financial statements.

- The Company's accounting work – including recording, document storage, accounting information system operation and bookkeeping – is carried out in accordance with regulations, ensuring completeness, transparency and honest reflection of the Company's financial situation.

- Independent audit activities carried out by MOORE AISC Auditing and Informatics Services Co., Ltd. ensure the requirements of reliability, independence, objectivity and compliance with professional standards; and at the same time meet the schedule according to the audit plan agreed with the Company.

- The Company has prepared and fully disclosed periodic financial statements in accordance with regulations for public companies. Semi-annual financial statements and annual financial statements are reviewed and audited by the Branch of MOORE AISC Auditing and Informatics Services Co., Ltd., ensuring compliance with current laws.

The preparation and presentation of the Company's 2025 Financial Statements are carried out seriously, transparently and in accordance with accounting standards and legal regulations.

2. Results of inspection of independent audit services

In 2025, the People's Committee has communicated directly and regularly with an independent auditor to clarify issues arising in the audit process, including the recognition of revenue, expenses, debts, assets, provisions, etc. The exchange helps ensure that the information related to the financial statements is fully reviewed before the auditor issues the official audit report.

The results of monitoring, supervision and evaluation of the activities of the independent audit unit for the Company's financial statements show that:

- The independent audit unit has performed its work independently and objectively, detecting no signs of violation of the principle of independence or conflict of interest in the audit of the 2025 Financial Statements.
- The auditor complies with Vietnam Auditing Standards and current legal regulations.
- The audit unit ensures high professional capacity, clear working methods and compliance with the audit process agreed with the Company.
- The audit progress is guaranteed, the semi-annual review and annual audit reports are issued on time, creating conditions for the Company to fulfill the obligation to disclose information as prescribed for public companies.

Overall, the activities of the independent auditor fully meet the requirements of compliance, quality and transparency, thereby actively supporting the Company's financial supervision and internal control system.

3. Results of supervision of the Company's operation and financial situation

Some main targets achieved in 2025 (on a consolidated basis) are shown as follows:

Unit: billion VND

Anony mous	Criteria	Year 2024	Year 2025		Increase and Decrease Rate (%)	
			Plan	Implementation	TH2025 /TH2024	TH2025 /KH2025
1	Total Asset Value	1.880,04	2.150,0	2.001,18	6,44%	-6,92%
2	Total revenue (net revenue + profit/loss in joint venture + financial revenue + other income)	224,43	224,11	253,26	12,85%	13,01%
3	Profit after tax	134,16	115,07	130,13	-3,00%	13,09%
4	Basic earnings per share (VND)	3.011		2.933	-2,6%	

Anonymous	Criteria	Year 2024	Year 2025		Increase and Decrease Rate (%)	
			Plan	Implementation	TH2025 /TH2024	TH2025 /KH2025
5	Dividend payout ratio:	30%	25%	25%		
	- In money	15%	10%	10%		
	- In shares	15%	15%	15%		

(Source: Audited Consolidated Financial Statements of the Company)

The People's Committee found:

- Consolidated revenue in 2025 increased by 12.85% compared to 2024; profit after tax reached VND 130.13 billion, exceeding 13.09% of the plan.

- *Financial* results are maintained positively in the context that the Company continues to control costs well and comply with regulations on preparation and presentation of financial statements.

4. Results of the assessment of the Company's internal control and risk management system

In 2025, the People's Committee has conducted an overall review and assessment of the Company's internal control system and risk management on the basis of the internal audit plan and regular monitoring activities on a quarterly basis and in unexpected periods. The assessment results are recorded as follows:

- Overall Effectiveness of Internal Control and Risk Management System:

- The Company has effectively combined risk management and strengthened internal control activities through the implementation and completion of the 2025 Internal Audit Plan. The audits have contributed to early identification of risks, timely recommendations and enhanced compliance in the system.

- The People's Committee has advised the Board of Directors in completing the system of internal management documents, including regulations, processes and professional guidance, thereby supporting to reduce operational risks and improve control efficiency in departments/departments and units.

- The Board of Directors has flexibly applied risk management measures, proactively planned production and business, reduced costs and optimized cash flow, contributing to minimizing negative impacts on the Company's operations.

- Legal control:

- The management of legal and legal risks is strictly implemented; the Company's legal records are reviewed regularly, and material transactions and contracts are checked for compliance.

- In 2025, the Company will not incur any material legal risks, indicating that the legal control system operates stably and effectively.

- Internal Control System Evaluation:

- Internal control system meets administrative requirements, supports limiting fraud and errors and ensuring compliance with internal processes.

- The recommendations of the People's Committee in the year have been absorbed and implemented by the Board of Directors to improve step by step.

In general, the Audit Committee assesses that the Company's internal control and risk management system in 2025 will operate stable, effective and continue to be improved in the direction of professionalism, transparency and in accordance with good governance practices.

5. Results of supervision of transactions between the company, its subsidiaries and members of the Board of Directors, the General Director and related persons; transactions between companies and companies in which members of the Board of Directors and General Directors are founding members or managers of enterprises in the last 03 years

The Company has complied with relevant regulations on the competence to approve, monitor and explain transactions between insiders, related persons of internal persons, and subsidiaries.

6. Supervision results for the Board of Directors, General Director and other executives of the Company

Through the supervision of the Board of Directors and the Board of Directors in the fiscal year 2025, the Board of Directors recorded the following results:

- The Company's activities are in accordance with the contents of the enterprise registration certificate, the Company's Charter and strictly comply with the provisions of the law, the state's management regime on financial accounting and taxation.

- The contents of the Resolution of the 2025 Annual General Meeting of Shareholders have been fully implemented by the Board of Directors and the Board of Directors.

❖ For the Board of Directors:

The Board of Directors has set strategic production and business development orientations, appropriate medium- and long-term development investment plans, and fully implemented the goals and tasks according to the Resolution of the Annual General Meeting of Shareholders in 2025.

The meetings of the Board of Directors are organized, exchanged, discussed and voted on the contents in accordance with the provisions of the Law and the authority of the Board of Directors.

Members of the Board of Directors strictly perform their roles and responsibilities, fully attend meetings and vote opinions, contributing to the construction and development of activities and development orientation of the Company. The meetings of the Board of Directors comply with the prescribed charter.

❖ For the General Director and the Board of Directors:

The Board of Directors regularly organizes meetings to discuss the situation of production and business activities and on the basis of the direction of the Board of Directors, it has decided on production and business plans in a timely manner and in accordance with reality.

The Board of Directors has implemented the Decisions and Resolutions of the General Meeting of Shareholders/BOD and well performed its functions and duties in accordance with the provisions of the Law and the Company's Charter.

In management and administration activities, there is no record from state management agencies and functional agencies of violations or material errors.

7. Results of the assessment of the coordination of activities between the Board of Directors, the General Director and shareholders

In 2025, the People's Committee has coordinated well with the Board of Directors, the General Director and Shareholders. The Supervisory Board is not interfered with in the performance of its duties, is facilitated to access documents related to the Company's operations, exchanges with other members of the Board of Directors, the General Director to collect information for the activities of the Supervisory Board. Arising problems are discussed, solved and overcome in accordance with the actual situation.

8. Results of supervision of the Internal Audit Board

The IA Board has fully and properly implemented its responsibilities, powers, basic principles, standards and professional ethics of the IA in accordance with the provisions of law, IA regulations, IA processes and methods of the Company.

The IA Board monitors the weekly briefing reports of the Board of Directors, periodically participates in monthly briefings, and contributes opinions.

The IA Board periodically and irregularly inspects and reviews the signed contracts in the year of all companies in the system, making regular recommendations when detecting errors in the signed documents so that the Company can learn from experience to avoid future errors.

III. OPERATION PLAN OF THE AUDIT COMMITTEE IN 2026

The People's Committee builds the focus of work in 2026 on the basis of the Company's production and business plan and the Resolution of the General Meeting of Shareholders, focusing on the following tasks:

1. Continue to supervise the compliance with the provisions of law, the Company's Charter, the Resolution of the General Meeting of Shareholders, the Board of Directors and the internal management regulations and processes of the Parent Company and its member companies; ensure that governance activities are carried out transparently, compliantly and in accordance with authority.

2. Advise the Board of Directors in supervising and examining the reasonableness, legality, compliance, honesty and prudence of the Board of Directors in the management of capital, assets, materials and other resources of the Parent Company and its member companies.

3. Participate in commenting and coordinating with the Board of Directors and the Board of Directors in reviewing and perfecting the system of regulations, regulations and management processes in order to improve the capacity of management and administration and minimize operational risks in the whole system.

4. Supervise the quality of independent audit services in the audits in 2026 (semi-annual and annual), assess the level of compliance with professional standards, independence and quality of audit opinions.

5. Direct and supervise the Internal Audit (IA) activities in the implementation of periodic audits according to the plan approved by the Board of Directors, as well as irregular audits at the request of the Board of Directors; ensure that the IA properly performs its functions and scope of audit.

6. Strengthen the coordination between the IA, the Board of Directors and departments/departments in the Company to ensure that post-audit recommendations are

effectively implemented, contributing to improving the quality of governance and sustainable development of the whole system.

7. Maintain quarterly meetings of the Audit Committee and the Audit Committee to preliminarily review the performance of tasks, evaluate audit results, and set out work directions for the next quarter.

Above is the Report on the activities of independent members of the Board of Directors in the Supervisory Committee in 2025 and the plan for 2026 respectfully submitted to the General Meeting of Shareholders for consideration and approval.

On behalf of the People's Committee, I would like to wish shareholders and delegates a lot of health, happiness and success; I wish the Congress a great success.

Sincerely report!

Recipients:

- General Meeting of Shareholders;
- Board of Directors;
- Board of Directors;
- Save: HC.

**T/M. AUDIT COMMITTEE
HOMEROOM LEADER**



Pham Huu Anh



**DEVELOPMENT JOINT STOCK
COMPANY
VINH PHUC INFRASTRUCTURE**

No. 01/2026/TTr-UBKT

SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom - Happiness

Phu Tho, January 11, 2026

STATEMENT

(Re: Proposal to select an auditor for the 2026 Financial Statements)

To: General Meeting of Shareholders - Vinh Phuc
Infrastructure Development Joint Stock Company

- Pursuant to the Charter of Vinh Phuc Infrastructure Development Joint Stock Company;

- Based on the list of auditing firms eligible for auditing financial statements for public companies and listed companies announced by the Ministry of Finance and the State Securities Commission in accordance with law.

The Audit Committee respectfully submits to the General Meeting of Shareholders for consideration and approval the plan to select an auditor for the 2026 Financial Statements (period 01/10/2025 - 30/09/2026) as follows:

1. Approving the list of auditing units for the Company's 2026 financial statements, including:

- UHY ACA Auditing & Consulting Services Co., Ltd.
- Branch of Moore AISC Auditing and Informatics Services Co., Ltd.
- International Auditing and Valuation Company Limited (IAV)

2. Authorize the Board of Directors of the Company to select an auditing firm in the above list to audit the Company's Semi-Annual Review Report on March 31, 2026 and the Company's Financial Statements for the year ended September 30, 2026.

The proposal of the list of audit units is carried out on the basis of ensuring independence, professional prestige, professional capacity and suitability to the scale and characteristics of the Company's operations.

The Audit Committee respectfully submits to the General Meeting of Shareholders of the Company for consideration and approval.

Sincerely,

Recipients:

- General Meeting of Shareholders;
- Board of Directors, Standing Committee;
- Board of Directors;
- Save: HC.

**TM. AUDIT COMMITTEE
HOMEROOM LEADER**

Pham Huu Anh

No. 01/2026/TTr-HDQT

Phu Tho, January 11, 2026

STATEMENT

(Re: Approval of the plan for distribution of after-tax profit for the fiscal year 2025 and the plan for distribution of after-tax profit expected in the fiscal year 2026)

To: General Meeting of Shareholders - Vinh Phuc
infrastructure Development Joint Stock Company

- Pursuant to the Law on Enterprises No. 59/2020/QH14 passed by the National Assembly of the Socialist Republic of Vietnam on 17/06/2020;

- Pursuant to the Charter of Vinh Phuc Infrastructure Development Joint Stock Company;

- Based on the Company's business results for the fiscal year 2025 and the Company's business plan for the fiscal year 2026.

The Board of Directors (BOD) respectfully submits to the Annual General Meeting of Shareholders (AGM) for approval the following contents:

1. Approving the plan to distribute after-tax profits for the fiscal year 2025 to Funds and Shareholders:

- The dividend payment plan in 2025 approved by the General Meeting of Shareholders in 2025 in Resolution No. 1801/2025/NQ-ĐHDCĐ/IDV dated January 18, 2025 is 25% (of which: 10% in cash and 15% in shares).

- Plan to distribute after-tax profit for the fiscal year 2025 to shareholders, specifically:

TT	Interpret attribution	Attributi on rate (%)	Allocation value (VND)	Notes
I	The remaining profit at 30/9/2024 will be transferred to		432.977.719.294	
II	Profit after tax for the period from (1/10/2024 - 30/9/2025)		130.131.124.441	
III	Non-controlling shareholders' profits		54.772.463	
IV	Other increases/decreases		165.511.972	
V	After-tax profit allocation		127.091.166.166	
1	Development Investment Fund	8%	10.410.489.955	
2	Reward Fund for the Board of Directors and the Board of Directors	5%	6.506.556.222	
3	Welfare Reward Fund	2%	2.602.622.489	

TT	Interpret attribution	Attributi on rate (%)	Allocation value (VND)	Notes
4	Dividend payment to shareholders:			
	- 1st cash dividend in 2024	15% of the capital	53.787.577.500	Implemented in 12/2024
	- 2nd stock dividend in 2024	15% of the capital	53.783.920.000	Implemented in 3/2025
VI	Undistributed after-tax profit as of 30/09/2025 (I+II-III-IV-V)		435.797.393.134	
	- 1st cash dividend in 2025	10% of the capital	41.236.777.000	Implemented in 01/2026
	- 2nd stock dividend in 2025	15% of the capital	61.855.160.000	Expected later Congress
VII	Undistributed remaining expected profit		332.705.456.134	

2. Approving the plan to distribute after-tax profits expected in the fiscal year 2026 to Funds and Shareholders:

TT	Expected Distribution	Percentage %	Notes
1	Development Investment Fund	8% LNST	
2	Welfare Reward Fund	2% of LNST	
3	Board of Directors and Board of Directors Reward Fund	5% of LNST	
4	Dividends are paid in the following forms and in the following order	25% of the capital	
	- Cash dividend payment for the 1st time in 2026	10% of the capital	Expected in 12/2026
	- 2nd stock dividend payment in 2026	15% of the capital	After the Annual General Meeting of Shareholders

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

Sincerely,

Recipients:

- General Meeting of Shareholders;
- Board of Directors, People's Committee;
- Board of Directors;
- Save: HC.

**TM. BOARD
CHAIRMAN**



Hoang Dinh Thang

DEVELOPMENT JOINT STOCK
COMPANY

VINH PHUC INFRASTRUCTURE

No. 02/2026/TTr-HDQT

SOCIALIST REPUBLIC OF VIETNAM

Independence - Freedom - Happiness

Phu Tho, January 11, 2026

STATEMENT

*(Re: Approving the operating budget of the Board of Directors, Committees
under the Board of Directors for the fiscal year 2026)*

To: General Meeting of Shareholders - Development Joint
Stock Company

Vinh Phuc infrastructure

- Pursuant to the Law on Enterprises No. 59/2020/QH14 passed by the National Assembly of the Socialist Republic of Vietnam on 17/06/2020;
- Pursuant to the Charter of organization and operation of Vinh Phuc Infrastructure Development Joint Stock Company;
- Based on the Company's business plan for the fiscal year 2026.

The Resolution of the 2025 Annual General Meeting of Shareholders (AGM) has approved the operating budget of the Board of Directors (BOD) and Committees under the Board of Directors for the fiscal year 2025 is: VND 2,750,000,000 (*Two billion, seven hundred and fifty million VND*). The Board of Directors would like to report to the General Meeting of Shareholders the amount of funds used in the fiscal year 2025 and the expected operating budget for the fiscal year 2026 as follows:

1. Operating expenses of the Board of Directors and Committees under the Board of Directors in the fiscal year 2025 are: VND 2,664,000,000; the rest is: 86,000,000 VND.

2. Proposing the operating budget of the Board of Directors and Committees under the Board of Directors in the fiscal year 2026 is: VND 2,750,000,000 (*Two billion, seven hundred and fifty million VND*). This includes VND 86,000,000 of the unused budget of 2025 to be transferred to.

The Board of Directors respectfully requests the General Meeting of Shareholders to authorize the Chairman of the Board of Directors to decide on the specific remuneration for each member of the Board of Directors and the operating expenses of the Committees under the Board of Directors on the total operating budget proposed above.

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

Sincerely,

Recipients:

- The General Meeting of Shareholders;
- Board of Directors, People's Committee;
- Board of Directors;
- Save: HC.

TM. BOARD

CHAIRMAN



Hoang Dinh Thang

**DEVELOPMENT JOINT STOCK
COMPANY
VINH PHUC INFRASTRUCTURE**

**SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom - Happiness**

No. 03/2026/TTr-HDQT

Phu Tho, January 11, 2026

STATEMENT

(Re: Approving the plan to issue shares to pay dividends in 2025)

To: General Meeting of Shareholders - Development Joint
Stock Company
Vinh Phuc infrastructure

- Pursuant to the Law on Enterprises No. 59/2020/QH14 passed by the National Assembly of the Socialist Republic of Vietnam on 17/06/2020;

- Pursuant to the Law on Securities No. 54/2019/QH14 approved by the National Assembly of the Socialist Republic of Vietnam on 26/11/2019 and relevant legal documents;

- Pursuant to the Government's Decree No. 155/2020/ND-CP detailing the implementation of a number of Articles of the Law on Securities;

- Pursuant to Circular No. 118/2020/TT-BTC dated 31/12/2020 of the Ministry of Finance guiding the implementation of a number of contents on offering, issuance of securities, public tender offer, share repurchase, registration of public companies and cancellation of public company status;

- Pursuant to the Charter of Vinh Phuc Infrastructure Development Joint Stock Company;

- Pursuant to the Company's 2026 production and business plan.

The Board of Directors of the Company respectfully submits to the General Meeting of Shareholders for consideration and approval of the plan to issue shares to pay dividends in 2025, specifically as follows:

1. Approving the plan to issue shares to pay dividends in 2025

STT	Stock Name	Shares of Infrastructure Development Joint Stock Company Vinh Phuc
1.	Type of stock	Common Shares

STT	Stock Name	Shares of Infrastructure Development Joint Stock Company Vinh Phuc
2.	Stock code	IDV
3.	Par value of shares	10,000 VND/share
4.	Number of shares outstanding	41,236,777 Shares
5.	Number of treasury shares	0 Shares
6.	Dividend payout ratio in 2025	15%/par value
7.	Forms of dividend payment	By Shares
8.	Subjects of issuance	Existing shareholders named in the list of shareholders finalized by the Vietnam Securities Depository and Clearing Corporation on the last registration date exercise the right to receive issued shares to pay dividends
9.	Number of shares expected to be issued to pay dividends	6,185,516 Shares
10.	Total value of issued shares to pay expected dividends at par value	61,855,160,000 VND
11.	Right Exercise Rate	100:15 (i.e. on the last date of registration to exercise rights, existing shareholders who own 1 corresponding share will be entitled to 1 right to receive dividends in shares, for every 100 rights, they will receive 15 new shares)
12.	Funding sources	Undistributed after-tax profit until 30/09/2025 on the Company's audited 2025 financial statements, ensuring compliance with the provisions of the law
13.	Transfer Restrictions	Shares issued to pay dividends to existing shareholders are not restricted from transfer. Shares in the state of restricted transfer are still entitled to receive shares from the issuance. Treasury shares (if any) are not allowed to exercise their rights. The right to receive dividends in shares is not transferable.

STT	Stock Name	Shares of Infrastructure Development Joint Stock Company Vinh Phuc
14.	Plan for handling arising fractional shares (if any)	The number of shares issued to pay dividends will be rounded down to the unit row. All odd shares (decimals) (if any) will be canceled and not issued. <i>Example: On the last date of registration to exercise the right to receive dividends in 2025, shareholder A owns 119 shares, with a rights allocation ratio of 100:15, shareholder A is entitled to receive 17.85 new shares. According to the above-mentioned principle of rounding down, the number of dividend-paying shares that shareholder A receives is 17 shares; the odd number of shares 0.85 will be canceled.</i>
15.	Estimated implementation time	In 2026, after the State Securities Commission notifies the Company in writing and posts on the website of the State Securities Commission the receipt of all documents reporting on the issuance of shares to pay dividends of the Company. The specific time will be decided by the VPID Board of Directors.
16.	Plan to use capital from the issuance	After completing the issuance, the additional charter capital will be used for the purpose of supplementing the Company's business capital.
17.	Securities registration and additional listing registration	All additional shares issued to pay dividends in shares to existing shareholders will be registered for securities and listed at the Vietnam Securities Depository and Clearing Corporation and the Hanoi Stock Exchange immediately after completing the issuance in accordance with the law.

2. To approve the change of charter capital in the Company's charter and adjustment of enterprise registration contents at the Department of Finance of Phu Tho Province after approving the report on the results of issuance of dividend-paying shares to the SSC.

3. Approve the registration of additional securities at the Vietnam Securities Depository and Clearing Corporation (VSDC) and the listing of additional securities at the Hanoi Stock Exchange

After completing the issuance, the General Meeting of Shareholders approves and authorizes the Board of Directors to complete the procedures for securities registration and listing of additional securities for all additionally issued shares at the Vietnam Securities Depository and Clearing Corporation (VSDC) and the Hanoi Stock Exchange in accordance with current law.

4. Approval of the authorization of the Board of Directors of the Company

The General Meeting of Shareholders authorizes the Board of Directors of the Company to perform tasks related to the issuance of shares to pay dividends in the fiscal year 2025 as follows:

- Decide to amend, supplement, complete and detail the contents of the above-mentioned dividend-paying stock issuance plan and/or amend, supplement or change the issuance plan when necessary or at the request of the competent authority to ensure the success of the issuance.

- Select the time of issuance, formulation, completion, amendment and supplementation (if any) of the stock issuance dossier to be submitted to the competent authority.

- Decide on the time of closing the list of shareholders to exercise rights, other timelines related to the implementation of the issuance and carry out procedures for closing the list of shareholders as prescribed.

- Amend and supplement relevant provisions in the Company's Charter to recognize the newly increased charter capital after the completion of the issuance.

- Approve the increase of charter capital and implement necessary legal tasks and procedures to change the charter capital in the Enterprise Registration Certificate corresponding to the total par value of the actual issued shares after the completion of the issuance.

- Carry out relevant procedures with the SSC, Vietnam Securities Depository and Clearing Corporation (VSDC), Hanoi Stock Exchange and Phu Tho Provincial Department of Finance.

- Decide on other arising issues related to the process of issuing shares to pay dividends.

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

Best regards!

4-C.
TANG
UC
PHU T

Recipients:

- General Meeting of Shareholders;
- Board of Directors, Standing Committee;
- Board of Directors;
- Save: HC.

**TM. BOARD
CHAIRMAN**



Hoàng Dinh Thang



STATEMENT

*(Regarding the approval of the adjustment of the total investment of the Project:
Investment in construction and business of technical infrastructure of Song Lo II
Industrial Park, Song Lo commune, Phu Tho province)*

To: General Meeting of Shareholders - Vinh Phuc
Infrastructure Development Joint Stock Company

Base:

Law No. 59/2020/QH14 dated June 17, 2020 and Law No. 76/2025/QH15 amending and supplementing a number of articles of the Law on Enterprises;

Law on Investment No. 61/2020/QH14 dated June 17, 2020; Law No. 90/2025/QH15 dated June 25, 2025 Law amending and supplementing a number of articles of the Law on Bidding and the Law on Investment;

the Law on Construction No. 50/2014/QH13 dated June 18, 2014 and Law No. 62/2020/QH14 amending and supplementing a number of articles of the Law on Construction;

Decision No. 229/QĐ-TTg dated 23/02/2021 of the Prime Minister on the investment policy of Song Lo II Industrial Park Project;

Decision No. 600/QĐ-UBND dated March 11, 2021 of Vinh Phuc Provincial People's Committee on the establishment of Song Lo II Industrial Park;

Investment registration certificate Project code: 8804503205 First certification dated 30/3/2021; Certificate of the first adjustment dated 15/6/2023; Certificate of second adjustment dated 18/6/2025; Third Adjustment Certificate dated 16/9/2025;

Announcement of appraisal results No. 173/HTKT-VP dated 06/6/2022 of the Department of Technical Infrastructure – Ministry of Construction on the Project feasibility study report;

Announcement of appraisal results No. 313/HTKT-CCN dated May 27, 2024 of the Department of Technical Infrastructure – Ministry of Construction on the adjustment of the wastewater treatment plant and the Headquarters of the Management Board of Song Lo II Industrial Park;

The Company's Charter and the actual implementation of the Project;

Resolution of the 2021 Annual General Meeting of Shareholders No. 1912/2020/NQ-ĐHĐCĐ/IDV DATED 19/12/2020 of Vinh Phuc Infrastructure Development Joint Stock Company approved the total investment of Song Lo II Industrial Park Project of VND 1,520 billion;

The estimate of adjustment and supplementation of the total investment is made by Truong Minh Vinh Phuc Joint Stock Company.

The Board of Directors of Vinh Phuc Infrastructure Development Joint Stock Company Reports and respectfully submits to the Annual General Meeting of Shareholders (AGM) in 2026 to approve the adjustment of the Total Investment of the



Project: Investment in construction and business of technical infrastructure of Song Lo II Industrial Park, Song Lo commune, Phu Tho province with the following contents:

I. The necessity of adjusting the total investment

The total investment (e-commerce) initially approved is **VND 1,520 billion**, after the 1st adjustment (September 16, 2025) is **VND 1,763.38 billion**. During the implementation process, the project was strongly influenced by factors including:

- Fluctuations in the price of construction materials, especially K85 – K98 landfill, crushed stone and asphalt concrete;
- Prolonged adverse weather conditions, construction effects and substrate treatment volumes;
- Request to update and adjust according to the appraisal dossier of the Ministry of Construction for the item of wastewater treatment plant and the Headquarters of the Industrial Park Management Board.
- Expenses for project management, consultancy and other expenses increase at the prescribed rate corresponding to the construction and installation value.

The above factors change the implementation cost, requiring adjustment of e-commerce to ensure that the project is implemented on the approved scale, technical standards and schedule.

II. Total investment of times according to the summary table

STT	Contents	Value (billion VND)	Increased value compared to First time	
			Value difference (billion VND)	Increase rate compared to the first time (%)
1	Total initial investment	1.520,00		
2	Total 1st investment	1.763,38	243	16,00%
3	Total investment for the 2nd time	2.180,00	660	43,42%

III. Proposal of Total Investment after Adjustment

The total investment after the 2nd adjustment of the Project is: **2,180,000,000,000 VND**. (In words: Two thousand one hundred and eighty billion VND).

This includes:

STT	Contents	Values	DVT
1	Cost of land clearance	689,05	Billion VND
2	Construction Cost	1.080,92	Billion VND
3	Equipment Cost	52,56	Billion VND
4	Project Management Costs	13,72	Billion VND
5	Construction consultancy costs	19,47	Billion VND
6	Other expenses	30,15	Billion VND
7	Contingency costs	101,37	Billion VND
8	Interest expenses in the construction period	122,82	Billion VND
9	Project Operating Costs	69,94	Billion VND
PLUS		2.180,00	Billion VND

(Adjusted e-commerce increased by **43.42%** compared to the initial e-commerce).

IV. Financial performance of the project after e-commerce adjustment

- Net NPV Current Value: VND 614.39 billion
- Intrinsic rate of return (i=10%): 24.24%
- Expected payback period of the project: 5.6 years.

Note: Financial performance indicators are calculated on the basis of assumptions about rental prices, exploitation progress and market factors at the time of making the report; Actual results may vary according to market developments and implementation conditions.

Despite the increase in investment costs, the financial performance of the Project has improved¹ thanks to the updated unit price of industrial park land in line with market developments, thereby improving revenue and expected cash flow. The adjustment of e-commerce is necessary, reasonable and continues to bring high profitable value to the Company and shareholders.

V. Proposals

The Board of Directors (BOD) respectfully submits to the 2026 Annual General Meeting of Shareholders for consideration and approval the following contents:

1. Approving the adjustment of the total investment in the investment project on construction and commercial operation of technical infrastructure of Song Lo II Industrial Park, Song Lo commune, Phu Tho province with a total investment of **VND 2,180,000,000,000** (In words: Two thousand one hundred and eighty billion VND).

2. To approve the authorization of the Company's Board of Directors to organize the implementation and implementation of procedures and tasks related to the adjustment of the total investment of the project in accordance with the provisions of law and at the request of competent state agencies; in accordance with the Company's Charter and current legal provisions; to ensure the use of capital for the right purposes, economically and effectively.

3. To approve the authorization of the Company's Board of Directors, including but not limited to deciding on tasks related to the implementation of the Project in accordance with law, in accordance with actual conditions and situations, based on the principle of ensuring investment efficiency.

Best regards!

Recipients:

- General Meeting of Shareholders;
- Board of Directors, Standing Committee;
- Board of Directors;
- Save: HC.

**TM. BOARD
CHAIRMAN**



Hoang Dinh Thang

¹ The total initial investment is 1,520 billion, NPV is 86.98 billion VND; IRR (i=10%) reached 13.65%; The payback period of the project is 6.53 years.

DEVELOPMENT JOINT STOCK
COMPANY

VINH PHUC INFRASTRUCTURE

No. 05/2026/TTr-HDQT

SOCIALIST REPUBLIC OF VIETNAM

Independence - Freedom - Happiness

Phu Tho, January 11, 2026

STATEMENT

(Re: dismissal of members of the Board of Directors, independent members of the Board of Directors and election of additional members of the Board of Directors, independent members of the Board of Directors for the term 2024-2028)

To: General Meeting of Shareholders - Development
Joint Stock Company

Vinh Phuc infrastructure

- Pursuant to the Law on Enterprises No. 59/2020/QH14 passed by the National Assembly of the Socialist Republic of Vietnam on 17/06/2020;
- Pursuant to the Law on Securities No. 54/2019/QH14 approved by the National Assembly of the Socialist Republic of Vietnam on 26/11/2019;
- Pursuant to the Government's Decree No. 155/2020/ND-CP detailing the implementation of a number of Articles of the Law on Securities;
- Pursuant to the Charter of organization and operation of Vinh Phuc Infrastructure Development Joint Stock Company;
- Pursuant to the Internal Regulation on corporate governance; Regulations on organization and operation of the Board of Directors of the Company;
- Pursuant to the Application for resignation from the position of Independent Member of the Board of Directors of Mr. Ton Tich Quang Nam dated 15/12/2025;
- Pursuant to Mr. Phung Van Quy's application for resignation from the position of Member of the Board of Directors dated 17/12/2025;
- Pursuant to the Resolution of the Board of Directors No. 3112.1/2025/NQ-HDQT/IDV dated 31/12/2025.



Currently, the Board of Directors (BOD) of Vinh Phuc Infrastructure Development Joint Stock Company for the term 2024-2028 has 09 members, including 03 independent members of the Board of Directors. Based on the application for resignation of the title of Member of the Board of Directors and Independent Member of the Board of Directors sent to the Company, in order to ensure the number and structure of members of the Board of Directors of the Company in accordance with the provisions of law and the requirements of governance, the Board of Directors of the Company respectfully submits to the Annual General Meeting of Shareholders (AGM) for consideration, approving the contents related to the dismissal and election of additional members of the Board of Directors and independent members of the Board of Directors, specifically as follows:

I. Dismissal of members of the Board of Directors, independent members of the Board of Directors

On the basis of the Application for resignation from the position of Member of the Board of Directors of Mr. Phung Van Quy, Independent Member of the Board of Directors of Ton Tich Quang Nam, in order to ensure the dismissal of members of the Board of Directors and independent members of the Board of Directors in accordance with the provisions of law, the Board of Directors respectfully submits to the Annual General Meeting of Shareholders in 2026 for consideration and voting through:

- Dismissal of the title of member of the Board of Directors for the term 2024-2028 for Mr. Phung Van Quy;
- Dismissal of the title of independent member of the Board of Directors for the term 2024-2028 for Mr. Ton Tich Quang Nam.

II. Election of additional members of the Board of Directors and independent members of the Board of Directors for the term 2024 – 2028

- Number of additional members to be elected: 02 members (of which: 01 Member of the Board of Directors; 01 Independent Member of the Board of Directors).

- The term of office of additional elected members of the Board of Directors: according to the remaining time of the term 2024-2028.

- List of candidates to be submitted to the General Meeting of Shareholders for additional election:

1. Mr: Nguyen Manh Ha Date of birth: 29/08/1957

CCCD number: 036057000140 Issued on: 24/06/2021 Place of issue: Police Department of Social Security.

Nominated for election of additional members of the Board of Directors.

Current position: Chairman of the Board of Directors of VPID Vinh Phuc Joint Stock Company.

(Attach the Curriculum Vitae of the nominated candidate)

004-C
TY
IÂN
HÀ TÂN
HÚC
- T. PH

2. Ms. Phung Thi Lan Phuong Date of birth: 16/11/1984

CCCD number: 026184001373 Issued on: 24/12/2024 Place of issue: Ministry of Public Security

Nominated for election of additional independent members of the Board of Directors.
Current position: Deputy General Director of VietGlobal Consulting Group Joint Stock Company.

(Attach the Curriculum Vitae of the nominated candidate)

III. The Board of Directors of Vinh Phuc Infrastructure Development Joint Stock Company respectfully submitted to the General Meeting of Shareholders

1. Approving the dismissal of members of the Board of Directors for the term 2024 – 2028 for Mr. Phung Van Quy.

2. Approving the dismissal of Mr. Ton Tich Quang Nam as an independent member of the Board of Directors for the term 2024 – 2028.

3. Approving the number of additional members of the Board of Directors and independent members of the Board of Directors for the term 2024 – 2028 is: 02 members.

4. Approval of additional candidates: Members of the Board of Directors are Mr. Nguyen Manh Ha; Independent member of the Board of Directors is Ms. Phung Thi Lan Phuong.

5. Election rules: according to the Regulation on additional election of members of the Board of Directors and independent members of the Board of Directors.

Sincerely,

Recipients:

- General Meeting of Shareholders;
- Board of Directors, Standing Committee;
- Board of Directors;
- Save: HC.

TM. BOARD

CHAIRMAN



Hoang Dinh Thang



CỘNG HOÀ XÃ HỘI CHỦ NGHĨA VIỆT NAM

Độc lập - Tự do - Hạnh phúc



SƠ YẾU LÝ LỊCH

- Họ và tên : **Nguyễn Mạnh Hà** Giới tính: Nam Quốc tịch: Việt Nam
- Sinh ngày : 29/08/1957 Nơi sinh: Nam Định
- CCCD số : 036057000140 Ngày cấp: 24/06/2021; Nơi cấp: Cục Cảnh sát BCA.
- HK thường trú: Căn hộ B1001, CC Mipecc Tower, 229 Tây Sơn, phường Kim Liên, TP Hà Nội.
- Điện thoại: 0978883668 Email: nmhasd11@gmail.com
- Trình độ văn hóa: 10/10
- Trình độ chuyên môn: Thạc sỹ Quản trị kinh doanh
- Quá trình học tập, đào tạo chuyên môn, chứng chỉ:

Thời gian	Nơi đào tạo	Chuyên ngành
2011-2013	ĐH Thái Nguyên – PGSM Pháp liên kết	MBA – Quản trị kinh doanh
1976-1981	Trường Đại học Bách khoa Hà Nội	Máy điện - Thiết bị điện

9. Quá trình làm việc:

Thời gian	Nơi làm việc	Chức vụ	Khen thưởng	Kỷ luật
2023 - 2025	Công ty CP phát triển hạ tầng Vĩnh Phúc	Phó Tiểu ban XDCCB		Không
2019 - 2023	Công ty CP phát triển hạ tầng Vĩnh Phúc	Trưởng ban Kiểm toán nội bộ		Không
2017 - 2019	Nghỉ hưu theo chế độ	Nghỉ hưu		
2005 - 2017	Công ty CP Sông Đà 11 – TCT Sông Đà	Phó TGĐ Công ty	Huân chương Lao động hạng III	Không
1999 - 2005	Công ty Lắp máy INCO – TCT Vinaincon	Phó GD Công ty		Không
1987 - 1999	XN Cơ khí điện – Cty Xây lắp điện I	Trưởng phòng KTKH		Không
1981 - 1987	Liên hiệp các XN sành sứ - Bộ Xây Dựng	Kỹ thuật điện		Không

10. Chức vụ hiện nay tại Công ty: Phó Tiểu ban XDCCB.

11. Các chức vụ hiện đang nắm giữ tại tổ chức khác:

Stt	Tên tổ chức	Vị trí	Thời gian bắt đầu năm giữ vị trí
1	Công ty cổ phần VPID Vĩnh Phúc	Chủ tịch HĐQT	10/2024

12. Danh sách người có liên quan (Người có liên quan theo quy định tại khoản 46 Điều 4 Luật Chứng khoán số 54/2019/QH14):

Stt	Tên cá nhân/ tổ chức	Số CMND/ CCCD/ Hộ Chiếu (đối với cá nhân) hoặc Số GCN ĐKDN, GP hoạt động hoặc giấy tờ pháp lý tương đương (đối với tổ chức)	Số lượng CP nắm giữ, tỷ lệ sở hữu trên VĐT của Công ty (nếu có)	Mối quan hệ với người khai
1	Đào Bích Việt	001161002508	0	Vợ
2	Nguyễn Thị Phương Thanh	019153000130	0	Chị gái
3	Phạm Ngọc Vân	034049002820	0	Anh rể
4	Nguyễn Hồng Thủy	036055000097	0	Anh trai
5	Bùi Lê Chung Thủy	001157001648	0	Chị dâu
6	Nguyễn Thị Băng Hải	079159011922	0	Em gái
7	Đặng Vũ Ngoạn	038056006437	0	Em rể
8	Nguyễn Mạnh Quân	001084006649	0	Con trai
9	Bùi Thị Kim Ngọc	001182044310	0	Con dâu
10	Nguyễn Hồng Hạnh	001191008756	0	Con gái

13. kê khai lợi ích (nếu có): Không.

14. Quyền lợi mâu thuẫn với Công ty (nếu có): Không.

Tôi cam đoan những lời khai trên đây là hoàn toàn chính xác, nếu sai tôi hoàn toàn chịu trách nhiệm trước pháp luật, Công ty và các cổ đông về lời khai này.

Hà Nội., ngày 22 tháng 12 năm 2025

NGƯỜI KHAI

(Ký và ghi rõ họ tên)

Nguyễn Mạnh Hà

CỘNG HOÀ XÃ HỘI CHỦ NGHĨA VIỆT NAM
Độc lập - Tự do - Hạnh phúc



SƠ YẾU LÝ LỊCH

- Họ và tên: **Phùng Thị Lan Phương** Giới tính: Nữ Quốc tịch: Việt Nam
- Ngày, tháng, năm sinh: 16/11/1984 Nơi sinh: Phú Thọ
- Số CCCD: 026184001373; Ngày cấp: 24/12/2024; Nơi cấp: Bộ Công An
- Nơi đăng ký HKTT: P802, CT4-2, KĐT Mễ Trì Hạ, TDP số 4, Phường Từ Liêm, Thành phố Hà Nội
- Chỗ ở hiện tại: LK2-06, Vinhomes Thăng Long, Khu đô thị Nam An Khánh, xã An Khánh, Thành phố Hà Nội.
- Điện thoại: 0915162216 Email: phuongphungvcci@gmail.com
- Trình độ văn hóa: 12/12
- Trình độ chuyên môn: Thạc sỹ Thương mại Quốc tế
- Quá trình học tập, đào tạo chuyên môn, chứng chỉ:

Thời gian	Nơi đào tạo	Chuyên ngành	Khen thưởng	Kỷ luật
2022-2026	Viện Kinh doanh Australia (AIB)	Thương mại quốc tế	Học bổng toàn phần	Không
2016-2018	Trường Đại học Adelaide Australia	Thương mại quốc tế	Học bổng toàn phần	Không
2003-2008	Trường Đại học Ngoại thương Hà Nội	Kinh tế đối ngoại	Khen thưởng trường	Không

10. Quá trình làm việc:

Thời gian	Nơi làm việc	Chức vụ	Khen thưởng	Kỷ luật
2025-Nay	Công ty Cổ phần VietGlobal Consulting Group	Phó Tổng Giám đốc	Không	Không
2023-Nay	Chuyên gia tư vấn về thương mại và đầu tư	Chuyên gia tư vấn cho: - Trung tâm Thương mại Quốc tế (ITC) - Ngân hàng châu Á (ADB) - Bộ Công Thương	Không	Không
2008-2023	Trung tâm WTO và Hội nhập - Phòng Thương mại và Công nghiệp Việt Nam (VCCI)	Trưởng phòng	Khen thưởng đơn vị	Không

11. Chức vụ hiện nay tại Công ty (nếu có):

12. Các chức vụ hiện đang nắm giữ tại tổ chức khác (nếu có):.....

Stt	Tên tổ chức	Vị trí	Thời gian bắt đầu nắm giữ vị trí

13. Danh sách người có liên quan (Người có liên quan theo quy định tại khoản 46 Điều 4 Luật Chứng khoán số 54/2019/QH14):

Stt	Tên cá nhân/ tổ chức	Số CMND/ CCCD/ Hộ Chiếu (đối với cá nhân) hoặc Số GCN ĐKDN, GP hoạt động hoặc giấy tờ pháp lý tương đương (đối với tổ chức)	Số lượng CP nắm giữ, tỷ lệ sở hữu trên VĐT của Công ty (nếu có)	Mối quan hệ với người khai
1	Phùng Văn Quý	026058001690	1.258.239	Bố ruột
2	Nguyễn Thị Bằng	026159001844	0	Mẹ ruột
3	Phùng Nguyên Ngọc	026094004217	0	Em ruột
4	Nguyễn Ngọc Phương Trinh	080197013766	88.872	Em dâu
5	Nguyễn Phương Vy	001311066784	0	Con gái ruột
6	Nguyễn Nam Phong	001219032195	0	Con trai ruột
7	Nguyễn Thái Dũng	040085000017	0	Chồng
8	Nguyễn Duyên Hồng	040049000323	0	Bố chồng
9	Thái Thị Tuấn	040157019459	0	Mẹ chồng
10	Nguyễn Thị Như Trang	040183000177	0	Chị chồng

14. Kê khai lợi ích (nếu có):

Stt	Tên doanh nghiệp	Tỷ lệ % cổ phần/ phần vốn góp	Ghi chú
	Công ty Cổ phần Giáo dục Slingo	35%	

15. Quyền lợi mâu thuẫn với Công ty (nếu có):

Tôi cam đoan những lời khai trên đây là hoàn toàn chính xác, nếu sai tôi hoàn toàn chịu trách nhiệm trước pháp luật, Công ty và các cổ đông về lời khai này.

Hà Nội., ngày 30 tháng 12 năm 2025

NGƯỜI KHAI

(Ký và ghi rõ họ tên)



Phùng Thị Lan Phương



**VINH PHUC INFRASTRUCTURE DEVELOPMENT JOINT STOCK
COMPANY**

Head office: Khai Quang Industrial Park, Vinh Phuc Ward, Phu Tho Province
Phone: 0211-3720945 - Fax: 0211-3845944 - Email: idv@vpid.vn

ELECTION VOTES

ADDITION OF BOARD MEMBERS /

INDEPENDENT MEMBER OF THE BOARD OF DIRECTORS

Shareholder code:
Shareholder Name:
Number of shares owned: shares
Number of authorized shares: shares
Total number of shares owned and authorized: shares
Total votes cast: **Vote**

STT	NAMES OF CANDIDATES FOR THE BOARD OF DIRECTORS (Sorted by ABC rhyme)	VOTE COUNT
1.		
2.		
3.		
4.		
	Total:	

Summary of election rules:

- Shareholders have the right to pool all their votes to one or split several candidates.
- The total number of votes for the above-mentioned candidates shall not exceed the total number of shareholder votes (indicated above). If it is exceeded, all votes of shareholders are invalid; if it is lower than the total number of votes of such shareholders, the votes cast for the candidates are valid, and the missing votes are considered as blank votes.
- The total number of votes of shareholders corresponds to the total number of shares owned multiplied by the number of elected members of the Board of Directors.



Example: The company elects 02 members of the Board of Directors. If shareholder A owns 100 shares (with voting rights), the number of votes of shareholder A is as follows:

The maximum number of votes to be elected as additional members of the Board of Directors and independent members of the Board of Directors: $100 \times 02 = 200$ votes.

Phu Tho, date.....month..... years.....

**SHAREHOLDERS/ AUTHORIZED
PERSONS**

(Sign, specify full name)





**ANNUAL GENERAL MEETING OF SHAREHOLDERS IN
2026
VINH PHUC INFRASTRUCTURE DEVELOPMENT JSC**

VOTING VOTES

Names of shareholders/representatives to be UQ:

College Code:

Registration Number/Passport/Business Registration Certificate:.....

Total number of voting shares: Shares

In which: Ownership: shares; Authorization: Shares

VOTING CONTENTS:

Anonymous	Voting content (Tick "✓" in the corresponding selection opinion box)	Endorsement	Disapprove	No Comments
1	Approving the Report on business results of the Board of Directors for the fiscal year 2025, the plan for the fiscal year 2026	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
2	Approving the Report of the Board of Directors on business results for the fiscal year 2025, the plan for 2026	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
3	Approved the audited consolidated financial statements for the fiscal year 2025	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
4	Approving the Report on the activities of independent members of the Board of Directors in the Standing Committee	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
5	Approving the selection of auditing units for the financial statements for the fiscal year 2026 according to the Report of the People's Committee	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
6	Approving the distribution of after-tax profit for the fiscal year 2025 and the expected distribution of after-tax profit for the fiscal year 2026 according to the Report of the Board of Directors	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
7	Approving the operating budget of the Board of Directors, the Committees under the Board of Directors in the fiscal year 2026 according to the Report of the Board of Directors	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
8	Approving the plan to issue shares to pay dividends for the fiscal year 2025 according to the Report of the Board of Directors	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
9	Approving the adjustment of the Total Investment in Construction and Business of Technical Infrastructure of Song Lo II Industrial Park, Song Lo Commune, Phu Tho Province	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>



10	Approving the dismissal of the Board of Directors, the Independent TV of the Board of Directors and the election of additional Members of the Board of Directors, the Independent TV of the Board of Directors for the term 2024-2028	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
----	---	--------------------------	--------------------------	--------------------------

Notes:

- Valid slips are those with specific answers corresponding to the above-mentioned issues;
- An invalid ticket is a ticket that does not have any corresponding options or has 02 or more corresponding options.

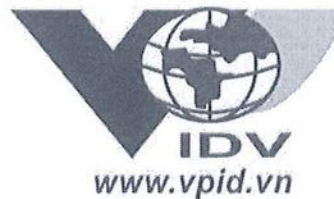
Phu Tho, January 11, 2026

**SHAREHOLDERS/ AUTHORIZED
REPRESENTATIVES**

(Sign and specify full name)



SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom - Happiness



ADDITIONAL ELECTION REGULATIONS
MEMBERS OF THE BOARD OF DIRECTORS, INDEPENDENT
MEMBERS OF THE BOARD OF DIRECTORS FOR THE
REMAINING TIME OF THE
TERM 2024 – 2028
AT THE 2026 ANNUAL GENERAL MEETING OF
SHAREHOLDERS OF VINH PHUC INFRASTRUCTURE
DEVELOPMENT JOINT STOCK COMPANY



Phu Tho, January 11, 2026



Phu Tho, January 11, 2026

**ADDITIONAL ELECTION REGULATIONS
MEMBERS OF THE BOARD OF DIRECTORS, INDEPENDENT MEMBERS OF
THE BOARD OF DIRECTORS FOR THE REMAINING TIME OF THE TERM
2024 – 2028 AT THE ANNUAL GENERAL MEETING OF SHAREHOLDERS IN
2026**

- Pursuant to the Law on Enterprises No. 59/2020/QH14 approved by the National Assembly of the Socialist Republic of Vietnam on 17/06/2020;
- Pursuant to the Charter of organization and operation of Vinh Phuc Infrastructure Development Joint Stock Company;
- Pursuant to the Resolution of the Board of Directors No. 3112.1/2025/NQ-HĐQT/IDV dated 31/12/2025.

The General Meeting of Shareholders (hereinafter referred to as the "General Meeting of Shareholders") Vinh Phuc Infrastructure Development Joint Stock Company (hereinafter referred to as the "Company") shall conduct the election of additional members of the Board of Directors (hereinafter referred to as the "Board of Directors"), independent members of the Board of Directors for the remaining time of the 5th term (2024 - 2028) according to the following provisions:

Điều 1. Principles and subjects of elections

1. Election Principles

Elections are held in accordance with the law, the Charter and in accordance with this Regulation in order to ensure democracy and the legitimate interests of all shareholders.

- 2. Subjects with voting rights:** Shareholders owning shares with voting rights or persons authorized to attend the meeting with voting rights (*according to the list of shareholders of the Company closed on 09/12/2025*) present at the General Meeting.

Điều 2. Number, tenure, conditions and criteria for members of the Board of Directors, independent members of the Board of Directors

1. Number of additional elections and term of office

- Number of additional members of the Board of Directors, independent members of the Board of Directors: 02 members.
- The term of office of members of the Board of Directors, independent members of the Board of Directors elected additionally: is the remaining time of the term 2024-2028.

- The number of members of the Board of Directors and independent members of the Board of Directors after additional election must ensure the structure of members of the Board of Directors in accordance with the provisions of law and the Company's Charter.

2. Conditions and criteria for candidates to be nominated and nominated for members of the Board of Directors, independent members of the Board of Directors

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

- a) Having full civil act capacity, not falling into the subjects specified in Clause 2, Article 17 of the Law on Enterprises;
- b) Having professional qualifications and experience in business administration or in the fields, business lines of the Company and not necessarily being a shareholder of the Company, unless otherwise provided for by the Company's Charter;
- c) A member of the Board of Directors of the Company may also be a member of the Board of Directors of another company;
- d) must not have been a member of the Board of Directors or the legal representative of one of the companies banned from operation due to serious violations of the law;
- e) For independent members of the Board of Directors: in addition to the above standards, the following standards and conditions must also be met:
 - Not be a person who is working for the Company, the Parent Company or its subsidiaries; not being a person who has worked for the Company, the parent company or its subsidiaries for at least 03 consecutive years;
 - Not being a person who is receiving salary or remuneration from the Company, except for allowances that members of the Board of Directors are entitled to as prescribed;
 - Not being a person whose spouse, natural father, adoptive father, natural mother, adoptive mother, natural child, adopted child, brother, sister or sibling is a major shareholder of the Company; being a manager of the Company or its subsidiaries;
 - Not being a person who directly or indirectly owns at least 01% of the total voting shares of the Company;
 - Not a person who has been a member of the Board of Directors or the Supervisory Board of the Company for at least 05 consecutive years, except for the case of being appointed for 02 consecutive terms.

Điều 3. Right to nominate and stand for election

1. Shareholders or a group of shareholders holding 10% or more of the total voting ordinary shares (*according to the list of shareholders of the Company closed on 09/12/2025*) have the right to nominate or nominate candidates:
 - From 10% to less than 20% may nominate one (01) candidate;
 - From 20% to less than 30% may nominate a maximum of two (02) candidates;

- From 30% to less than 40% may nominate a maximum of three (03) candidates;
 - From 40% to less than 50% may nominate a maximum of four (04) candidates;
 - From 50% to less than 60% are nominated for a maximum of five (05) candidates;
 - From 60% to less than 70% may nominate a maximum of six (06) candidates;
 - From 70% to less than 80% may nominate a maximum of seven (07) candidates;
 - From 80% to less than 90% may nominate a maximum of eight (08) candidates.
2. Shareholders who currently own less than 10% of the total voting ordinary shares of the Company have the right to combine their voting rights with other shareholders to reach at least 10% to nominate their representatives.
 3. In case the number of candidates elected to the Board of Directors and independent members of the Board of Directors through nomination and candidacy is still not sufficient, the incumbent Board of Directors may nominate additional candidates according to the criteria in Clause 2, Article 2 of this Regulation.

Điều 4. Dossiers of participation in candidacy and nomination of members of the Board of Directors, independent members of the Board of Directors

1. Dossiers of candidacy and nomination of members of the Board of Directors and independent members of the Board of Directors include:

- a) Application for nomination and candidacy for the position of member of the Board of Directors, independent member of the Board of Directors (according to the form);
- b) Curriculum vitae declared by the candidate himself (according to the form);
- c) A notarized copy of the candidate's CCCD/Passport, diplomas and certificates certifying the candidate's cultural and professional qualifications (if any).

❖ Note: Candidates who are nominated/nominated for additional election to members of the Board of Directors and independent members of the Board of Directors must be responsible before the law and the General Meeting of Shareholders for the accuracy and truthfulness of the content of their dossiers.

2. Deadline for receiving dossiers of candidacy and nomination of members of the Board of Directors and independent members of the Board of Directors

Dossiers of participation in nomination and candidacy can be submitted directly or by registered mail before 17:00', December 30, 2025 at the following address:

- Recipients : Vinh Phuc Infrastructure Development Joint Stock Company
- Address : Khai Quang Industrial Park, Vinh Phuc Ward, Phu Tho Province.
- Phone : 02113.720.945 Fax: 02113.845.944

Điều 5. Selection of candidates

Based on the candidate nomination dossier of the shareholders, the group of shareholders and the attached documents of the candidates, the Organizing

Committee of the General Meeting of Shareholders will make a list of candidates who meet the prescribed conditions to be included in the list of candidates announced at the General Meeting.

Điều 6. Election method

1. The election of members of the Board of Directors and independent members of the Board of Directors shall be carried out directly, by secret ballot at the General Meeting by the method of cumulative voting.
2. Each shareholder or authorized person attending the meeting has the total number of votes corresponding to the total number of voting shares (including ownership and authorization) multiplied by the number of members of the Board of Directors and independent members of the Board of Directors who are additionally elected. Specifically:

$$\text{Total votes} = \text{Total number of voting shares} \times \text{Number of additional elected TVs of the Board of Directors}$$

3. Shareholders or authorized persons attending the meeting may pool all their votes to vote for 01 candidate or divide the number of votes among selected candidates. The total number of votes for candidates or 01 candidate of a shareholder must not exceed the total number of votes allowed by that shareholder.
4. Only the maximum number of members of the Board of Directors, independent members of the Board of Directors need to be elected additionally out of the total number of nominated candidates for the Board of Directors and independent candidates of the Board of Directors.

❖ **Example:** The number of members of the Board of Directors and independent members of the Board of Directors that need to be additionally elected is 02 members out of the total number of candidates to be nominated or nominated. Shareholder Nguyen Van A holds (*including owning and being authorized*) 100,000 voting shares. At that time, the total number of voting votes of shareholder Nguyen Van A is: 100,000 (shares) x 02 (members of the Board of Directors, independent TVs of the Board of Directors are additionally elected) = **200,000 votes**. Shareholder Nguyen Van A can vote by the following method:

- Put all his 200,000 votes into 01 candidate for a member of the Board of Directors.
- Divide 200,000 votes equally to 02 candidates for members of the Board of Directors, independent members of the Board of Directors (*equivalent to each candidate receiving 100,000 votes from shareholder Nguyen Van A*).
- Divide 200,000 voting rights according to different levels for 02 candidates depending on trust. Shareholder Nguyen Van A can put his 200,000 votes to 02 candidates according to different voting right ratios, but the total number of votes for those candidates does not exceed 200,000 votes.

Điều 7. Election organization and monitoring

1. Election and vote counting committee:

- The organization and supervision of elections shall be carried out by the Election and Vote Counting Committee on behalf of the General Meeting of Shareholders in accordance with the provisions of this Regulation.
 - The Election and Vote Counting Committee shall consist of one (01) Head and other members approved by the Congress at the request of the Chairman.
 - Members of the Election and Vote Counting Committee must not be named in the list of nominations or candidates for additional election to members of the Board of Directors or independent members of the Board of Directors.
2. The Election and Vote Counting Board must ensure the accuracy, objectivity and confidentiality of information on the election and vote counting.
3. The Election and Vote Counting Committee has the following tasks:
- Disseminate election regulations and guide shareholders on how to vote.
 - Check and announce the list of additional candidates for members of the Board of Directors and independent members of the Board of Directors.
 - Counting votes, making a record of vote counting, announcing the results of vote counting before the General Meeting of Shareholders.
 - Together with the Chairman of the General Meeting to consider and settle complaints and denunciations about candidates, as well as election results (if any) and report to the General Meeting of Shareholders for decision.

Điều 8. Ballot and Election Recording

1. Election Votes

- Election ballots issued by Vinh Phuc Infrastructure Development Joint Stock Company, printed uniformly, with the Company's circular seal, shareholder code, shareholder name, total number of shares owned/authorized to be represented, total number of votes, list of candidates nominated to be added to the Board of Directors, independent members of the Board of Directors.
- Shareholders/authorized representatives are issued 01 vote to vote for additional members of the Board of Directors, independent members of the Board of Directors according to the attendance code (owned and authorized).
- Shareholders/shareholders' representatives, when being issued election ballots, must check the information written on the ballot papers, if there are errors, shareholders must immediately notify the Organizing Committee of the General Meeting to exchange other election votes.

2. How to record a vote

- When agreeing to vote for a candidate, the shareholder or authorized representative shall write the number of votes they want to vote in the column "Number of votes" in the line corresponding to the candidate's name.
- If no candidate is voted for, the shareholder or authorized representative shall fill in the sign "x" or fill in the number "0" in the column "Number of votes" in the line corresponding to the name of that candidate.
- Shareholders or authorized representatives of shareholders attending the meeting may accumulate votes for one or several candidates or not vote for any candidate.

- In case the shareholder or the authorized representative of the shareholder in the process of recording the ballot paper is mistaken, provided that it has not been put in the ballot box, he/she is entitled to directly meet the Head of the Election Board and count the votes in exchange for the ballot paper.

3. Validity and invalidity of Election Ballots

3.1 A ballot is considered valid when it fully meets the following criteria:

- It is a sample certificate issued by Vinh Phuc Infrastructure Development Joint Stock Company and issued by the Organizing Committee of the General Meeting of Shareholders, with the Company's circular seal;
- Voting for the candidates of the Board of Directors who are named in the list of nominations and candidacies approved by the General Meeting;
- The total number of votes filled for the candidates must not be greater than the total number of votes owned and authorized by the shareholders;
- No torn, bricked, erased, scraped, corrected, further written. If the ballot paper has a crossed out name due to a mistake, the voter must sign the crossed out or report to the Vote Counting Board for re-election of the vote paper;
- Put it in the ballot box properly before the ballot box is sealed.

3.2 Invalid ballot papers are the following cases:

- It is a coupon not issued by Vinh Phuc Infrastructure Development Joint Stock Company and not issued by the Organizing Committee of the General Meeting of Shareholders;
- There is no circular seal of Vinh Phuc Infrastructure Development Joint Stock Company;
- Torn, crossed, erased, scraped, corrected, or added the name of the candidate not on the list of candidates approved by the Organizing Committee of the General Meeting of Shareholders before voting or wrote other information or symbols;
- There are total votes cast for candidates that exceed the total number of votes of such shareholders or authorized representatives entitled to vote;
- Vote for the total number of candidates in excess of the number of additional candidates to be elected to the Board of Directors;
- Don't vote for anyone on the list of candidates who are Blank Votes;
- Without the signature of the shareholder or authorized representative;
- Submit to the Board of Elections and count the votes after voting is over and the ballot box has been sealed.

Invalid Election Ballots do not count towards election results.

Điều 9. Principles of voting and vote counting, preparation and publication of election vote counting minutes

1. Principles of voting and counting of election votes

- The Election and Vote Counting Board will conduct an inspection of the ballot box before casting an election ballot in the presence of shareholders.
- Voting begins after the distribution of election ballots is completed and ends when the last shareholder casts their votes in the ballot box.

- After the end of voting, the ballot box will be sealed by the Election and Counting Board in the presence of shareholders.
- The counting of votes must be conducted by the Election Board and the counting of votes immediately after the voting is over.

2. Regulations on vote counting

The Election and Vote Counting Board shall count votes according to the following regulations:

- Counting votes in 01 private room/private area.
- Electronic technical means and technical experts can be used to assist in counting votes.
- Check the validity of the votes.
- Check each vote in turn and record the results of the vote count.
- Reseal all ballots and hand them over to the Head of the Election Committee and count the votes.
- The vote counting results shall be made in writing signed by members of the Election and Vote Counting Committee and announced by the Head of the Election and Vote Counting Committee before the Congress.

3. Preparation and publication of vote counting minutes

- After the vote counting is completed, the Election and Vote Counting Board shall make a vote counting record.
- The vote counting record must contain the following principal contents:
 - + Time and place of vote counting;
 - + Election and vote counting components;
 - + Total number of shareholders attending the meeting;
 - + Total number of shareholders participating in voting;
 - + The number and percentage of valid and invalid votes;
 - + The number and proportion of votes for each elected candidate;
 - + The minutes must be signed by members of the Election and Vote Counting.
- Announcement of the vote counting record: based on the vote counting record, the election results shall be announced at the Congress. The election results will be recorded in the Resolution of the General Meeting of Shareholders.

Điều 10. Principles of electing members of the Board of Directors, independent members of the Board of Directors

1. The number of people elected as members of the Board of Directors and independent members of the Board of Directors is the person with the number of votes calculated from high to low, starting from the candidate with the highest number of votes until the number of additional members of the Board of Directors and independent members of the Board of Directors is sufficient.

$$\text{Vote Rate} = \frac{\text{Total votes cast for candidates}}{\text{Total number of voting shares}} \times 100\%$$

2. In case there are two or more candidates who receive the same number of votes and the number of winning votes exceeds the number of votes to be voted, the candidate who owns more shares of the Company will be selected. In case the number of shares owned is equal, a second election shall be conducted for these candidates for selection.

Điều 11. Settlement of complaints about elections and vote counting

1. In case there is a complaint from shareholders or it is necessary to review the election results, the Election and Vote Counting Board will directly re-examine it, if detecting intentional errors or fraud in the vote counting, the Election and Vote Counting Board shall take full responsibility and must hold a re-election.
2. Complaints about the election and vote counting (if any) will be resolved by the Chairman of the General Meeting of Shareholders and recorded in the Minutes of the General Meeting of Shareholders.

Điều 12. Enforcement effect

This Regulation consists of 12 articles and 08 pages and takes effect immediately after being approved by the General Meeting of Shareholders of Vinh Phuc Infrastructure Development Joint Stock Company at the Annual General Meeting of Shareholders in 2026.

TM. GENERAL MEETING OF SHAREHOLDERS

CHAIRMAN



Hoang Dinh Thang