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## MEETING INVITATION

### ANNUAL GENERAL MEETING OF SHAREHOLDERS 2025

#### To: Shareholders of Educational Book Joint Stock Company in Hanoi City

The Board of Directors (BOD) of Hanoi Educational Books Joint Stock Company (EBS) respectfully announces and invites shareholders to attend the 2026 Annual General Meeting of Shareholders (AGM) held as follows:

1. **Time:** 02:00 p.m Monday, March 30, 2026
2. **Location:** Building D, 2nd Floor, Vinaconex 1 Office Area, 289A Khuat Duy Tien, Dai Mo Ward, Hanoi, Vietnam.
3. **Main content of the Congress:**
  - Report on the Board of Directors' activities in 2025 and the Working Orientation in 2026;
  - Report of the Board of Directors on the implementation of tasks in 2025 and the Production and Business Plan in 2026;
  - Report on the activities of the Board of Supervisors in 2025 and proposal to assign the Executive Board to select an audit unit for the Semi-annual Financial Report and the Financial Report in 2026;
  - Submission to the General Meeting of Shareholders for opinions on some contents at the General Meeting;
  - Other contents under the authority of the General Meeting of Shareholders;
  - Approval of the Minutes and Resolution of the General Meeting;
4. **Participants:** All shareholders owning shares of Hanoi Educational Book Joint Stock Company (Stock code: EBS) according to the shareholder list closed on February 23, 2026 and those authorized to attend.
5. **Documents for the General Meeting:** Shareholders can view on the Company's website: <http://sachgiaoduchanoi.vn> from March 6, 2026 or receive a hard copy when attending the General Meeting of Shareholders.
6. **Authorization to attend the General Meeting:** If shareholders do not attend the General Meeting and authorize another person to attend, please prepare a Power of Attorney (according to the attached form).
7. **Time for registration and confirmation of attendance at the General Meeting:**

In order to organize the meeting in a thoughtful manner, in accordance with the provisions of the Law and the Charter of EBS, shareholders are requested to confirm

their attendance at the General Meeting (according to the attached form) or send the Authorization Letter (if authorized) directly to the Educational Book Joint Stock Company in Hanoi at the address: Building D, 2nd Floor, Vinaconex 1 Office Building, 289A Khuat Duy Tien, Dai Mo Ward, Hanoi City before March 25, 2026.

Shareholders or authorized persons attending the General Meeting are requested to bring their ID card or passport and the Meeting Invitation.

We hope that shareholders will arrange their time to attend fully and on time.

We would like to send our best wishes to all shareholders for good health and success!

*Hanoi, February 26, 2026*  
**ON BEHALF OF BOARD OF DIRECTORS**  
**CHAIRPERSON**

**Receiving place:**

- As mentioned above;
- Archives Documentation Office.



**Ngô Trọng Vinh**



## WORKING REGULATIONS OF THE 2026 GENERAL MEETING OF SHAREHOLDERS

**Article 1:** The Presidium consists of 02 people chaired by the Chairman of the Board of Directors of the Company.

**Article 2:** Duties of the Presidium.

- Conduct the activities of the Congress according to the working program approved by the Congress.
- Guide the delegates and the Congress in discussions.
- Submit drafts and conclusions on necessary issues for the Congress to vote on.
- Respond to issues requested by the Congress.

**Article 3:** The Presidium works on the principle of democratic centralism and makes decisions by majority vote.

**Article 4:** The Congress Secretariat (consisting of 02 people) is 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:

- Record the contents of the General Meeting fully and honestly.
- Assist the Presidium in checking the qualifications of shareholders and shareholder representatives attending the meeting (when necessary).
- Assist the Presidium in announcing draft documents, conclusions, resolutions of the General Meeting and notices of the Presidium sent to shareholders when requested.
- Receive feedback forms from shareholders.
- Receive documents related to the General Meeting.
- Draft the General Meeting Minutes and General Meeting Resolutions on issues approved at the General Meeting.
- Approval of the General Meeting Resolution at the end of the shareholders' meeting.

**Article 5:** The Shareholders' Qualification Examination Committee of the General Meeting (consisting of 03 people) is responsible for examining the qualifications and status of shareholders and shareholder representatives attending the meeting. The Head of the Shareholders' Qualification Examination Committee reports to the General Meeting of Shareholders on the status of shareholders attending the meeting in accordance with the Company's Charter.

**Article 6:** Shareholders attend the General Meeting of Shareholders.

- Shareholders of the Company have the right to attend the General Meeting of Shareholders of the Educational Book Joint Stock Company in Hanoi.
- Delegates, shareholders, and authorized representatives attending the General Meeting must be present at the prescribed time and complete the registration procedures with the Organizing Committee of the General Meeting. During the General Meeting,

shareholders must seek permission from the Presidium and notify the Secretariat when leaving the hall.

- During the General Meeting, shareholders must comply with the instructions of the Presidium, behave in a civilized and polite manner, and not cause disorder.

- Persons authorized to attend the General Meeting are not allowed to re-authorize others to attend the General Meeting.

#### **Article 7: Speaking at the Congress.**

Shareholders register their speech content with the Presidium (through the Secretary of the General Meeting). When speaking or needing to debate, they must raise their hands. They can only speak when the Presidium agrees. Each shareholder's speech should not exceed 3 minutes. The content should be concise and avoid duplication.

#### **Article 8: Vote:**

8.1. Shareholders and authorized representatives vote on issues at the General Meeting using voting cards.

8.2. Shareholders and representatives of groups of shareholders who are entitled to attend the General Meeting of Shareholders have the right to vote on issues under the authority of the General Meeting of Shareholders, the voting rights corresponding to the number of shares owned and the number of authorized shares.

8.3. Issues voted on at the General Meeting are approved when:

The decision of the General Meeting of Shareholders is approved at the meeting when it is approved by the number of shareholders representing more than 50% of the total number of votes of all shareholders attending the meeting. Particularly for decisions of the General Meeting of Shareholders related to a) Types of shares and total number of shares of each type; b) Changes in business lines, occupations and fields; c) Changes in the Company's management structure; d) Investment projects or asset sales with a value of 35% or more of the total asset value recorded in the Company's most recent financial report; dd) Reorganization or dissolution of the Company; must be approved by shareholders representing 65% or more of the total number of votes of all shareholders attending the meeting.

8.4. Voting principles and rules: Voting to approve reports and resolutions of the 2026 Shareholders' Meeting shall be conducted according to the following principles and rules:

- Voting to approve reports and resolutions of the General Meeting of Shareholders is conducted publicly and directly under the direction of the Presidium of the General Meeting and only using voting cards issued by the Organizing Committee of the General Meeting.

- Voting cards to approve reports and resolutions of the General Meeting of Shareholders are pre-printed cards, according to the Company's form, stamped by the Hanoi Education Book Joint Stock Company (this card has been sent to shareholders before the General Meeting).

- The results of the votes of approval, disapproval, and no opinion are the total number of shares owned from the corresponding voting cards.

- Regulations on invalid votes.

Voting cards with the following elements are invalid:

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- Vouchers are not issued by the Organizing Committee according to the prescribed form.

**Article 9: Minutes of the General Meeting of Shareholders**

All meeting contents of the Shareholders' Meeting are recorded by the Secretary in the Minutes of the Meeting. The Minutes of the Meeting are read and approved before the closing of the meeting and are kept at the Company.

**Article 10:** Shareholders and authorized representatives attending the General Meeting must strictly comply with the Working Regulations of the General Meeting of Shareholders. Shareholders who violate these Regulations will be considered and disciplined by the Presidium depending on the specific level.

The above is the Regulations for the 2026 General Meeting of Shareholders of the Hanoi Education Book Joint Stock Company.

This Regulation shall take effect immediately after being approved by the General Meeting of Shareholders.

We respectfully submit to the General Meeting of Shareholders of the Company for consideration and approval so that the organization of the General Meeting of Shareholders can be carried out successfully and in compliance with the provisions of the State Law and the Company Charter.

*Hanoi, March 30, 2026*

**ON BEHALF OF BOARD OF DIRECTORS  
CHAIRPERSON**



*[Signature]*  
**Ngô Trọng Vinh**



VIETNAM EDUCATION PUBLISHER  
EDUCATION BOOK JOINT STOCK COMPANY  
IN HANOI CITY

THE SOCIALIST REPUBLIC OF VIETNAM  
Independence - Freedom - Happiness

Hanoi, March , 2026

## AUTHORIZATION DOCUMENT (form 01)

(Re: Attending the 2026 Annual General Meeting of Shareholders  
Educational Book Joint Stock Company in Hanoi City)

### 1. Authorization party::

- Name of individual/organization:.....
- ID card/passport/business registration number:.....  
Date of issue:.....Place of issue:.....
- Address:.....
- Phone number : .....
- Number of shares owned: .....**shares** (Par value: 10.000 VND).  
(In words:.....)

### 2. Authorized party:

- Authorized party:.....
- ID card/passport/business registration number:.....  
Date of issue:.....Place of issue:.....
- Address:.....
- Phone number : .....
- Number of authorized shares .....**shares** (Par value: 10.000 VND).  
(In words:.....)

### 3. Authorization content:

The authorized party is authorized to represent the Authorizing Party to attend and vote at the 2026 Annual General Meeting of Shareholders of Hanoi Educational Books Joint Stock Company (EBS) and to exercise all rights and obligations at the General Meeting of Shareholders related to the authorized shares.

This authorization is only valid during the time of organizing the 2026 Annual General Meeting of Shareholders of EBS.

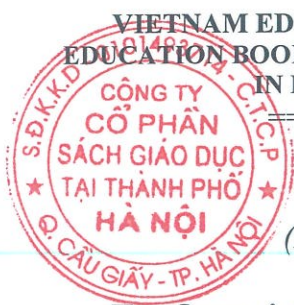
We are fully responsible for this authorization and commit to strictly comply with the current provisions of the Law and the Charter of EBS.

**AUTHORIZED PERSON**  
(Sign clearly full name)

**AUTHORIZING PERSON**  
(Sign clearly full name)

#### Note:

- If the authorized party is an organization, the signature of the legal representative and the organization's seal are required.
- The person authorized to attend the General Meeting of Shareholders is not allowed to re-authorize another person to attend the meeting.



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EDUCATIONAL BOOK JOINT STOCK COMPANY  
IN HANOI CITY  
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Hanoi, March , 2026

### AUTHORIZATION DOCUMENT (form 02)

(Re: Attending the 2026 Annual General Meeting of Shareholders  
Educational Book Joint Stock Company in Hanoi City)

**To: Organizing Committee of the Shareholders' Meeting of Educational Books  
Joint Stock Company in Hanoi City**

- Name of individual/organization:.....
- ID card/passport/business registration number:.....  
Date of issue:.....Place of issue:.....
- Address:.....Phone number:.....
- Legal representative (for organizations) .....
- Number of shares owned: .....shares (Par value: 10,000 VND).

(In words:.....)  
Agree to authorize the following member of the Board of Directors/member of the Supervisory Board to attend and vote on my/our behalf at the 2026 Annual General Meeting of Shareholders held on March 30, 2026 of the Educational Book Joint Stock Company in Hanoi.

(Please mark "X" next to the name of the member that you choose to authorize. Note:  
In case you want to authorize multiple people, please clearly state the number of shares  
authorized for each member)



No.	Full name	Position	The shareholder section marks the person who chose to authorize
1	Mr. Ngo Trong Vinh	Chairman of the Board	
2	Mr. Ngo Anh Phuong	Vice Chairman of Board of Directors	
3	Mrs. Bui Thi Thu Lan	Board Member	
4	Mr. Nguyen Thanh Tung	Board Member	
5	Mrs. Lam Quynh Huong	Board Member	
6	Ms. Ngo Thi Thanh Huyen	Board Member	
7	Ms. Ngo Phuong Anh	Board Member	
8	Mr. Nguyen Trong Ha	Head of Supervisory Board	
9	Mrs. Nguyen Thi Mai	Member of the Supervisory Board	
10	Mrs. Nguyen Thi Thu Huyen	Member of the Supervisory Board	

The authorized person will attend and vote on my/our behalf at the 2026 Annual General Meeting of Shareholders of Hanoi Educational Books Joint Stock Company (EBS) and exercise all rights and obligations at the General Meeting of Shareholders related to the authorized shares. This authorization is only valid during the time of the 2026 Annual General Meeting of Shareholders of EBS.

We are fully responsible for this authorization and commit to strictly comply with current regulations of the Law and EBS Charter.

**AUTHORIZED PERSON**  
*(Sign clearly full name)*

**SHAREHOLDERS**  
*(Sign clearly full name)*





VIETNAM EDUCATION PUBLISHER  
EDUCATION BOOK JOINT STOCK  
COMPANY IN HANOI CITY

THE SOCIALIST REPUBLIC OF VIETNAM  
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## CERTIFICATE

Attending the 2026 Annual General Meeting of Shareholders  
Educational Book Joint Stock Company in Hanoi City

*To: Board of Directors of Hanoi Educational Books Joint Stock Company*

- Name of individual/organization:.....
- ID card/passport/business registration number:.....
- Date of issue:.....Place of issue:.....
- Address:.....
- Phone number : .....
- Number of shares owned: .....shares.
- (In words:.....)

According to the list of shareholders as of February 23, 2026, I (we) currently own ..... common shares of Hanoi Educational Books Joint Stock Company. I (we) have received the Invitation to attend the 2026 Annual General Meeting of Shareholders of Hanoi Educational Books Joint Stock Company and agree to confirm my attendance at the Company's General Meeting held at 2:00 p.m on Monday, March 30, 2026 at Building D, 2nd Floor, Vinaconex 1 Office Building, 289A Khat Duy Tien, Dai Mo Ward, Hanoi City.

Sincerely thank you./.

....., March..... 2026

**VERIFICATION PERSON**  
(Sign clearly full name)

*Note: In case of authorized shareholder, please enclose the authorization letter.*



VIETNAM EDUCATION PUBLISHER  
EDUCATION BOOK JOINT STOCK COMPANY IN HANOI CITY



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PROGRAM

2026 ANNUAL GENERAL MEETING OF SHAREHOLDERS  
Educational Book Joint Stock Company in Hanoi City (EBS)

Time: 2:00 p.m Monday, March 30, 2026

Location: Building D, 2nd Floor, Vinaconex 1 Office Area, 289A Khat Duy Tien, Dai Mo Ward, Hanoi City.

No.	Content	Time	Presiding
1	Welcoming delegates and shareholders Checking the qualifications of shareholders attending the Congress	2:00 - 2:10 p.m	Organizing Committee
2	Report on the verification of shareholders' qualifications	2:10 - 2:15 p.m	Organizing Committee
3	Salute the flag Declaration of reasons Introduction of delegates, Chairman of the Delegation, Secretary of the Delegation	2:15 - 2:25 p.m	Organizing Committee
4	Approval of the Program and Working Regulations of the Congress	2:25 - 2:30 p.m	Board of Directors
5	Report on the activities of the Board of Directors in 2025 and the Working Orientation in 2026	2:30 - 2:40 p.m	Board of Directors
6	Report of the Board of Directors on the implementation of tasks in 2025 and the Production and Business Plan in 2026	2:40 - 2:55 p.m	General Director Board
7	Report on the activities of the Board of Supervisors in 2025 and the proposal to assign the Executive Board to select an auditing unit for the Semi-annual Financial Report and the Financial Report in 2025	2:55 - 3:00 p.m	Board of Supervisors
8	Submission to the General Meeting of Shareholders for opinions on some contents at the Congress	3:00 - 3:15 p.m	Organizing Committee
	Break	3:15 - 3:20 p.m	
9	The Congress voted to approve issues from items 5 to 8	3:20 - 3:40 p.m	Board of Directors
10	Comments of Leaders of Vietnam Education Publisher	3:40 - 4:00 p.m	Representative of Vietnam Education Publisher
11	Comments of Shareholders	4:00 - 4:20 p.m	Board of Directors
12	Approval of Minutes of Meeting and Resolution of the General Meeting of Shareholders	4:20 - 4:40 p.m	Secretariat
13	Closing of the Congress	4:40 - 4:45 p.m	Organizing Committee

ORGANIZING COMMITTEE

*Hanoi, March 30, 2026*

## **REPORT ON 2025 PRODUCTION AND BUSINESS PERFORMANCE RESULTS AND DIRECTIONS AND TASKS OF THE 2026 PRODUCTION AND BUSINESS PLAN**

Dear Congress!

Dear shareholders, on behalf of the Board of Directors of Hanoi Education Book Joint Stock Company, I would like to report the results of production and business activities in 2025 and the direction, production and business plan, and implementation solutions for 2026 to the Shareholders' Meeting as follows:

### **Part I: Characteristics of the situation in 2025**

#### **1. Advantages**

- The book and education market in 2025 continues to witness the increase of competitors both inside and outside the Educational Publishing House system (VNEPH). Private enterprises and organizations in the industry continue to seek ways to increase their presence and capture the market.

- The Company always receives attention and timely direction from the Board of Directors and the Board of General Directors; the Executive Board and the staff in the Company always have a high consensus in their work. The staff in the Company are qualified, always united, have a spirit of self-awareness and high responsibility.

#### **2. Disadvantages**

- Vietnam's economy in 2025 will still face many difficulties, the market will have more and more organizations and individuals participating in the business of the same products as the Company, creating fierce competition.

- In 2025, the company faced many difficulties due to the overall impact on the education sector, especially the preparation for the introduction of a unified textbook set from the 2026–2027 academic year, which led partners to reduce their orders for reference books. The shrinking market caused revenue and profit to decline and inventory to increase. However, the company still maintained a stable position thanks to innovations in the book and educational product portfolio, particularly in the reference book segment. The Board of Directors highly appreciates the proactiveness and flexibility in management and operation by the Executive Board, helping the company maintain stable operations amid increasingly fierce competition.

- The situation of counterfeit and pirated books is becoming increasingly sophisticated, making it difficult to control and protect copyrights. In 2025, the Education Book Joint Stock Company in Hanoi faces difficulties in various aspects of its operations:

- *Topics, manuscripts*: Limited number of new topics, fierce competition for reference books in the market.

- *Inventory*: Over 45.0 billion VND cover price, of which: books that cannot be published amount to 4.2 billion VND in cover price as of September 15, 2025, when the Government issued Resolution No. 281/NQ-CP – Issuing the Government's Action Program to implement Resolution No. 71/NQ-TW dated August 22, 2025 of the Party Central Committee on breakthrough development of education and training, which includes the content of unifying a single set of textbooks nationwide from the 2026-2027 school year. This content has led to a larger amount of inventory compared to the same period and some stockbooks that cannot be published. The company continues to classify and handle products that are outdated in content, unsellable, no longer of value, and has made a provision for price reduction of 2.5 billion VND (*capital cost*).

- *Debt*: Balance as of December 31 is: 16 billion VND, the debt collection rate as of December 31 reached 85%, of which more than 7.7 billion VND are bad debts. During the year, the Executive Board continued to implement various measures to urge and recover this debt, but so far the results have not yet met expectations.

Faced with the above advantages and difficulties, the Board of Directors has tried to promote favorable factors, strived to overcome difficulties to continue to maintain its position and reputation. The new reference book segment has gradually dominated the market, capital has been used effectively, ensuring timely service to production and business requirements and has achieved the following results:

## **Part II: Production and business results**

### **\* Publishing work:**

BOOK PIECE	PLAN 2025 (book)			PERFORM December 31, 2025			PERFORMANCE RATE/CUSTOMER (%)		
	New	Avg	Total	New	Avg	Total	New	Avg	Total
German Textbook	07	0	07	05	0	05	71%	-	71%
Reference Book	18	38	56	18	38	56	100%	100%	100%
Local Education Book	09	0	09	09	0	09	100%	-	100%
<b>TOTAL</b>	<b>34</b>	<b>38</b>	<b>72</b>	<b>32</b>	<b>38</b>	<b>70</b>	<b>94%</b>	<b>100%</b>	<b>97%</b>

### **\* Subsidiaries:**

- EBS Solar Vietnam Energy Joint Stock Company

+ Parent company's interest rate: 67.48%

+ Voting rights of the Parent Company: 67.48%

- EBS Solar Phuong Nam Energy Joint Stock Company

+ Parent company's interest rate: 47.23%

+ Voting rights of the Parent Company: 70.00%

- EBS Solar Khanh An Energy Joint Stock Company

+ Parent company's interest rate: 47.23%

+ Voting rights of the Parent Company: 70.00%

**\* Financial targets for 2025:**

No.	Target	Plan 2025 (million VND)	Perform (Parent company) (million VND)	Implementation (consolidated 2025) (million VND)	Ratio of im- plementation compared to plan (Parent company vs. Plan)
1	Total revenue	84.857	66.950	75.743	79%
2	Profit before tax	10.500	9.546	14.410	91%
3	Profit after tax	8.500	8.236	12.373	97%
4	Equity	-	126.507	150.199	-
5	Charter capital	-	102.194		-
6	Return on equity (2/4)	-	7,54%		-
7	Rate of return on charter capital (2/5)	-	9,34%		-
8	Dividends	8.5%	8%		94%

**- Results of social and charitable activities in 2025:**

Every year, the Company always focuses on charitable social work. The Company organizes Tet gifts for families in difficult circumstances, and gives reference books to school libraries in the provinces, details as follows:

No.	Content	Số lượng	Artifact	Value (VND)
1	Giving Tet gifts to families in difficult circumstances	2 families	5.000.000 vnd / family	10.000.000
2	Donate books to schools	19.000 copies of books		316.086.000
	<b>Total</b>			<b>326.086.000</b>

### **\* Assessment of production and business performance results in 2025:**

Facing the difficult situation of 2025, under the direction of the Board of Directors, the Board of General Directors and the efforts of the employees, the Company has achieved results such as the financial targets for 2025.

- The staff, employees, functional departments in the Company, and member units in the VNEPH system have coordinated with each other to achieve results in production and business.

- The debt collection rate as of December 31, 2025, reached 85%, and by the end of February 2026 it reached 88%, with a portion of long-overdue debts from 2018 and earlier having been recovered. The management board has continued to implement various measures to urge and collect these debts; however, the desired results have not yet been achieved. As of December 31, 2025, there were still some companies with high overdue debts, such as STBTH Nghe An Joint Stock Company and Thanh Hoa Investment & Educational Development Joint Stock Company (total year-end debt balance for 2025: 16,465 million VND, 2024: 17,560 million VND). The company continues to actively urge the recovery of these debts to reclaim capital for business production and operations.

- Innovate business, improve publication quality: Actively go to local markets, research local needs, collect market feedback to organize work and perfect products.

### **Part III: Production and business plan for 2026**

2026 is expected to continue to be a very difficult year, market demand will be difficult to forecast, so production and business activities of Education Book Joint Stock Company in Hanoi City will face many difficulties, with many adverse factors affecting the results of production and business activities. The debt recovery situation is difficult, with many potential risks, because there are still some debts from 2018 and earlier that have not been recovered.

The company is facing difficulties with incoming and outgoing work sources and product markets, causing revenue and profit to decline significantly.

Exploiting new market shares that local companies have not tapped into, researching actual demand and the fluctuations in book segments to have a reasonable printing and distribution plan.

The costs of input materials such as printing paper, printing services, transportation, electricity, employee wages, and social insurance fees are also expected to increase in 2026, putting pressure on the Company's production and business operating costs. In addition, fierce competition in the educational book industry and changes in book consumption trends (shifting to e-books and online learning) will affect the Company's revenue and profit. To ensure dividends for shareholders and the livelihood of employees, the Company has proposed measures to complete the production and business plan for 2026 as follows:

## **1. Manuscript topic system**

Deploying the German textbook topic as assigned by VNEPH. Continue to develop the reference book topics that have been implemented: Summer review, Reading practice, Life skills, Writing practice, Math and Vietnamese capacity development exercise sheets.... Continue researching and developing reference book product areas according to specialized subjects with a medium- to long-term nature..

## **2. Business activities**

Maintaining the market and production and business efficiency: The Company continues to develop and implement an in-depth market zoning plan, closely monitoring the implementation of the plan.

- Send a team of Sales Department staff to go to the market, expand the market, and market to the Department of Education and School Equipment Book Company nationwide to share experiences, cooperate for mutual development. Regularly maintain to improve the quality of products and services and take responsibility for the quality of the Company's products to customers. Special attention is paid to developing markets in southern provinces and cities.

- Strengthen anti-piracy work to increase distribution efficiency. Deploy synchronous release, minimizing the time from having a book to covering all markets; Coordinate between Editorial - Production - Logistics - Publishing departments to ensure the highest publishing efficiency.

- Enhance the grasp of information about policies related to education and the market to take the initiative and respond promptly.

- Expanding the distribution channels for reference books: Promote the distribution of reference books through online book selling platforms, educational apps, and strengthen the network of book agents in untapped areas.

- Develop the e-book distribution channel: Put reference books on major online book-selling platforms and expand the provision of books in electronic form on learning platforms.

- Collaborate with companies in the VNEPH system to publish reference books.

## **3. Management and organization of human resources**

- Continue to review, supplement and complete the system of documents, regulations, internal regulations, coordination processes between specialized departments, units, partners, and reporting systems.

- Continue to consolidate and stabilize human resource organization.

- Perfecting the organizational apparatus, improving executive capacity and corporate governance.

- Deploy additional human resources to proactively meet production and business requirements.

- Pay salaries based on productivity, efficiency and work quality for each department and individual.

#### **4. Financial work**

In 2025, the Company faces many financial difficulties (balancing revenue and expenditure, profits, dividends, income), incurring many costs that affect profits such as: reduced revenue, increased production costs, difficult profits, etc. In that situation, to ensure financial balance for production and business, the Company needs to:

- Continue to promote the results achieved in 2025, perfect mechanisms and policies to ensure State regulations and regulations of Vietnam Education Publishing House to better serve production and business activities.

- Cost savings: Maximum savings in production and business costs, the Company has made provisions for bad debts, provisions for inventory reduction and financial investments to preserve production and business capital.

- Research market needs, organize additional exploitation of new topics, gradually diversify products to release hard supply according to market demand.

- Collect debt thoroughly, avoid overdue debt. Urge staff of the Sales Department and the Business Accounting and Television Department to plan and collect debts weekly.

- The company will continue to ensure transparent financial reporting and compliance with legal regulations as well as requirements from relevant organizations.

In such a difficult context, Education Book Joint Stock Company in Hanoi City will make efforts to remove and overcome and is expected to build a production and business plan for 2026 as follows:

#### **5. Plan for the Company's main targets in 2026**

<b>No.</b>	<b>Target</b>	<b>Plan</b>
1	Total revenue (net revenue, financial revenue, other income)	77.1 billion VND
2	Profit before tax	9.9 billion VND
3	Profit ratio (Profit before tax/Charter capital)	9.7%
4	Dividend rate	8%
5	Salary unit price	1,124 VND salary / 1,000 VND PBT

*Dear Shareholders*

2026 is a year that will still have many difficulties for Education Book Joint Stock Company in City. Hanoi in production and business activities by completing the task of ensuring the rights of shareholders and the lives of workers, has accumulated to expand production and business. Although there are many challenges, with the contributions of shareholders, the consensus of the Board of Directors, staff, Education Book Joint Stock Company in City. Hanoi believes it will overcome all difficulties and complete the proposed plan.

Above is the Report on production and business activities in 2025 and the Plan and direction of operations in 2026 of the Board of General Directors of the Company, respectfully submitted to the General Meeting of Shareholders for consideration and approval.

On behalf of the Board of General Directors, I would like to sincerely thank and wish all shareholders good health, happiness, success, and great success at the Congress.

**GENERAL DIRECTOR**

**Receiving place:**

- Shareholders;
- VNEPH, Hanoi;
- Board of Directors, Board of General Directors, Chief Accountant ;
- Archives Documentation Office.

**Nguyen Thanh Tung**

Handwritten signature in red ink.

Hanoi, March 30, 2026

## REPORT OF THE BOARD OF DIRECTORS AT THE 2026 ANNUAL GENERAL MEETING OF SHAREHOLDERS

*Regards:* Dear Shareholders of Education Book Joint Stock Company in City.  
Hanoi

Carrying out the functions and duties of the Board of Directors (BOD) specified in the Company's Charter and the provisions of the Enterprise Law, the Board of Directors of Education Book Joint Stock Company in City. Hanoi would like to report on business results in 2025 and operating directions in 2026 as follows:

### I - ACTIVITIES OF THE BOARD OF DIRECTORS IN 2025

#### 1. Personnel of the Board of Directors in 2025:

By December 31, 2025, the Board of Directors consists of 7 members, including 05 independent non-executive members and 02 members participating in executive work, including Mr.

1. Mr. Ngo Trong Vinh	Chairman and Deputy General Director
2. Mr. Ngo Anh Phuong	Vice president
3. Mr. Nguyen Thanh Tung	Member and General Director
4. Ms. Bui Thi Thu Lan	Commissioner
5. Ms. Lam Quynh Huong	Commissioner
6. Ms. Ngo Thi Thanh Huyen	Commissioner
7. Ms. Ngo Phuong Anh	Commissioner

#### 2. Main work done in 2024:

In 2025, the Board of Directors will hold 9 official meetings and issue the following 9 Board resolutions:

No.	Resolution number	Day	Content
1	01/2025/HĐQT-NQ	5/02/2025	Approve the finalization of the list of shareholders attending the 2025 General Meeting of Shareholders and advance dividends in cash for 2024; Approved the time of the 2025 Annual General Meeting of Shareholders.
2	02/2025/HĐQT-NQ	20/03/2025	Approve the content and agenda of the 2025 General Meeting of Shareholders.

No.	Resolution number	Day	Content
3	03/2025/HĐQT-NQ	10/04/2025	Approval of the resignation of Mr. Tran Van Que, Member of the Supervisory Board, pursuant to his resignation letter dated April 9, 2025; approval of the addition to the agenda and working program of the 2025 Annual General Meeting of Shareholders regarding the election of an additional member of the Supervisory Board for the 2024–2029 term.
4	04/2025/HĐQT-NQ	25/04/2025	Agreement with the results of the election of the Supervisory Board for the 2024–2029 term.
5	05/2025/HĐQT-NQ	14/05/2025	Approving the liquidation of a fixed asset, namely an Isuzu QKR55F truck, white in color, license plate No. 29C-87555.
6	06/2025/HĐQT-NQ	04/06/2025	Approval of the selection of NVA Auditing Company Limited to audit the semi-annual financial statements, the annual financial statements, and the consolidated annual financial statements for 2025 of Vietnam Education Publishing House Joint Stock Company in Hanoi.
7	07/2025/HĐQT-NQ	05/08/2025	Approval of the 2025 business plan, with total revenue in 2025 of 84.897.342.000 VND and profit of 10.494.000.000 VND; approval of the Company's borrowing and opening of letters of credit (L/Cs) at the Joint Stock Commercial Bank for Investment and Development of Vietnam – Nam Hanoi Branch, to serve production and business activities in the form of a credit facility with a limit of VND 25 billion; approval of the pledge and mortgage of assets under the use and ownership rights of Vietnam Education Publishing House Joint Stock Company in Hanoi and other assets mobilized from third parties at the Bank to secure the performance of payment obligations to the Bank in respect of loans/ guarantees/ L/Cs; and approval of the appointment of Mr. Nguyen Thanh Tung, General Director, as the Company's representative to negotiate, agree upon, approve, sign, and implement contracts and documents related to borrowing, pledging, and mortgaging assets with the Bank.
8	08/2025/HĐQT-NQ	17/09/2025	Approval of the receipt and appointment of Ms. Vu Thi Bich Van to the position of Head of the Project Educational Materials Business Department, effective from October 1, 2025.
9	09/2025/HĐQT-NQ	12/12/2025	Approval of the review of operations for the first 11 months of 2025 and key matters related to the 2025 financial finalization; and approval of the assignment to the Company's Executive Board to implement

			measures to ensure the achievement of the financial targets approved by the 2025 Annual General Meeting of Shareholders and to develop the 2026 business plan.
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- In 2025, the Board of Directors will organize regular and extraordinary meetings under the authority of the Board of Directors. The Board of Directors meetings promptly direct the Company's production and business activities, review the work that has been done and set out directions for the next tasks.

- Resolutions and Decisions of the Board of Directors are issued in the correct order, within the correct authority and in compliance with the provisions of law.

- The Board of Directors directs the inspection and control of inventory, debt and financial situation.

- Direct the implementation of dividend payment obligations to shareholders.

- Develop the Company's production and business orientation and strategy.

### **3. Remuneration of the Board of Directors in 2025:**

In 2025, total remuneration paid to members of the Board of Directors: 225,600,000 VND (*Two hundred twenty-five million six hundred thousand dong*).

- Remuneration for the Chairman of the BoD: 3,500,000 VND/month.

- Remuneration for Vice Chairman of the BoD: 2,800,000 VND/month.

- Remuneration for members of the BoD: 2,500,000 VND/person/month.

### **4. Supervisory activities of the Board of Directors for the Board of General Directors**

The Board of Directors always closely monitors the activities of the Board of General Directors in implementing the Resolutions of the Annual General Meeting of Shareholders and the Resolutions of the Board of Directors. The Board of General Directors reports and provides information about the activities of the Board of General Directors to the Board of Directors quickly and accurately. The Board of Directors has supervised the activities of the Board of General Directors in performing the following tasks:

- Financial Report 2025;

- The situation of implementing plans and operating production and business activities in 2025;

- In addition to monitoring the Company's regular operations, the Board of Directors directs the Board of Directors to continue to improve and strengthen the human resources apparatus and prepare financial resources to serve the production and business plan in 2026. The Board of Directors participates in meetings of the Board of Directors to capture information and promptly direct the Board of Directors on a number of important and key tasks of the Company.

## 5. Evaluation of the activities of the Board of General Directors

- The Board of Directors acknowledged the efforts of the Company's Board of General Directors. Although the revenue target was not well completed, the profit target was completed as assigned by the General Meeting of Shareholders and the Board of Directors.

- In 2025, the Board of General Directors has taken positive measures in arranging and consolidating the organizational structure. Continue to arrange and stabilize the organizational structure of departments, adjust and supplement functions and tasks for each department promptly, supplement regulations consistent with new management methods, in order to well manage investment capital and production and business activities, and save costs of production and business activities.

- Fully implement policies for employees according to labor contracts and State regulations. Create conditions for workers to study and improve their qualifications. Improve the environment, working conditions, improve material life and spiritual culture, build and strengthen corporate culture at the Company. The average income of employees is consistent with the Company's business activities, creating positive motivation for employees to feel secure in their work and stick with the Company's development.

- During the operation process, the Board of Management has complied with the provisions of the Law, the Company's Charter, internal regulations and corporate governance, Resolutions of the General Meeting of Shareholders, Resolutions of the Board of Directors.

## II. BUSINESS RESULTS IN 2025

According to the 2025 Financial Report has been audited and approved by NVA Auditing and Accounting Company Limited, the results of some main indicators are as follows:

No.	Target	Plan 2025 (million VND)	Perform (Parent company) (million VND)	Implementation (consolidated 2025) (million VND)	Ratio of implementation compared to plan (Parent company vs. Plan)
1	Total revenue	84.857	66.950	75.743	79%
2	Profit before tax	10.500	9.546	14.410	91%
3	Profit after tax	8.500	8.236	12.373	97%
4	Equity	-	126.507	150.199	-
5	Charter capital	-	102.194		-

No.	Target	Plan 2025 (million VND)	Perform (Parent company) (million VND)	Implementation (consolidated 2025) (million VND)	Ratio of im- plementation compared to plan (Parent company vs. Plan)
6	Return on equity (2/4)	-	7,54%		-
7	Rate of return on charter capital (2/5)	-	9,34%		-
8	Dividends	8.5%	8%		94%

- The Board of Directors has finalized the list of shareholders on February 23, 2026 for the 2026 Annual General Meeting of Shareholders and advanced the 2025 dividend at the rate of 8% on April 28, 2026.

### III. DIRECTION OF OPERATION IN 2026

#### 1. Assess the situation

2026 is a difficult year, with competition for the new Reference Books market of educational units from many units inside and outside the VNEPH system. Therefore, the Board of Management needs to continue to make more efforts, promote advantages, research and innovate on management orientation, production and business activities, consolidate and expand markets, build effective investment plans and projections to bring about the highest production and business efficiency. The challenging factors to note in 2026 include:

- Increased prices of input materials such as printing paper, printing, transportation, electricity, water, warehouse rental, etc., causing difficulties for the Company's production and business activities.

- Unhealthy inventory situation: On September 15, 2025, the government issued Resolution No. 281/NQ-CP – Issuing the Government's action program to implement Resolution No. 71/NQ-TW dated August 22, 2025, of the Politburo on a breakthrough in education and training development, which includes the content of unifying a single set of textbooks nationwide from the 2026 – 2027 school year. This content has led to a larger inventory volume compared to the same period, affecting capital turnover ability and increasing storage costs.

- Difficult-to-collect receivables: Difficult-to-collect receivables from debts arising from 2018 and earlier amount to a total value of 7.3 billion VND, which creates significant pressure on the Company's cash flow and liquidity.

## 2. Operational plan and implementation orientation for 2026

Based on the actual situation of the Company, the Board of Directors sets the following operating directions for 2026:

### 2.1 Financial indicators:

No.	Target	Plan
1	Total revenue (net revenue, financial revenue, other income)	77.1 billion VND
2	Profit before tax	9.9 billion VND
3	Profit ratio (Profit before tax/Charter capital)	9.7%
4	Dividend rate	8%

Authorize the Board of Directors to invest in projects and companies with potential to promote effective use of the company's capital.

### 2.2 Operational direction in 2026:

In the difficult conditions of the socio-economic situation of the world in general and Vietnam in particular, the Board of Directors directs the Executive Board to implement measures to ensure the maintenance and development of the market, and maintain production and business efficiency. The key tasks of the Board of Directors and Executive Board of the Company in 2026 are as follows:

- Strengthen and stabilize the human resources and professional organization. Review the structure of the human resources team in the direction of improving the quality and professional qualifications of workers, ensuring staff life is stable and growing, training and fostering to promptly meet the Company's human resource needs.
- Organize regular meetings of the Board of Directors at least once a quarter to manage the company's activities; Focus on directing production and business activities in 2025 to complete the annual plan assigned by the General Meeting of Shareholders;
- Financial investment to use capital more effectively than savings.
- Organize the exploitation of new topics and products suitable to market needs, continue to find and associate with partners who have many topics suitable for the market.
- Focus on customer care to maintain and develop the market.
- Instruct the Company to be cautious in inventory issues: consider deciding on printing quantity and limit inventory. Continue to collect debts that are difficult to collect from 2018 and before and collect debts thoroughly to avoid overdue debts to preserve capital.
- Organize extraordinary meetings to promptly resolve and handle arising issues.

- Strictly control the Company's costs, implement solutions to reduce operating costs to the lowest level. Balance capital resources, use capital effectively to maximize profits, ensure income and life of employees, pay dividends to shareholders and have accumulated resources to structure and expand business fields and lines for the following years.

Above is the entire report of the Company's Board of Directors on the Company's management in production and business in 2025 and the direction of operations in 2026. The Company's 2025 revenue, profit and dividend targets will be voted on according to the Board of Directors' report. Respectfully report to the General Meeting of Shareholders for consideration and approval.

We wish our valued guests and shareholders good health, happiness and success.

Thank you very much.

***Receiving place:***

- Dear shareholders;
- Board of Directors; Board of Directors;
- Supervisory Board; Company secretary;
- Archives Documentation Office.

**ON BEHALF OF BOARD OF DIRECTORS  
CHAIRMAN**

**Ngo Trong Vinh**

Hanoi, March 30, 2026

## PROPOSAL

### Regarding issues approved by the 2026 Annual General Meeting of Shareholders

**Dear:** General Meeting of Shareholders of Education Book Joint Stock Company in  
City. Hanoi

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

*Pursuant to the Charter of organization and operation of Education Book Joint  
Stock Company in Hanoi City;*

*Based on the Company's production and business plan.*

The Board of Directors respectfully submits to the General Meeting to approve a  
number of contents under the authority of the General Meeting of Shareholders:

1. Submit to the General Meeting of Shareholders the results of business operations  
in 2025 audited by NVA Auditing and Accounting Company Limited, profit  
distribution, salary unit price in 2025:

No.	Target	Result 2024 (Parent company)	Result 2024 (Consolidated)
1	Total revenue (net revenue, financial revenue, other income)	66.950.682.291	75.743.826.466
2	Profit before tax	9.646.925.410	14.441.719.903
3	Profit after corporate income tax	8.236.183.025	12.404.084.599
4	Dividend rate	8%	
	<i>Amount of dividend payment</i>	7.972.467.200	
5	Remaining profit	263.715.825	
6	Appropriation of funds	263.715.825	
7	Unit price of realized salary	735 VND salary / 1.000 VND Profit before tax	

2. Submit to the General Meeting of Shareholders for approval of the production and business plan and salary unit price in 2026.

No.	Target	2026
1	Total revenue (net revenue, financial revenue, other income)	77.1 billion VND
2	Profit before tax	9.9 billion VND
3	Profit ratio (Profit before tax/Charter capital)	9,7%
4	Expected dividend (%/par value 10,000)	8%
5	Salary unit price	1,124 VND salary / 1,000 VND Profit before tax

Authorize the Board of Directors to invest in projects and companies with potential to promote effective use of the company's capital.

3. Submit to the General Meeting of Shareholders to authorize the Board of Directors to decide on the selection of an auditing unit for the Company's semi-annual financial statements, financial statements, and 2026 consolidated financial statements and carry out information disclosure according to regulations.

4. In 2025, the total remuneration paid to members of the Board of Directors, Secretary of the Board of Directors and Board of Supervisors of the company is: 279,600,000 VND. In there:

- Total remuneration for the BoD: 225,600,000 VND.
- Total remuneration for the secretary of the BoD: 12,000,000 VND.
- Total remuneration for the Supervisory Board: 42,000,000 VND.

Submit to the General Meeting of Shareholders for approval a proposal on remuneration for members of the Board of Directors and Supervisory Board of Educational Book Joint Stock Company in City. Hanoi in 2026 remains the same as in 2025 as follows:

- Remuneration for the Chairman of the BoD: 3,500,000 VND/month.
- Remuneration for Vice Chairman of the BoD: 2,800,000 VND/month.
- Remuneration for members of the BoD: 2,500,000 VND/person/month.
- Remuneration for the secretary of the BoD: 1,000,000 VND/person/month.
- Remuneration for the Head of the SuB: 1,500,000 VND/month.

– Remuneration for members of the SuB: 1,000,000 VND/person/month.

Remunerations for members of the Board of Directors and the Supervisory Board are paid at the end of each month.

If the plan is exceeded, the Board of Directors decides on the rate of additional compensation for the Board of Directors and the Supervisory Board but must not exceed 20% of the increased profit.

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

**ON BEHALF OF BOARD OF DIRECTORS  
CHAIRMAN**

**Ngo Trong Vinh**



Hanoi, March 30, 2026

## PROPOSAL

### General Meeting of Shareholders in 2026

*(Regarding lending capital to EBS Solar Vietnam Energy Joint Stock Company)*

#### Dear Shareholders!

- Pursuant to Decision No. 13/2020/QĐ-TTg dated April 6, 2021 of the Prime Minister on the mechanism to encourage solar power in Vietnam;

- Pursuant to Resolution No. 09/NQ-HĐQT dated August 17, 2020 of the Board of Directors to establish a new EBS Solar Vietnam Energy Joint Stock Company business lines: Electricity production; Power transmission and distribution; Installing electrical systems; Install water supply, drainage, heating and air conditioning systems; Installation of industrial machinery and equipment;

- Pursuant to Resolution No. 09/2022/NQ-HĐQT dated November 14, 2022 of the Board of Directors of Education Book Joint Stock Company in City. Hanoi authorized the Company's Board of Directors to implement and complete paperwork for transferring shares of the Company's employees and increase the Company's shareholding ratio at EBS Solar Vietnam Energy Joint Stock Company. Educational Book Joint Stock Company in City. Hanoi holds 67.48% of the charter capital of EBS Solar Vietnam Energy Joint Stock Company;

- EBS Solar Vietnam Energy Joint Stock Company borrowed capital from Education Book Joint Stock Company in City. Hanoi divided into many contracts; EBS Solar Vietnam Energy Joint Stock Company has invested 13MW in Ca Mau, Bac Lieu. Currently, the Subsidiaries' power plants are operating to generate electricity and collect monthly electricity bills at preferential prices before December 31, 2020 prescribed by Vietnam Electricity Corporation and pay principal and interest to the Parent Company every month.

In order for the Company's operations to comply with regulations and in accordance with the Enterprise Law; The Company's Charter as well as in accordance with the actual operating situation of the Company, the Board of Directors of Educational



Book Joint Stock Company in City. Hanoi respectfully submits to the General Meeting of Shareholders to approve the loan to EBS Solar Vietnam Energy Joint Stock Company according to the Contracts and Loan Contract Appendixes with a term of 12 months, total loan value is 43,8 billion VND (accounting for 43%) of charter capital, loan interest rate is 9%/year.

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

**ON BEHALF OF BOARD OF DIRECTORS  
CHAIRMAN**

***Receiving place:***

- As above;
- Archives Documentation Office.

**Ngô Trọng Vinh**



**SCRIPT**

**MINUTES OF THE 2026 GENERAL ASSEMBLY OF SHAREHOLDERS  
EDUCATION BOOK JOINT STOCK COMPANY IN HANOI CITY**

No.: 01/2026/ĐHĐCĐ-BB

**I. TIME AND LOCATION**

- **Time** : At 2:00 p.m, on April 25, 2025

- **Location**: At the Company Hall of Educational Book Joint Stock Company in Hanoi City - Building D, 2nd floor of Vinaconex 1 Office area, 289A Khuat Duy Tien, Dai Mo Ward, Hanoi City.

**II. CONGRESS PARTICIPANTS**

Representative of Vietnam Education Publishing House, Representative of Education Publishing House in Hanoi with ..... Shareholders represent ownership and are authorized ..... shares (accounting for .....% of total voting shares) attending the meeting.

**III. CONGRESS DEVELOPMENTS**

**1. Congress content**

- The Organizing Committee organizes registration of delegates to attend the Congress.
- Representative of the Shareholder Qualification Inspection Committee reports on the Minutes of checking the shareholder's eligibility to attend the General Meeting.
- Results of checking shareholder status:
  - + Total number of shareholders attending and authorizing: .... shareholders.
  - + Total number of shares ..... shares (accounting for .....% of the Company's outstanding shares).
  - + Based on the Company's charter and current regulations, the 2026 Annual General Meeting of Shareholders is eligible to proceed.
- Opening statement.
- Saluting the flag.

- Introducing the participants of the Congress.
- Introduce the members of the Presidium, Secretariat, and Shareholder Eligibility Inspection Committee for the General Meeting to vote for approval as follows:

*Presidium:*

1. Mr. Ngo Trong Vinh: Chairman of the Board of Directors of the Company
- Chairman of the Congress
2. Mr. Nguyen Thanh Tung: General Director of the Company

*Secretary of the Congress:*

1. Ms. Nguyen Thi Hoa - Head of department
2. Ms. Vu Nguyen Lan Phuong - Commissioner

*Shareholder Status Inspection Committee:*

1. Ms. Nguyen Thi Hoa - Head of department
2. Mr. Nguyen Khac Qua - Commissioner
3. Ms. Vu Thi Bich Van - Commissioner.

The Congress voted to approve it with a ratio of .....%.

## **2. Conduct the Congress**

- The Presidium approved the working program, Working Regulations and Voting Regulations, with approval rate of .....%.

- Mr. Ngo Trong Vinh - Chairman of the Board of Directors, on behalf of the Board of Directors, reported on the situation of direction and direction in production and business activities in 2025 and the direction of operations in 2026.

- Mr. Nguyen Thanh Tung - General Director of the Company, on behalf of the Board of General Directors, reported production and business results in 2025 and production and business plan for 2026.

- Mr. Nguyen Trong Ha - Head of the Supervisory Board presented the Supervisory Board's report on the operating situation in 2025, the supervision of the Board of Directors and the Board of General Directors in 2025 and the 2026 operating plan.

- Mr. Ngo Trong Vinh - Chairman of the Board of Directors presented a Proposal asking the General Meeting of Shareholders for approval on a number of contents at the Congress.

- Mr. Ngo Trong Vinh - Chairman of the Board of Directors presented a Proposal asking the General Meeting of Shareholders to approve the Company lending an amount greater than 35% of the total value of the Company's assets recorded in the most recent financial report.

- The Congress discusses and approves issues presented to the Congress.

### 3. Discussion

.....  
.....  
.....  
.....  
.....

### 4. Voting results

After the Congress, discuss and comment on reports and presentations at the Congress. The Congress unanimously voted:

4.1. Report to the Board of Directors, report to the Board of General Directors, report to the Supervisory Board in 2025 and operating direction in 2026, specific voting results are as follows:

*Voting:*

- Agree: ..... Corresponding shares ..... shares account for .....%
- Disagree: ..... Corresponding shares ..... shares account for .....%
- Other opinions: ..... Corresponding shares ..... shares account for .....%

**Conclusion:** ..... Report to the Board of Directors, report to the Board of General Directors, report to the Supervisory Board in 2025 and operating directions in 2026.

4.2. Financial statements, revenue and profit in 2025 have been audited by NVA Auditing and Accounting Company Limited, profit distribution, salary unit price in 2025:

No.	Target	Result 2025 (Parent company)	Result 2025 (Consolidated)
1	Total revenue (net revenue, financial revenue, other income)	66.950.682.291	75.743.826.466
2	Profit before tax	9.646.925.410	14.441.719.903
3	Profit after corporate income tax	8.236.183.025	12.404.084.599
4	Dividend rate	8%	
	<i>Amount of dividend payment</i>	<i>7.972.467.200</i>	
5	Remaining profit	263.715.825	
6	Appropriation of funds	263.715.825	
7	Unit price of realized salary	735 VND salary / 1.000 VND Profit before tax	

*Voting:*

- Agree: ..... Corresponding shares ..... shares account for .....%
- Disagree: ..... Corresponding shares ..... shares account for .....%
- Other opinions: ..... Corresponding shares ..... shares account for .....%

**Conclusion:** ..... financial statements, revenue and profit, profit distribution in 2025 have been audited by NVA Auditing and Accounting Company Limited, profit distribution, salary unit price in 2025.

4.3. Submit to the General Meeting of Shareholders for approval the expected production and business plan and salary unit price in 2026.

No.	Target	2026
1	Total revenue (net revenue, financial revenue, other income)	77.1 billion VND
2	Profit before tax	9.9 billion VND
3	Profit ratio (Profit before tax/Charter capital)	9,7%
4	Expected dividend (%/par value 10,000)	8%
5	Salary unit price	1,124 VND salary / 1,000 VND Profit before tax

Authorize the Board of Directors to invest in projects and companies with potential to promote effective use of the company's capital.

Given the complex developments in inflation, the Company's Executive Board will submit to the Board of Directors for consideration and decide on the adjustment of the 2026 wage rates in December 2026.

*Voting:*

- Agree: ..... Corresponding shares ..... shares account for .....%
- Disagree: ..... Corresponding shares ..... shares account for .....%
- Other opinions: ..... Corresponding shares ..... shares account for .....%

**Conclusion:**..... production and business plan, salary unit price in 2026 and Authorize the Board of Directors to invest in projects and companies with potential to promote the effective use of the Company's capital and given the complex developments in inflation, the Company's Executive Board will submit to the Board of Directors for consideration and decide on the adjustment of the 2026 wage rates in December 2026.

4.4. Submit to the Congress for approval the Board of Directors to decide on the selection of an auditing unit for the Company's semi-annual financial statements, annual financial statements and 2026 consolidated financial statements and carry out information disclosure according to regulations.

*Voting:*

- Agree: ..... Corresponding shares ..... shares account for .....%
- Disapprove: ... corresponding votes ..... shares account for ...%
- Other opinions: ... corresponding votes ..... shares account for ...%

**Conclusion:** ..... authorizing the Board of Directors to select an auditing unit for the Company's semi-annual financial statements, annual financial statements and 2026 consolidated financial statements and carry out information disclosure according to regulations.

4.5. Submit to the Congress for approval the remuneration paid to the members of the Board of Directors, the Secretary of the Board of Directors and the Board of Supervisors of the Company in 2025 is: 279,600,000 VND. In there:

- Total remuneration of the BoD: 225,600,000 VND.
- Total remuneration for the secretary of the BoD: 12,000,000 VND.
- Total remuneration of the Supervisory Board: 42,000,000 VND.

**Conclusion:** ..... proposal on remuneration for members of the Board of Directors and Supervisory Board of Educational Book Joint Stock Company in City. Hanoi in 2026 remains the same as in 2025 as follows:

- Remuneration of the Chairman of the BoD: 3,500,000 VND/month.
- Remuneration of Vice Chairman of the BoD: 2,800,000 VND/month.
- Remuneration for members of the BoD: 2,500,000 VND/person/month.
- Board of Directors secretary remuneration: 1,000,000 VND/person/month.
- Remuneration for the Head of the SuB: 1,500,000 VND/month.
- Remuneration for members of the SuB: 1,000,000 VND/per/month.

Remuneration for members of the Board of Directors and Supervisory Board is paid at the end of each month. If the plan is exceeded, the Board of Directors decides on the rate of additional remuneration for the Board of Directors and the Supervisory Board but must not exceed 20% of the increased profit.

*Voting:*

- Approval: ... corresponding votes ..... shares account for ...%
- Disapprove: ... corresponding votes ..... shares account for ...%
- Other opinions: ... corresponding votes ..... shares account for ...%

**Conclusion:** ..... remuneration paid to members of the Board of Directors, secretary of the Board of Directors and Board of Supervisors of the company in 2026. If it exceeds the plan, the Board of Directors decides on the additional rate of remuneration for the Board of Directors and the Board of Supervisors but not exceeding 20% of the increased profit.

4.6. The proposal asks the General Meeting of Shareholders to approve the Company lending an amount greater than 35% of the total value of the Company's assets recorded in the most recent financial report.

*Voting:*

- Approval: ... corresponding votes ..... shares account for ...%
- Disapprove: ... corresponding votes ..... shares account for ...%
- Other opinions: ... corresponding votes ..... shares account for ...%

Conclusion: ..... the Company lends an amount greater than 35% of the total value of the Company's assets recorded in the most recent financial report.

**5. Approve the Minutes and Resolutions of the 2026 Annual General Meeting of Shareholders**

- The Secretariat read the Minutes of the 2026 Annual General Meeting of Shareholders. These minutes were fully and honestly recorded by the Secretary of the General Meeting, re-read before the General Meeting and unanimously approved by the shareholder delegates attending the General Meeting .....%.

- The Secretariat reads the Resolution of the 2026 Annual General Meeting of Shareholders. The General Meeting votes unanimously .....% and passes the Resolution of the 2026 Annual General Meeting of Shareholders.

- The organizing committee announced the closing of the 2026 Annual General Meeting of Shareholders.

- The congress ended at 5:00 p.m. the same day.

**CONGRESS SECRETARY**

**PRESIDE**



**Nguyen Thi Hoa**

**Vu Nguyen Lan Phuong**

**Ngo Trong Vinh**

***Receiving place:***

- Dear shareholders;
- Board of Directors, Board of General Directors, Finance;
- Supervisory Board;
- Archives Documentation Office; company secretary.

**Script**

**RESOLUTION OF THE 2026 ANNUAL GENERAL MEETING OF  
SHAREHOLDERS  
EDUCATION BOOK JOINT STOCK COMPANY IN HANOI CITY**

- Pursuant to Enterprise Law 59/2020/QH14 approved by the National Assembly of the Socialist Republic of Vietnam on June 17, 2020;
- Pursuant to Securities Law No. 54/2019/QH14 passed by the National Assembly of the Socialist Republic of Vietnam on November 26, 2019;
- Pursuant to the Charter of organization and operation of Hanoi Education Book Joint Stock Company (HAEBSCO);
- Pursuant to the Minutes of the 2026 Annual General Meeting of Shareholders dated March 30, 2026.

At 2:00 p.m on March 30, 2026 at the Hall of Education Book Joint Stock Company in Hanoi City - Building D, 2nd floor of Vinaconex 1 office area, 289A Khat Duy Tien, Dai Mo Ward, Hanoi City, Education Book Joint Stock Company in Hanoi City conducted the 2026 annual shareholders' meeting. After listening to the reports and discussions of the meeting participants, the General Meeting of Shareholders unanimously approved the Resolution with the following contents:

**RESOLUTION**

**Article 1.** Through reports at the Congress:

- Report of the Board of Directors;
- Report of the Board of General Directors;
- Report on the activities of the Supervisory Board.

**Article 2.** Through the financial statements, revenue, profit, profit distribution in 2025 have been audited by NVA Auditing and Accounting Company Limited, profit distribution, salary unit price in 2025.

No.	Target	Result 2025 (Parent company)	Result 2025 (Consolidated)
1	Total revenue (net revenue, financial revenue, other income)	66.950.682.291	75.743.826.466
2	Profit before tax	9.646.925.410	14.441.719.903
3	Profit after corporate income tax	8.236.183.025	12.404.084.599
4	Dividend rate	8%	
	<i>Amount of dividend payment</i>	<i>7.972.467.200</i>	
5	Remaining profit	263.715.825	
6	Appropriation of funds	263.715.825	
7	Unit price of realized salary	735 VND salary / 1.000 VND Profit before tax	

**Article 3.** Through the production and business plan, salary unit price in 2026 and Authorizing the Board of Directors to invest in projects and companies with potential to promote the efficiency of capital use of the company and the Company's Executive Board will submit to the Board of Directors for consideration and decide on the adjustment of the 2026 wage rates in December 2026.

No.	Target	2026
1	Total revenue (net revenue, financial revenue, other income)	77.1 billion VND
2	Profit before tax	9.9 billion VND
3	Profit ratio (Profit before tax/Charter capital)	9,7%
4	Expected dividend (%/par value 10,000)	8%
5	Salary unit price	1,124 VND salary / 1,000 VND Profit before tax

**Article 4.** Approve the authorization for the Board of Directors to decide on the selection of an auditing unit for the Company's semi-annual financial statements, annual financial statements and 2026 consolidated financial statements and carry out information disclosure according to regulations.

**Article 5.** Through total number Remuneration paid to members of the Board of Directors, Secretary of the Board of Directors and Board of Supervisors of the Company in 2025 is: 279,600,000 VND. In there:

- Total remuneration of the BoD: 225,600,000 VND.
- Total remuneration for the secretary of the BoD: 12,000,000 VND.
- Total remuneration of the Supervisory Board: 42,000,000 VND.

Approval of remuneration for members of the Board of Directors and Supervisory Board of Education Book Joint Stock Company in City. Hanoi in 2025 remains the same as in 2026 as follows:

- Remuneration of the Chairman of the BoD: 3,500,000 VND/month.
- Remuneration of Vice Chairman of the BoD: 2,800,000 VND/month.
- Remuneration for members of the BoD: 2,500,000 VND/person/month.
- Board of Directors secretary remuneration: 1,000,000 VND/person/month.
- Remuneration for the Head of the SuB: 1,500,000 VND/month.
- Remuneration for members of the SuB: 1,000,000 VND/person/month.

Remunerations for members of the Board of Directors and the Supervisory Board are paid at the end of each month. If the plan is exceeded, the Board of Directors decides on the rate of additional remuneration for the Board of Directors and the Supervisory Board but must not exceed 20% of the increased profit.

**Article 6.** Through the Company lending an amount greater than 35% of the total value of the Company's assets recorded in the most recent financial report.

**Article 7. Implementation Terms**

This Resolution has been approved by the General Meeting of Shareholders and takes effect from March 30, 2026.

Board of Directors of Educational Book Joint Stock Company in City. Hanoi is responsible for carrying out the work authorized by the General Meeting of Shareholders in this Resolution, ensuring the benefits of shareholders and businesses and in accordance with the provisions of law.

**ON BEHALF OF BOARD OF DIRECTORS  
CHAIRMAN**

***Receiving place:***

- VNEPH (for reporting);
- Hanoi Stock Exchange, State Securities Commission, Securities Center;
- Board of Directors, Board of Supervisors, Board of General Directors, Finance;
- Archives Documentation Office.

**Ngo Trong Vinh**

*Hanoi, March 30, 2025*

**REPORT ON THE ACTIVITIES OF THE SUPERVISORY BOARD IN 2025  
AND OPERATION PLAN FOR 2026**

**Dear: GENERAL MEETING OF SHAREHOLDERS OF EDUCATION BOOK JOINT STOCK  
COMPANY IN HANOI CITY**

Within the scope of responsibilities, functions and powers of the Supervisory Board specified in the Company's Charter of Organization and Operation, Enterprise Law No. 68/2014/QH13, the Supervisory Board would like to report on production and business activities in 2024 to the General Meeting of Shareholders according to the following contents:

**PART I: RESULTS OF INSPECTION AND SUPERVISION IN 2025**

**I. ACTIVITIES OF THE SUPERVISORY BOARD**

**1. About organization:** Board of Supervisors of Educational Book Joint Stock Company in Hanoi City has the following 3 members:

- + Mr. Nguyen Trong Ha - Head of the Supervisory Board
- + Ms. Nguyen Thi Thu Huyen - Member
- + Ms. Nguyen Thi Mai - Member

The Supervisory Board is assigned the following tasks: The Head of the Board is in charge of general duties and 02 members monitor other activities assigned by the Head.

**2. Activities of each member of the Supervisory Board:**

**2.1. Activities of the Head of the Supervisory Board (Mr. Nguyen Trong Ha):**

- Statistics of Resolutions and Decisions of the Board of Directors related to the Company's operations.
- Appraisal of financial statements for 6 months and 2025.
- Monitor, check and supervise the implementation and handling of audit recommendations (Through Financial Reports).
- Organize Supervisory Board Meetings and collect opinions.
- Implement the Annual General Meeting of Shareholders Report.

**2.2. Activities of Member Nguyen Thi Thu Huyen:**

- Check and monitor the implementation of the 2025 production and business plan;
- Participate in appraisal of 6-month and 2025 Financial Reports.

**2.3. Activities of Member Nguyen Thi Mai.**

- Check the capital balance and capital management in the company.
- Check processes and regulations in the company.
- Participate in the appraisal of 6-month and 2025 financial reports.

**2.4 Remuneration of the Supervisory Board**

- Total remuneration for the Supervisory Board: **42.000.000 VND/year**
- Remuneration for the Head of the Supervisory Board: **1.500.000 VND/month.**

- Remuneration for members of the Supervisory Board: **1.000.000 VND/month.**

Remuneration for the Supervisory Board is paid at the end of each month.

### **3. Activities of the Supervisory Board:**

#### **3.1. Supervise legal compliance and implementation of the Company Charter:**

- Regular activities of the Supervisory Board: The Supervisory Board has conducted inspection and supervision activities to comply with the provisions of the Enterprise Law and the Charter of Organization and Operation of Educational Book Joint Stock Company in the City. Hanoi in managing and operating the Company's production and business activities, specifically:

##### ***a/. Verify financial statements and supervise information disclosure:***

- + Check and supervise the Company's accounting work to ensure compliance with the Enterprise Accounting Regime according to Circular No. 200/2014/TT-BTC issued on December 22, 2014 guiding the Enterprise Accounting Regime.

- + Review quarterly and annual financial reports provided by the Board of Management. From there, verify the accounting and recognition of revenues, expense allocation, analyze and evaluate the financial situation, business operations, debt management situation and the situation of setting up provisions according to regulations.

- + The Board of Supervisors coordinated with the Board of Directors to propose selecting an independent auditing company to review the 6-month financial statements and audit the 2025 Financial Statements.

- + Closely monitor information disclosure, especially regulations on information disclosure of periodic financial reports and periodical reports on Company governance according to regulations on information disclosure on the stock market.

##### ***b/. Coordinate and supervise the activities of the Board of Directors and Board of Directors:***

- Faced with the changing situation of new policies, in 2025, the Board of Directors held 09 meetings, thereby issuing Resolutions and Decisions to promptly direct the Company's business activities and restructure the Company's personnel organization.

- The Board of Directors and the Board of General Directors have fully complied with the provisions of the Law in management and operations. Members of the Board of Directors, Board of General Directors and management staff have properly performed their assigned functions and tasks according to the provisions of the Charter and Resolution passed by the General Meeting of Shareholders.

- The Board of Supervisors attended meetings between the Board of Directors and the Board of General Directors to listen to the Board of General Directors report on business operations, changes in personnel and goals and directions for further activities to complete the planned targets.

#### **3.2. Control the Company's production, business and financial activities:**

##### ***a. Status of implementing production and business plans:***

2025 is a year full of fluctuations around the world, with more and more organizations and individuals participating in the same business as the Company, creating fierce competition. The distribution work is fragmented, and sophisticated pirated printing affects

the Company's release plan. In 2025, the Company's Executive Board and other officials had to make a lot of efforts for the Company to achieve 2025 performance results.

**Results achieved:**

- Total revenue: **75.743.826.466 VND** (According to consolidated financial statements)
- Profit before tax: **14.441.719.903 VND** (According to consolidated financial statements)
- Profit after tax: **12.404.084.599 VND**

**II. Results of appraisal of financial statements in 2025:**

- The Board of Supervisors has evaluated the company's financial statements for the first 6 months of the year and fiscal year 2025, ending December 31, 2025 according to the assessment of NVA Auditing and Accounting Company Limited as follows:

+ The financial statements fully reflect the company's production, business and financial activities as of December 31, 2025, as well as the consolidated business results and consolidated currency transfer situation for the fiscal year ending on the same date, in accordance with Vietnamese accounting standards, Vietnamese corporate accounting regime and legal regulations related to the preparation and presentation of consolidated financial statements.

+ Recording, opening accounting books, and classifying economic content according to accounting standards issued by the Ministry of Finance.

+ The company has periodically reported and disclosed information of listed organizations on the Hanoi Stock Exchange according to regulations on information disclosure on the stock market.

**b. Finance and Accounting/Administration work:**

- The company's quarterly financial reports honestly and fairly reflect key aspects of the company's financial situation at each time, and are in accordance with current Vietnamese corporate accounting standards and related legal regulations.

- The management work is completed, the company's management accounting system is evaluated well.

**III. Coordination between the Supervisory Board, the Board of Directors and the Executive Board:**

- The Board of Supervisors coordinates with members of the Board of Directors of the company to implement inspection and supervision in departments as well as in the company's operating apparatus.

- The Board of Directors of the company has promptly and fully provided the Resolutions and Decisions of the Board of Directors to the Supervisory Board. The Board of General Directors has created conditions for the Supervisory Board to collect information and documents related to the Company's production and business activities upon request.

- The company's Board of Directors, Supervisory Board, Executive Board and management staff of the company have had a close coordination relationship in operating and managing production and business activities.

#### **IV. Conclude:**

- Members of the Supervisory Board have raised their sense of responsibility in the process of performing their duties, and have shown honesty and objectivity in their work. However, in the ever-changing business environment, business activities still have potential risks beyond control, the control work cannot avoid shortcomings that the Supervisory Board needs to pay attention to, make efforts and improve further in the coming time. To ensure better management and operations of the company in the coming term, it is necessary to continue to maintain and further promote the close coordination between the Board of Supervisors and the Board of Directors and Board of Directors of the Company.

- From the assessments of the operating situation, production and business results, and financial situation of the company in 2025, the Supervisory Board proposed that the Congress delegates approve: Report on the activities of the Board of Directors in 2025 and work directions in 2026, Report of the Board of Directors on the implementation of tasks in 2025 and production and business plan in 2026, submitted to the Congress.

- Proposal for financial and accounting audit work in 2026: Implementing the unified direction of the Board of Directors for financial audit work in 2026, the selection of an independent audit unit is proposed that the General Meeting of Shareholders assign the company's Executive Board to select an independent audit unit that meets the standards and capabilities according to the regulations of the Ministry of Finance.

Above is the report of the Supervisory Board of Education Book Joint Stock Company in City. Hanoi in 2025. The Board of Supervisors hopes that the Board of Directors and the Board of Management will receive the support and long-term commitment of shareholders, partners and all employees of the Company.

On behalf of the Board of Supervisors, we wish all delegates and shareholders good health and success!

**Sincerely thank you!**

**ON BEHALF OF SUPERVISORY BOARD  
HEAD OF BOARD**

**Nguyen Trong Ha**