

No. 17 /VTQ

Quang Binh, April 3, 2025

**PUBLICATION OF INFORMATION ON THE ELECTRONIC
INFORMATION PORTAL**

Dear:

- State Securities Commission;
- Hanoi Stock Exchange.

Company: **VIET TRUNG QUANG BINH JOINT STOCK COMPANY**

Head office: Residential Group 3, Vietnam Trung Agricultural Town, Bo Trach District, Quang Binh Province, Vietnam.

Phone: 0232. 3796 003 Fax: 0232. 3796 060

Person responsible for information disclosure: Mr. **Nguyen Hai Thanh**

Position: Member of the Board of Directors and Deputy Director of the Company

Type of disclosed information:

24h 72h Request Abnormal Periodically

Content of disclosed information:

The Viet Trung Quang Binh Joint Stock Company announces information regarding the Annual General Meeting of Shareholders for the year 2025, specifically as follows:

1. Time: At 13:00 on Monday, April 28, 2024

2. Venue: Meeting hall of the Viet Trung Quang Binh Joint Stock Company headquarters.

3. Conditions for attending the meeting: Must be a shareholder of the Viet Trung Quang Binh Joint Stock Company according to the list as of March 28, 2024.

4. The main content of the meeting, the proxy form for attending the meeting, and the meeting documents are posted on the Company's website at the address:

<http://www.viettrungqb.com.vn>

5. This information has been published on the electronic information page of the Viet Trung Quang Binh Joint Stock Company on April 3, 2025, at the link:

<http://www.viettrungqb.com.vn>

We commit that the disclosed information above is true and we take full responsibility before the law for the content of the disclosed information./.

Recipients:

- As above;
- Archive: Clerical.

Person responsible for information disclosure *ktv*



Nguyen Hai Thanh

Quang Binh, April 3, 2025

**INVITATION TO MEETING
ANNUAL GENERAL MEETING OF SHAREHOLDERS 2025**

Dear: Valued Shareholders of Viet Trung Quang Binh Joint Stock Company

The Board of Directors of Viet Trung Quang Binh Joint Stock Company respectfully announces and invites valued shareholders to attend the Annual General Meeting of Shareholders 2025 of Viet Trung Quang Binh Joint Stock Company, with the details as follows:

1. Time: At 13:00 on Monday, April 28, 2024

2. Location: Conference hall of Viet Trung Quang Binh Joint Stock Company - Group 3, Viet Trung Agricultural Town, Bo Trach District, Quang Binh Province.

3. Meeting Agenda: According to the attached program

4. Conditions for Participation: Shareholders who own shares as of March 28, 2025.

5. Confirmation of Attendance at the Meeting:

To ensure the successful organization of the Annual General Meeting, valued shareholders are requested to confirm attendance or authorize attendance (according to the attached form) and send it to the Company via fax, email, or by mail no later than 4:00 PM on April 20, 2025 at the address:

Viet Trung Quang Binh Joint Stock Company

Group 3, Viet Trung Agricultural Town, Bo Trach District, Quang Binh Province.

Phone: 0232. 3796 003 Fax: 0232. 3796 060

6. Documents Used at the Meeting:

Documents used at the meeting will be posted on the Company's website starting April 3, 2025 at: <http://www.viettrungqb.com.vn/index.php/vi/>, shareholders are requested to review in advance and bring them for use in the meeting.

7. Identification Papers to Present at the Meeting: Shareholders or authorized persons attending the meeting must bring the following documents: (1) Meeting invitation; (2) ID card/CCCD/HC/Business registration certificate; (3) Proxy form to attend the meeting (if an authorized person attends).

Valued shareholders, please note:

- The authorization can only be made once, and the authorized person cannot delegate to a third party.

- All expenses for accommodation, travel, and other costs are to be borne by the shareholders themselves.

- For any details related to the meeting, please contact.

- Viet Trung Quang Binh Joint Stock Company
- Group 3, Viet Trung Agricultural Town, Bo Trach District, Quang Binh Province.

• Phone: 0232. 3796 003

Fax: 0232. 3796 060

Sincerely invited./.

**ORGANIZATION REPRESENTATIVE
CHAIRMAN OF THE BOARD OF DIRECTORS** *ttv*



Phan Van Thanh

Quang Binh, April 28, 2025

DRAFT

**ANNUAL GENERAL MEETING PROGRAM
2025 ANNUAL GENERAL SHAREHOLDER MEETING
VIET TRUNG QUANG BINH JOINT STOCK COMPANY**

Event time: At 13:00 on Monday, April 28, 2025

Venue: Viet Trung Quang Binh Joint Stock Company - Group 3, Viet Trung Agricultural Town, Bo Trach District, Quang Binh Province, Vietnam.

NO	TIME	MEETING CONTENT
I	Welcoming Delegates, Shareholders and Opening the meeting	
1	13:00 – 13:30	<ul style="list-style-type: none">- Welcome representatives and shareholders, verify shareholder status - register to attend the meeting- Distribute meeting documents, voting cards, voting papers- Stabilize the organization to prepare for the General Assembly, raise the flag
	13:30 – 13:40	Opening of the General Assembly
2	13:40 – 13:45	Report on the results of verifying shareholder status, declare sufficient conditions to conduct the General Assembly
3	13:45 – 14:00	<ul style="list-style-type: none">- Approve the agenda and the Working Regulations of the General Assembly- Introduce and approve the list of the Presidium, the Secretariat- Introduce and approve the list of the Ballot Counting Committee
II	Main content of the Congress	
1	14:00 – 14:45	Present the Reports at the Congress <ul style="list-style-type: none">- Report on the business production and trading results for 2024 and the business production and trading plan for 2025.- Report on the activities of the Board of Directors for 2024 and the direction of activities for 2025.- Report on the activities of the Supervisory Board for 2024 and the direction of activities for 2025.
2	14:45 – 15:30	Presenting the Resolutions at the General Meeting <ul style="list-style-type: none">- Resolution to approve the audited financial statements for 2024;- Resolution on the distribution of profits for 2024 and the plan for 2025;- Resolution on the settlement of remuneration for the Board of Directors and the non-professional Supervisory Board for 2024 and the plan for 2025;

		<ul style="list-style-type: none"> - Resolution to select the auditing firm for the financial statements for 2025; - Resolution to dismiss a member of the Board of Directors - Resolution to amend the Company Charter - Other issues within the authority of the General Meeting of Shareholders (if any).
	15:30 – 16:00	<ul style="list-style-type: none"> - Discussing opinions and voting on the reports and proposals presented at the Congress; - The ballot committee reports the results of the voting on the reports and proposals at the Congress;
3	16:00 – 16:45	<p>Organizing the election of the Board of Directors</p> <ul style="list-style-type: none"> - Read and vote to approve the regulations on the nomination, candidacy, and election of Board members - Proposal for the introduction of personnel to elect members of the Board of Directors - Read and vote to approve the list of nominations and candidacies for the Board. - Organize the election.
4	16:45 – 16:55	Announcement of the election results for the Board of Directors
III	Through the Minutes, the Resolution, and the closing of the Congress	
1	16:55- 17:00	<ul style="list-style-type: none"> - Read and vote to approve the Minutes of the Conference and the Resolution; - Declare the conference adjourned.

ORGANIZING CONGRESS

Quang Binh, April 28, 2025

**WORKING REGULATIONS
ANNUAL GENERAL MEETING OF SHAREHOLDERS 2025
VIET TRUNG QUANG BINH JOINT STOCK COMPANY**

According to the charter for organizing and operating Viet Trung Quang Binh Joint Stock Company, to facilitate the organization and conduct of the Annual General Meeting of Shareholders (AGM) in 2025, and to guide shareholders participating in the meeting and exercising their voting rights directly or through authorized representatives, the Board of Directors of Viet Trung Quang Binh Joint Stock Company (BOD) respectfully submits for approval at the meeting the working regulations for the annual shareholder meeting in 2025 as follows:

I. ORDER OF THE MEETING

1. Shareholders/Authorized representatives attending the meeting should wear formal and polite attire, present all necessary personal identification, the invitation letter, and other documents as specified in the meeting notice at the reception desk.

2. Upon entering the meeting hall, attendees must comply with the seating arrangements set by the organizing committee.

3. No private conversations, no smoking, and no mobile phone usage are allowed during the meeting. All mobile phones must be turned off or set to silent mode.

4. Shareholders/Authorized representatives are responsible for attending the AGM from the start until its conclusion. If a shareholder/authorized representative must leave the meeting before it ends for any reason, they must contact the organizing committee. If a shareholder/authorized representative leaves the meeting before it concludes without notifying the organizing committee, it will be considered as their agreement with all matters to be voted on at the meeting.

II. VOTING ON ISSUES AT THE MEETING

1. Principles:

- All issues requiring a vote on the meeting agenda must be approved by direct voting at the meeting. Each shareholder will be issued a Voting Card and Voting Slip from Viet Trung Quang Binh Joint Stock Company.

- The Voting Card (printed on blue paper) and Voting Slip (printed on white paper) are issued by the Company, stamped, and delivered directly to shareholders/authorized representatives after they complete the registration process to attend the meeting. The Voting Card and Voting Slip clearly indicate the shareholder's/authorized representative's full name, shareholder code, and total number of votes assigned to that shareholder/authorized representative.

2. Voting methods:

- Shareholders/Authorized representatives vote (agree/disagree/no opinion) on an issue by directly raising the Voting Card at the meeting while marking “X” or “✓” on the Voting Slip (through the content of the Reports and Proposals at the meeting) under the guidance of the Chairperson of the meeting;

- Shareholders must sign and write their full names on the Voting Slip;

- Invalid Voting Slips include:

+ Voting Slips not issued by the Organizing Committee of the meeting;

+ Voting Slips that have been erased, corrected, or altered (in cases of errors, a new slip must be obtained, and the old slip must be canceled) where the voting content cannot be determined. When supplementary content is provided, the correct order number of the issue to be voted on must be indicated, and no additional content should be written other than what is required by the Organizing Committee;

+ Voting Slips that select more than one opinion on an issue (this will be handled by disregarding the opinions of the shareholder on the voted issue)

+ Voting Slips lacking the signature of the Shareholder/Authorized representative.

- Immediately after completing the voting on the contents presented at the meeting, the vote counting committee will collect the Voting Slips from shareholders, conduct the vote counting, and announce the results before all shareholders present at the meeting.

3. Voting regulations:

- Each common share corresponds to one voting right.

- The following issues are approved when they receive 51% or more of the total voting slips from the shareholders present at the meeting directly or through authorized representatives attending the AGM:

+ Report on the production and business results for 2024 and the production and business plan for 2025 from the Executive Board.

+ Report on the activities of the BOD for 2024 and operational orientation for 2025.

+ Report on the activities of the Supervisory Board for 2024 and the operational orientation for 2025.

+ Proposal to approve the audited financial report for 2024.

+ Proposal to approve the profit distribution for 2024 and the plan for 2025.

+ Proposal to approve the remuneration payment for the Board of Directors and the Supervisory Board of the Company for 2024; Plan for 2025.

+ Proposal on authorizing the Board of Directors to select the auditing unit for the financial report for 2025.

+ Proposal for the removal of a member of the Board of Directors

+ Proposal to amend the Company's Charter.

- Other issues under the authority of the General Meeting of Shareholders may be directly proposed at the Meeting in accordance with legal regulations

and approved according to current legal provisions and the organization and operation charter of the Company.

III. SPEECHES AND OPINIONS AT THE MEETING

- Shareholders attending the Meeting will express their opinions by writing them down on paper and handing them to the organizing committee. The organizing committee will be responsible for submitting them to the Presidium.

- Shareholders should speak concisely and focus on the key issues that need to be discussed, in line with the agenda approved for the Meeting. The Presidium will address the shareholders' questions directly at the Meeting and related to the issues presented in the General Shareholders' Meeting Agenda.

IV. RIGHTS AND RESPONSIBILITIES OF THE PRESIDIUM

- Conduct the Meeting in accordance with the approved agenda and the regulations that have been approved by the Meeting. The Presidium works on the principle of democratic centralism and decides by majority.

- Guide the Meeting to discuss, seek voting opinions on issues within the agenda of the Meeting and related matters throughout the process of the Meeting.

- The Presidium has the right to carry out necessary measures to conduct the meeting reasonably, orderly, in accordance with the approved agenda and reflect the wishes of the majority of the participants.

- The Presidium has the right to:

+ Request all participants to comply with security checks or other security measures;

+ Request the competent authority to maintain order in the meeting; require those who do not comply with the Presidium's authority, intentionally disrupt order, hinder the normal progress of the meeting, or do not comply with security check requirements to leave the General Shareholders' Meeting.

- The Presidium has the right to postpone the General Shareholders' Meeting that has enough registered participants according to regulations to another time or change the meeting location in the following cases:

+ The meeting location does not have enough convenient seating for all participants;

+ There are participants who behave disruptively, causing disorder; there is a risk of the meeting not being conducted fairly and legally. The maximum postponement time is no more than 03 (three) days from the intended opening date of the meeting;

+ Resolve other arising issues throughout the organization of the Meeting.

V. RESPONSIBILITIES OF THE SECRETARY OF THE MEETING

- Fully and accurately record all developments of the Meeting and the issues approved or noted by shareholders at the Meeting;

- Draft the Minutes of the Meeting and the Resolutions on the issues that have been approved at the Meeting;

- Timely inform the Presidium of issues arising beyond the scope of resolution.

VI. RESPONSIBILITIES OF THE VOTE COUNTING COMMITTEE

Determine the voting results of shareholders on the issues approved at the Meeting.

VII. MINUTES AND RESOLUTIONS OF THE GENERAL SHAREHOLDERS' MEETING

All contents of the General Shareholders' Meeting must be recorded by the Secretariat in the Minutes of the General Shareholders' Meeting, the Minutes and Resolutions of the General Shareholders' Meeting must be read and approved before the Meeting is adjourned and published on the Company's website.

This is the entire Working Regulation of the Annual General Meeting of Shareholders for 2025 of the Company. This regulation takes effect immediately after being voted on by the General Meeting of Shareholders of the Company.

Respectfully submitted for the Meeting's approval./

ORGANIZATION REPRESENTATIVE CHAIRMAN OF THE BOARD OF DIRECTORS

Recipient:

- Board of Directors,
- Supervisory Board;
- Shareholders of the Company;
- Company's Website;
- Archive: Office secretary.

Phan Van Thanh

SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom - Happiness

Quang Binh, April, 2025

CONFIRMATION OF ATTENDANCE
ANNUAL GENERAL MEETING OF SHAREHOLDERS 2025
VIET TRUNG QUANG BINH JOINT STOCK COMPANY

Dear: The organizing committee of the annual general meeting of shareholders 2025
Viet Trung Quang Binh Joint Stock Company

Shareholder name:

ID/Business Registration Number:..... issued on..... at

Permanent address/Head office:

Representative:

ID of the representative: issued onat.....

Phone number:..... Fax number:

I confirm my attendance at the annual general meeting of shareholders 2025 of Viet Trung Quang Binh Joint Stock Company held on April 28, 2025, with:

Number of voting shares:.....shares.

(In words:))

Among them:

• Number of shares owned: shares.

• Number of shares authorized: shares.

(Attached herewith: Power of attorney).

I commit to comply with the regulations of the meeting.

SHAREHOLDER

(Signature, full name, and seal (if any))

SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom - Happiness

Quang Binh, April, 2025

POWER OF ATTORNEY
TO ATTEND THE ANNUAL GENERAL MEETING OF SHAREHOLDERS IN 2025
VIET TRUNG QUANG BINH JOINT STOCK COMPANY

Dear: The organizing committee of the annual general meeting of shareholders 2025
Viet Trung Quang Binh Joint Stock Company

1. Principal

- Name of shareholder (individual/organization):
- ID card/Passport/Business registration certificate number:
- Issued onat.....
- Address:
- Phone:Fax/Email:.....
- Total number of shares owned: shares
(In words:)
- Representative (in case the shareholder is an organization):
- ID card/Passport number:
- .issued on at
- Phone number

2. Attorney

- Name of individual/organization:
- ID card/Passport number:.....
- issued onat.....
- Address:.....
- Phone.....Email.....

3. Content of Power of Attorney

The attorney has the right to attend, vote and elect at the Annual General Meeting of Shareholders in 2025 of Viet Trung Quang Binh Joint Stock Company as a shareholder representing shares that I/we currently own.

4. Duration of Power of Attorney

This power of attorney is effective from the date of signing until the end of the Annual General Meeting of Shareholders in 2025 of Viet Trung Quang Binh Joint Stock Company. We take full responsibility for this authorization and commit to strictly comply with the current legal regulations.

Attorney

(Sign and write clearly name, stamp if any)

Principal

(Sign and write clearly name, stamp if any)

No. /VTQ

Quang Binh, April, 2025

DRAFT

BASIC REPORT

Summary of business production results in 2024

Plan for business production in 2025

(Report at the 2025 Annual General Shareholders' Meeting)

Part I

BUSINESS PRODUCTION RESULTS FOR 2024

I. SITUATION OVERVIEW

In 2024, the Company continues to face many difficulties: the global situation is complex, the market inflation is rising sharply, and severe climate change (localized heat waves, heavy and prolonged rains) has affected the Company's production and business sectors.

However, with a tradition of solidarity and a sense of responsibility in the face of challenges, the unity and determination of the staff, employees, and workers across the Company, under the leadership of the Party Committee, the Board of Directors, and the prompt management of the Executive Board in leadership, direction, and responsiveness in administration have been effective. Additionally, the Company has always received attention and favorable conditions from the provincial leadership, various levels, sectors, and local authorities. Therefore, in 2024, the situation of the Company continues to maintain stability, with capital preservation and profitability, job security, and improved living conditions for employees; it successfully fulfills and exceeds its commitments to the state budget; all employees' policies and regimes are fully implemented and ensured; national security and order are maintained and strengthened. This is specifically reflected in several aspects as follows:

II. PRODUCTION AND BUSINESS RESULTS

1. Exploitation and processing of rubber latex

- The total output of commercial latex produced was 1,680.65 tons, achieving the adjusted plan, an increase of 203 tons compared to 2023.

- Among 7 exploitation units, 1 unit exceeded the plan and 6 units completed and met the adjusted plan.

The latex processing factory has focused on leadership and direction, overcoming difficulties to complete all assigned tasks. It has organized the transportation and processing of all latex produced by the units. However, due to an old drying oven system, outdated technology, and many damaged drying barrels and nets, the quality of latex products upon leaving the warehouse still does not meet the standards, with impurities and raw latex still present. In addition, the

factory has regularly done well in fire prevention, environmental protection, wastewater treatment, and waste management, complying with Vietnamese standards.

2. Wood processing industry

Due to the impact of the global situation, the wood production market faced difficulties, causing production to be held back at times. However, the wood factory has made considerable efforts to overcome challenges, especially during the last months of the year, actively increasing working hours to boost production. Therefore, 2024 has also yielded noteworthy results:

2.1. Wood production sector:

- Raw material wood production: 1,467.6 m³ (doubling the volume compared to 2023); processed wood production: 610 m³, achieving 87% of the annual plan (an increase of 58% compared to 2023);
- Revenue reached 19.81 billion, achieving the assigned plan (an increase of 58% compared to 2023);
- Profit: a profit of 14 million dong.
- Fully fulfilled obligations to the State Budget and policies for employees throughout the year;
- Average income of employees reached nearly 6 million dong/person/month;
- Environmental protection, occupational safety, and fire prevention measures were ensured throughout the year.

2.2. Wood chip project:

- The company has requested to expand wood chip production to diversify occupations, create a closed supply chain, and maximize the utilization of waste and available raw materials in the wood processing production process of the factory, as well as significant raw materials in the area for wood chip production.
- Mode of organization: Joint venture with Hieu Dai Phat Quang Binh LLC (with a total asset value of 5.4 billion dong, with a capital contribution ratio of 50:50, each side contributing 2.7 billion VND).
- Through the construction and installation of machinery and equipment, by August 2024, the wood chip project will begin operations, initially achieving considerable effectiveness (total revenue from the project near 60 billion dong, profit over 1 billion dong).

3. Cultivation and care of rubber for basic construction and other short-term crops

- Continued to maintain and care for the area of 305.38 ha of rubber for basic construction, ensuring proper procedures and quality.
- New rubber planting: with an area of 52.86 ha/50 ha, achieving 105.72%.
- Tram tree garden: managed and cared for 60.37 ha of tram trees planted from 2020 to 2023, which are developing well. In 2024, an additional 44.47 ha will

be planted in fragmented areas due to highway divisions and nutrient-poor rocky hills.

- Caring for pilot planting gardens (33.24 ha of Xoai-keo trees currently flowering for harvest); caring for 3.5 ha of windbreak tràm trees, which have now produced two harvests.

- In addition, some areas transferred from TAMICO have been planted with short-term crops (melon, cassava) with high efficiency.

4. Regarding joint ventures and collaborations

- The joint venture project for beef farming with Hòa Phát: Due to challenging market conditions, businesses suffered losses, and divestment was not possible. Therefore, in early July 2024, the company proceeded to reorganize, innovate, and restructure production, and successfully resumed farming, initially achieving results even though there are still losses; however, losses have decreased compared to the previous year (the loss for this year was nearly 35 billion dong, of which the portion of losses allocated to the company according to capital contributions was nearly 9.1 billion dong).

- For the joint venture project planting short-term crops with TAMICO, which has dissolved, there remains outstanding debts with the company that have not yet been fully recovered.

5. Business results (*financial report attached*)

- Total revenue of the entire company: 122.66 billion VND (achieving 134.6% compared to the plan, 2023 is the first year since the privatization of the Company that it has achieved revenue of over 100 billion VND) and nearly 200% of the revenue for 2023.

- Profit during the year: Profit of 3,968 billion VND (after setting aside provisions from the investment in the Hoà Phát Quảng Bình livestock company).

- Contributions to the State budget: 9,456 billion VND/Plan 5,559 billion VND, reaching 170% of the assigned plan; Implementing full and timely policies for workers. The total amount contributed to social insurance during the year is 10.3 billion VND, reaching 100.1% of the plan. All policies for workers have been fully paid during the year.

6. Basic construction investment

- The main focus is on investing in replanting 52.86 hectares of rubber (two-layer leaves variety) and planting additional gardens in 2022, 2023 (investment capital of nearly 4 billion VND).

- Investment for repairing and replacing the wood drying steam boiler at the raw material workshop of the wood processing plant (investment capital of 604 million VND); renovation of the Thắng Lợi team headquarters (investment capital of 362 million VND), upgrading the old rubber gathering tanks Độc Lập, Xung Kịch and some internal roads for production (investment capital of over 50 million VND).

- The joint venture project for wood chip production will be operational from August 2024 (the Company contributes capital and co-owned assets of 50% of the amount of 2.7 billion VND).

- Investment in the rubber latex drying system using a steam boiler as per the Resolution of the Workers' Conference and the shareholders' meeting over the past 2 years (but due to difficulties in CCCP approval). Now, the legal paperwork has basically been completed and the Company is conducting bidding procedures to select contractors for construction and equipment supply.

In general: the investment during the year is on the right track, effective, and implemented in accordance with the Board of Directors' Resolution. All procedural documents are implemented in accordance with legal regulations.

7. Land management work

Total area managed and used by the Company: 2,221.49 ha/2,249.01 ha (a decrease of 27.52 ha due to the provincial People's Committee recovering land for the North-South highway project and the resettlement area). The current area of land has been and is being used in accordance with the land use plan. However, the situation of encroachment and extension by neighboring residents in some management units is still occurring. During the year, the Company has determined boundaries and signed boundary agreements for 09 records of neighboring households; implementing the excavation of boundary ditches and fencing in some areas of reclaimed land. The review, adjustment, and grant of new land use rights: has contracted with the competent authorities to survey nearly 33 ha to propose new land use rights; 17.62 ha of irrigation land, currently reviewing the area of overlapping plots with households.

8. Labor, employment, and policies for workers

- Regarding labor: Average labor throughout the year is 518 people (of which female workers are 322 people).

- The employment of workers is guaranteed. The living conditions and income of workers are increasingly stable and improved, timely paying wages to workers according to the collective labor agreement, implementing well and fully the policies for workers. The average income of workers is: 6.93 million VND/person/month, reaching 114% of the plan, an increase of 15% compared to 2023.

- In addition, each month the Company also focuses on and implements the allowance for direct laborers in latex extraction and processing; meal allowances at the wood branch...

- Adequate supply of labor protection equipment and organizing regular health check-ups for workers.

- Has organized salary upgrade exams and adjusted salary levels for 154 officials and workers.

9. Implementation of national security and defense tasks

The work of national security and defense has been consolidated and maintained. Military training has been completed during the year. The Company has also coordinated with local authorities to effectively resolve land and public order issues in the area. Successfully implementing fire prevention and fighting plans, flooding prevention, and rescue operations...

The Company was categorized and rewarded by the Bó Trách District Military Command as an "Excellent Unit"; classified by the provincial People's Committee as an outstanding unit in the entire population movement to protect the National Security.

10. Implementation of the Democracy Regulation at the Grassroots Level

The implementation of the democracy regulation at the grassroots level has always been a focus of the Company during its leadership and direction. The Company enforces democratic regulation in an orderly manner, linking the implementation of the democracy regulation with the Working Regulation, Financial Regulation, Internal Expenditure Regulation, and the management of public assets, along with other regulations related to the Company's activities. The organization of worker conferences for interim and final reviews from the unit level to the Company; holding annual general shareholder meetings; and maintaining contacts and dialogues with workers, as well as weekly public receptions... continuously emphasizes the implementation of the program for practicing thrift, combating wastefulness, and preventing corruption.

11. Work on Emulation, Reward, and Social Charity

11.1. Emulation and Reward Work

In 2024, the Company launched an emulation campaign in production labor. This campaign focused on 02 peak emulation periods, striving to complete the annual plan 60 days and 30 days ahead of schedule, respectively. Emulation campaigns have organized interim and final reviews and timely rewards. Through 02 peak emulation periods, 01 collective and 107 individuals have achieved and exceeded the set targets. The total reward amount exceeds 120 million VND.

The results of the emulation title assessment for 2024: The Chairman of the Board of Directors of the Company has recognized and awarded certificates of merit to 05 collectives for outstanding labor, 06 collectives for advanced labor; 76 individuals achieving the title of grassroots emulation soldier; 274 individuals achieving the title of advanced labor. The total reward amount is nearly 500 million VND.

11.2. Regarding humanitarian charity work and social welfare

Besides business activities, although the Company is still facing many difficulties, it has continually focused on and actively participated in contributions to humanitarian charity and social welfare activities such as the Fund for the Poor; the Gratitude Fund; the Fund for the protection of children and people with

disabilities; the Red Cross Fund; the provincial Disaster Prevention Fund; supporting compatriots in flood-affected areas; has taken on support, care, and accompanied the people in AKY Commune, Thượng Trạch; supporting facilities for neighborhoods...

In addition, the Company and the Trade Union of the Company have always cared for the lives of workers in the Company, coordinating with supporting organizations to build 02 gratitude houses for workers; continuing to sponsor and support 03 orphans (who lost their father or mother) who are children of the Company's workers (500,000 VND/month/person).

12. Regarding restructuring, renewing the enterprise, and personnel work

During the year, the Company continued to focus on restructuring and renewing the enterprise, such as completing the plan for reorganizing and handling public assets according to Decree 118 of the Government; implementing rational labor arrangements in production units, in the spirit of correct labor standards, ensuring regular employment and stable income for workers; promoting the process of reducing the management apparatus, indirectly... Especially, the Company has vigorously implemented digital transformation within the enterprise, thus gradually achieving high efficiency in management and operation.

Personnel work has always been prioritized by the Party Committee and specialized staff, with regular emphasis on leadership in implementing innovation and organizing machinery structures toward lean, effective, and efficient operations. Planning, appointment, training, and fostering staff have been given attention: During the year, there has been a focus on leading and directing the good implementation of the review and adjustment of the leadership and management staff planning for the period 2020-2025; developing the leadership and management staff planning for the period 2025-2030; sending 01 person to study at a high-level political academy and 05 people to study at a mid-level political academy; sending many delegations to train for specialized professional work (in management, taxation, land, etc.).

III. GENERAL ASSESSMENT

In 2024, although the Company still faced many difficulties, under the leadership of the Party Committee, the Board of Directors, and the management of the Executive Board, the situation of the Company gradually improved. Business operations remained stable and developed; revenue was quite good as it was the first year revenue exceeded 100 billion (after the storm in 2013 and after privatization to date), and business was profitable; capital was preserved, obligations to the State budget were completed and surpassed; job security and policies for employees were ensured; tasks related to national security and defense were carried out well, and the situation of security and order was maintained; fire prevention and environmental management received attention and achieved good

results... This reflects the tremendous effort of the collective staff, workers, and employees of the Company who are determined, united, creative, and have upheld the tradition of over 64 years of building and developing the Company to achieve today's achievements.

Alongside the achievements made, we must also frankly and seriously recognize our shortcomings and limitations to promptly correct them, which are:

- The leadership and direction by the Executive Board and leaders at all levels (from departments to subordinate units) have made many efforts and initiatives in their work, providing many effective and timely directions and solutions. However, leadership, direction, and the establishment of policies and solutions to adapt to the actual situation at times have not been flexible enough and lacked timeliness. Some departments and units have not performed their political tasks effectively; at times, work processing has been slow, resulting in a lack of timeliness and affecting overall work efficiency.

- In general, the Company's land management work has been secured, strict in management and resolute in handling issues. However, there are still a few subordinate units where land management remains lax and inadequate. Encroachment, re-encroachment, and unauthorized expansion still occur and have not been decisively stopped from the beginning; awareness, updates, reporting, and on-site handling have not been timely and resolute.

- Most workers are passionate, enthusiastic, responsible for their work, and always strive to complete their assigned tasks. However, there are still a few workers whose sense of responsibility is not high, focusing more on personal interests and demanding benefits.

Part II

DIRECTIONS FOR TASKS IN 2025

The year 2025 is seen as a year with many significant events for the country in general and for the Company in particular: the 80th anniversary of National Day; the 50th anniversary of the liberation of the South and national unification; the 28th Congress of the Company Party Committee and Party Congresses at all levels leading to the 14th National Party Congress; the year celebrating the 65th anniversary of the establishment of Viet Trung Agricultural Farm (now Viet Trung Joint Stock Company)...

It is also a year expected to continue facing many difficulties and challenges, with a complex and risky global situation that will strongly affect the market; continuing to be influenced by climate change, with erratic weather that will significantly impact the agricultural sector... However, alongside these difficulties, we also have many advantages: the new rubber plantation business (planted after the storm) has a substantial harvesting area for stable yield. Notably,

we have a motivated, young workforce engaged in production activities, as well as in initiatives for technical improvements, breakthroughs in science and technology development, strong innovation, and digital transformation in the enterprise. The results achieved in recent years and in 2024 lay the foundation for us to continue moving forward more stably, securely, and strongly in 2025.

I. SOME MAIN TASK TARGETS FOR 2025

1. Exploit and process rubber latex, striving to reach 1,950 - 2,000 tons of dry commercial latex.

2. Invest in good care for the existing rubber plantation covering 307.09 ha. Replant 60 - 80 ha of rubber to ensure continuity in regions and fields; plant 50 - 70 ha of mixed acacia forest (concentrating on fragmented regions, hills, and rocky areas...) to create a source of wood material.

3. Continue to invest in good care and harvest trial varieties of current plantations (Keo mango; Wind acacia...) and summarize, replicate the model when effective. At the same time, study the introduction of intercropping trials under these types of trees and newly planted rubber trees (short-term crops, medicinal plants...) to increase effectiveness on a plot of land; for rocky hill areas and nutrient-poor land, concentrate on planting acacia to supply raw materials for the wood factory.

4. For the wood processing industry:

- Produce 1,500 - 1,700 m³ of raw wood and 600 - 700 m³ of refined wood.

- Total revenue reaching from 20 billion VND or more.

- Profit reaching from 5% or more on the total revenue of the entire factory.

- Fully comply with state budget obligations, labor policies, and the payments to the Company; ensure an average income for employees over 6 million VND/person/month; effectively implement fire prevention and fighting, environmental protection, occupational safety and hygiene...

5. For the projects:

- Chip production project: Continue to invest in completing (machinery and equipment, yard, management work...); complete all project-related documents (fire prevention, environmental...) to ensure high efficiency, in accordance with legal regulations. Simultaneously, establish mechanisms to attract input raw materials for chip production. Strive for a production target of over 10,000 tons of dry wood chips, revenue over 100 billion VND, and profit over 2 billion VND within the year.

- Hoa Phat cattle breeding joint venture project: Continue close cooperation between the two sides, effectively address any issues, and create all conditions for

Hoa Phat Quang Binh Livestock Co., Ltd. to stabilize production and achieve effective business, aiming to break even and generate profit this year.

- For the TAMICO project: Focus on resolving and recovering outstanding debts definitively.

6. Regarding the Company's business activities:

- Total revenue of the entire Company striving to exceed 125 billion VND.

In which:

- + Revenue from rubber latex: 70 - 75 billion VND

- + Revenue from the wood production sector: 19 - 20 billion VND

- + Revenue from chip production: 30 - 35 billion VND

- + Revenue from financial activities and other revenues: 4 - 5 billion VND.

- Profit: strive for a profitable operation from 4 billion VND or more.

- Fully comply with state budget obligations of over 8.5 billion VND.

- Fully comply with the incurred amounts regarding labor policies (social insurance, health insurance, unemployment insurance) over 10 billion VND for the year.

7. Ensure adequate employment and income for workers. Strive for income growth of 8-10% (an average of over 7 million VND/person/month). Recruit an additional 15-20 employees for latex extraction to replace retirees and utilize all areas of rubber plantations newly brought into production.

8. Carry out National Defense and Security tasks well; train self-defense; implement fire prevention and fighting, disaster prevention and rescue, and environmental protection; manage land effectively...

9. Implement the grassroots democracy regulations well; build a "corporate culture"; focus on effectively carrying out social security, humanitarian, and charitable work...

10. Regarding investment in infrastructure: Focus specifically on a number of the following contents:

- Focus on completing necessary procedures to start immediately the investment project to renovate the rubber latex drying system using new steam boiler technology and bring it into use soon. Simultaneously, purchase 01 new specialized dump truck to transport raw materials like wood and chips from the wood factory to supply for the drying operation (expected funding of 20-21 billion VND).

- Invest in additional machinery and equipment, expand yards... at the chip production project; simultaneously perfect related paperwork, enhance management and administration to ensure stable and effective chip production.

- Invest in replanting 60-80 hectares of rubber trees on the area of liquidated rubber; plant 50-70 hectares of acacia trees on sloped rocky land, in small, scattered areas... to provide raw materials for wood production and chips.

- Invest in repairing the headquarters and working offices of the latex processing plant; toilets at the agency, and some internal roads to serve production.

- Invest in additional necessary machinery and equipment in the wood production line and some agricultural machinery to complete mechanization in production.

11. Other tasks

- Complete the land improvement project (phase 1), which has been extended for planting trees. At the same time, finalize the legal procedures and implement the land improvement project (phase 2) that has been approved.

- Coordinate with various levels and sectors to complete the land use planning proposal (especially in regions and areas affected or fragmented after the planning for the North-South expressway); measure, adjust, and issue Land Use Rights Certificates for areas not yet certificated, overlapping areas, or land and ponds no longer needed to return to the State...

- Focus on completing procedures to process the sale of public assets (Phu Quy Store) approved by the provincial People's Committee. At the same time, continue to review and seek provincial approval to handle the sale of some current assets such as houses and constructions that are no longer needed (the team's headquarters building after the previous merger).

- Enhance the application of digital technology, digitization in management and enterprise administration (personnel management, work management, digital signing...) effectively.

- Research and implement the construction of forest management certification (FSC FM) documents according to FSC standards (for the rubber and acacia areas of the company) and build documentation for the product chain certification (FSC CoC) according to FSC standards (for the wood production and processing factory, chip production, pellet production).

II. SOME MAIN SOLUTIONS

1. Regularly do well in political education for workers. Focus on propagating and encouraging workers to actively engage in production, raising awareness of responsibility in work, working productively and effectively, striving to complete and exceed assigned plans.

2. Enhance the responsibility of leaders from the company to departments and units in their assigned tasks, linking goal completion with the assessment of staff quality, and linking performance results with salary and bonus regimes for specific positions. Firmly and strictly handle leaders and their deputies who have

violations in management organization or relieve them when their completion of tasks is low, or when their unit or department loses unity.

3. Strengthen two-tier management. Unit leaders must closely follow their units, stay engaged with production, and adapt to weather conditions to ensure the highest permitted scraping days. Actively, Flexible in organizing production, in management within the unit, not relying on others, not being dependent. Complying with the directives of specialized departments. The Board of Directors of the Company and the company departments must regularly strengthen management, supervision, and inspection of the implementation by the units, while also having precise measures to help the units resolve difficulties in a timely manner, promote production and business, so that 100% of the subordinate units complete and exceed the planned targets.

Ensuring democracy, fairness, and objectivity in the units regarding assignments and implementations, in labor remuneration and salaries for workers, but always ensuring alignment with the company's revenue and expense targets and compliance with state salary regulations. Practicing cost-saving to the maximum.

Improving the material life for workers. Ensuring sufficient regular employment and stable income for workers. At the same time, effectively addressing policies for workers. All leadership from the company to the unit must always adhere to the motto: "Put workers at the center, determined to build the company more stable, developed, and sustainable."

Creatively applying achievements and results gleaned from practical experience into production. Applying new scientific and technical advancements, digital transformation into production, regularly launching initiatives, scientific and technical improvements, and patriotic emulation movements in production and business to increase productivity, quality, and efficiency in each industry and sector. Attention must be paid to midterm reviews, summaries, timely rewarding, linking the construction of exemplary models among workers, and recommending to higher authorities to reward groups and individuals with deserving achievements for their contributions.

For the wood production and business sector: continuing to implement the innovation of production organization, expanding the industry with a spirit of autonomy, proactivity, and strict supervision regulations. Actively seeking new markets and customers, maintaining and enhancing product quality, reducing reasonable input costs, and being determined to have profitable business. Gradually and actively seeking joint ventures and partnerships to ensure that the factory can directly export its products to maximize revenue and profit.

Strengthening strict management of the company's assets and land. Continuing to promote with surveying and land management agencies of the Department of Natural Resources and Environment to complete the review and adjustment of the cadastral map and issue Land Use Right Certificates for areas that have not been issued or are overlapping with households.

Continuing to organize training and effectively implement the grassroots democracy regulations as per Law No. 10/2022/QH15 dated December 10, 2022, of the National Assembly. Paying attention to and focusing on humanitarian charitable work and social security.

Strengthening security and national defense, maintaining political and economic security, and ensuring corporate safety. Building a strong self-defense and security force for the company. Effectively implementing plans for epidemic prevention, fire prevention and fighting, disaster response, ensuring there is no fire causing damage to the company's assets; enhancing the protection of materials, products, assets, and the environment.

The year 2025 is also expected to be a very difficult year for the company's production and business activities, but with enthusiasm, a high sense of responsibility, and determination from the leadership collective from the company to the unit, and all employees and shareholders throughout the company, we believe that Vietnam Trung Quang Binh Joint Stock Company will successfully achieve the set goals and plans for 2025.

COMPANY DIRECTOR

Recipient:

- Annual General Meeting of Shareholders 2025.
- Archive: Office.

Duong Chi Binh

No. /VTQ

Quang Binh, April ..., 2025

DRAFT

REPORT
**ACTIVITIES OF THE BOARD OF DIRECTORS OF THE
COMPANY IN 2024 AND THE OPERATION PLAN FOR 2025**

*Dear: General Meeting of Shareholders of
Viet Trung Quang Binh Joint Stock Company.*

The year 2024 closed with many difficulties and significant challenges, such as the unusual weather at the beginning of the year with prolonged heat and a lot of rain and storms at the end of the year; the period for the trees to shed leaves was late and extended. But with determination, overcoming these difficulties and challenges with a tradition of solidarity, the collective staff and workers of Vietnam Trung Quang Binh Joint Stock Company have made efforts, strived to compete in production and business, achieving accomplishments to celebrate important political events in 2024.

The determination of the leadership, the support of partners, and the trust of shareholders as well as customers have created conditions for Vietnam Trung Quang Binh Joint Stock Company to maintain its goals of growth and sustainable development.

With these situational characteristics, the Board of Directors would like to report on the activities of the Board in 2024 and the orientation for 2025, as follows:

I. RESULTS OF THE BOARD OF DIRECTORS' ACTIVITIES IN 2024

1. Evaluation of the Board of Directors' activities:

In 2024, in accordance with the provisions of the Enterprise Law, the Securities Law, and the Charter of Viet Trung Quang Binh Joint Stock Company, the Board of Directors held 06 meetings.

The meetings focused on addressing key issues related to directing the implementation of the resolutions of the 2024 Annual General Meeting and developing and implementing the business production plan for 2025. The resolutions adopted by the Board of Directors during these meetings are important guidelines to assist the executive board in executing the business production plan for 2024.

2. Evaluation of the performance of the Board of Directors members in 2024:

2.1. Information about the Board of Directors members:

No	Member of the Board of Directors	Position	Start date/no longer a member of the Board/ Independent Board of Directors	
			Date of appointment	Dismissal date
1	Mr. Phan Van Thanh	Chairman of the Board of Directors	November 25, 2022	
2	Mr. Duong Chi Binh	Member of the Board of Directors and Director	November 25, 2022	
3	Mr. Pham Xuan Thanh	Member of the Board of Directors and Deputy Director	November 25, 2022	
4	Mr. Nguyen Hai Thanh	Member of the Board of Directors and Deputy Director	November 25, 2022	
5	Mr. Phan Huu Bang	Member of the Board of Directors and Chief Accountant	November 25, 2022	
6	Mr. Le Vu Thanh	Member of the Board of Directors	November 25, 2022	<i>There was a resignation letter on November 22, 2024</i>
7	Mrs. Nguyen Thi Hai	Member of the Board of Directors	November 25, 2022	<i>There was a resignation letter on November 22, 2024</i>

2.2. Evaluation of the performance results of the members of the Board of Directors:

In 2024, the members of the Board of Directors actively contributed their opinions on matters within the authority of the Board of Directors with a high sense of responsibility, promoting the leadership capabilities of the Board members for the benefit of the shareholders and the development of the Company.

In addition to fulfilling general responsibilities for the activities of the Board of Directors, the members of the Board of Directors have effectively completed the tasks assigned according to the division of responsibilities of the Board members, specifically:

- The Chairman of the Board of Directors has fulfilled the duties of the Chairman according to the Enterprise Law, the Company's Charter, and the Company's Regulations in terms of establishing and implementing the annual work program, assigning tasks among the Board members, organizing meetings, collecting opinions, and issuing Resolutions, Decisions, and Notifications of the Board of Directors; directing, managing, and supervising the Executive Board in implementing the Resolutions of the Board of Directors.

- The specialized members of the Board of Directors contributed positively in the process of improving the internal governance regulations of the Company, along with the Board of Directors managing and supervising the operations of business

production, the Company's situation continued to maintain stability, the employment and living conditions of workers were stable and improved; fulfilling state budget obligations; the policies and regimes for employees were fully implemented and ensured.

2.3. Results of supervision over the Executive Board:

In the past year, the Board of Directors has regularly monitored the activities of the Executive Board and management staff in executing assigned tasks and objectives through periodic meetings held throughout the year. All members of the Executive Board possess the necessary qualifications, competence, and qualities, are fully trained in their professional fields, understand their assigned areas, and have many years of experience in management.

- Focused on leadership and direction, implementing many timely solutions to overcome difficulties, ensuring the maintenance of business operations, successfully achieving the “dual goal” of both pandemic prevention and maintaining business development, ensuring the livelihood of employees.

- Directed the serious implementation of the decisions of the Board of Directors and effectively deployed the key solutions approved by the Board of Directors.

Overall, in 2024, the Company’s Executive Board has strived to successfully complete all operational tasks of the Company; complied with the governance decentralization in the Company’s Charter and internal regulations; implemented the directives of the Board of Directors according to the resolutions issued, in accordance with the regulations of the Company and the Law.

2.4. Compensation and operating costs of the Board of Directors and Supervisory Board:

The total amount of compensation paid to the non-professional members of the Board of Directors and Supervisory Board of the Company in 2024: 40.8 million VND

II. RESULTS OF THE IMPLEMENTATION OF THE RESOLUTIONS OF THE ANNUAL GENERAL MEETING IN 2024

In 2024, the Board of Directors directed the comprehensive and timely implementation of the contents in the resolutions of the Annual General Meeting in 2024, with results for some basic indicators as follows:

- Total revenue: Reached 122.66 billion VND, achieving 134,6% of the assigned plan.

- Profit: Reached 3.968 billion VND in the main production sector of the Company, but incurred losses due to the need to make provisions from the investment in Hoa Phat Quang Binh Livestock Company and Tamico Company.

- Payment to the State budget: 9.456 billion VND, achieving 170% of the assigned plan.

- Fully and timely implement policies for employees. The total amount paid for social insurance in the year is 10.3 billion VND, achieving 100,1% of the plan. Throughout the year, full payments of policies for employees have been made.

Viet Trung Quang Binh Joint Stock Company ensures the fulfillment of obligations to the State budget, and the rights of shareholders and employees.

III. REPORT ON MANAGEMENT SITUATION FOR 2024

In 2024, in accordance with the provisions of the Enterprise Law, the Securities Law, and the Charter of Viet Trung Quang Binh Joint Stock Company, the Board of Directors has focused on leadership and direction, concentrating on addressing key issues related to the implementation of the resolutions from the annual shareholders' meeting in 2024; building and implementing the production and business plan for 2025. The resolutions agreed upon by the Board of Directors are important orientations to help the executive board organize the completion of the production and business plan for 2024 of the Company.

During the year, the Company's Board of Directors has fully implemented management situation reports and supervised the disclosure of information sent to the State Securities Commission and the Hanoi Stock Exchange, while also publicly posting it on the Company's website, thereby enhancing transparency in management activities, and allowing shareholders to stay informed about the Company's operational status.

IV. PLAN OF ACTION OF THE BOARD OF DIRECTORS FOR 2025

1. Key tasks for 2025:

- Focus on and seriously implement the "Corporate Culture" lifestyle. Innovate the working style and methods of the company's staff. Continue to direct the restructuring of personnel and labor towards leaner, more effective operations.

- Research and innovate business production organization, applying advances in science and technology - new techniques in production, while also experimenting with some new crops suitable for land and soil conditions to gradually restructure crop planting for better economic efficiency.

- Direct the organization of the annual general shareholder meeting according to the regulations of the Law on Enterprises and the Company's Charter. At the same time, propose solutions to achieve the targets of the business production plan approved by the general shareholders' meeting.

- Ensure the effective implementation of the resolutions of the general shareholders' meeting and other resolutions and decisions of the Board of Directors through the meetings. Direct the company's business production activities to comply with the relevant legal regulations.

- Direct the implementation of information disclosure according to the regulations of the Securities Law applicable to public companies.
- Continue to implement corporate governance openly, transparently, in compliance with the law, ensuring the fulfillment of obligations to the State Budget, as well as the rights of shareholders and employees.

2. Financial targets for 2025:

- Total company revenue aims to exceed 128 billion VND; profit to be from 4 billion VND and above.
- Fully fulfill the state budget obligations of 8,357 billion VND and the policies for employees of 10.5 billion VND in the year.
- Dividend payment: With the profit plan as above, the company still continues to offset losses from external financial investments, so in 2025 it will not be able to make dividend payments to shareholders.

In 2025, the Company determines that its production and business situation will still face many difficulties. With clear direction and strategy, along with close supervision from the Board of Directors; leveraging the intelligence and experience of the Executive Board and the unrelenting enthusiasm and effort of all employees, the Board of Directors believes that the Company will overcome difficulties to excellently fulfill the contents of the Resolution of the annual General Meeting of Shareholders in 2025, contributing to building the Company increasingly stable and developing.

Above is the report on the operational results of 2024 and the operational plan for 2025 submitted by the Board of Directors to the General Meeting of Shareholders for approval./.

**ON BEHALF OF THE BOARD OF DIRECTORS
CHAIRPERSON**

Receiving place:

- Annual General Meeting 2025;
- Save: Office.

Phan Van Thanh

No. /VTQ

Quang Binh, April ..., 2025

DRAFT

REPORT

Results of the 2024 activities and the 2025 action plan of the Company's Supervisory Board

*Dear: General Meeting of Shareholders of
Viet Trung Quang Binh Joint Stock Company.*

Based on the Enterprise Law No. 59/2020/QH14 dated June 17, 2020;

*Based on the Charter on the organization and operation of Viet Trung
Quang Binh Joint Stock Company;*

*Based on the operational regulations of the Supervisory Board of the
Company.*

Based on the practical examination and monitoring of the Company's operations, the Supervisory Board respectfully presents to the General Meeting of Shareholders in 2025 the report on the operational results of 2024 and the operational plan for 2025 of the Supervisory Board as follows:

PART I

RESULTS OF OPERATION IN 2024

I. BUSINESS RESULTS OF 2024

1. Overall results of the Company

No	Item	Unit of measurement	Implementing in 2023	Implementing in 2024
A	BUSINESS RESULTS			
1	Total revenue, income	VND	64.832.798.732	122.660.718.839
2	Total expenses	VND	108.143.445.239	118.693.049.602
3	Profit before tax	VND	(43.310.646.507)	3.967.669.237
4	Corporate income tax	VND		
5	Profit after tax	VND	(43.310.646.507)	3.967.669.237
B	FINANCIAL SITUATION EVALUATION INDICATORS			
	Profit after tax/revenue ratio	%		3,23
	Profit after tax/total assets ratio	%		2,00
	Profit after tax/equity ratio	%		3,11
	Basic earnings per share	VND/ stocks	(2.535)	232

2. At the Company's Office

2.1 The rubber industry and other crops:

In 2024, the rubber industry has experienced positive price changes, and the rubber production of the Company in 2024 has seen growth, resulting in relatively good outcomes for the year.

In 2024: The processed exploitation reached: 1,690.65 tons (meeting the annual plan), average selling price reached: 43 million VND/ton (standard rubber); 40.2 million VND/ton (collected rubber), with increasing latex production.

Continue to care for the existing basic rubber-growing areas, with only 45.5 hectares invested in new rubber planting this year, due to lack of capital.

Other crops and employment:

+ Other crops: Xoai-keo trees is currently in the investment phase.

+ The Company is implementing a soil improvement project for areas that can no longer be cultivated to create a foundation for planting.

+ For hilly areas with dry, rocky soil, the Company is planting melaleuca to serve the future chip milling project or to sell directly to increase income.

+ For the areas pending long-term investment in crops, or the second-year rubber areas, the Company is facilitating workers to borrow land to grow melons and cassava to increase additional income; in addition, the Company also increases income from the source of soil fertility compensation.

2.2 The wood industry:

In 2024, the wood industry has made efforts in sourcing materials and innovating production, leading to much higher business results for 2024 compared to 2023: Raw wood reached 1,467 m³, processed wood 610 m³. It has reached the break-even point.

The Company is in the process of testing the chip milling project, located at the Wood Processing Factory, in partnership with Hieu Dai Phat LLC (50/50 capital ratio), and has taken steps to seek approval for expanding the chip milling industry to maximize the available waste materials from the wood industry and the locally sourced raw materials.

After a 3-month trial run, revenue reached 60 billion VND, with a profit of 1 billion VND. This has created more job opportunities for workers.

2.3 Basic investment construction, procurement of materials, price setting for materials and products:

In the investment year, new equipment for the wood lumber drying boiler was replaced at the raw wood workshop (604 million VND). The headquarters of the Thang Loi team was renovated (362 million VND). The remaining funds were used to repair necessary machinery to serve production at the wood processing factory, the latex processing factory, and to repair some roads serving production... All stages from surveying, consulting design, preparing estimates, approving budgets, and organizing bidding, as well as evaluating tenders, were conducted in accordance with state regulations. The implementation process was closely supervised by the consulting

supervision party and the Company's Land Management and Construction Board. The construction investment projects and equipment procurement generally have good quality and have proven effective.

- The investment in the rubber latex drying system using boiler technology is according to the resolution of the Labor Conference and the shareholders' meeting over the past 2 years (but due to difficulties in fire protection approval), most of the documentation is now complete.

The total investment amount for the year is over 8 billion VND.

- Regarding the procurement and sale of materials and products: The Company has fully completed the process from determining material levels to supplier contracts.

- For the output products, after surveying market prices and customer quotes, departments (Finance - Accounting Department, Business Department) proposed selling prices, which were approved by the Company's Board of Directors and submitted to the Chairman of the Board of Directors for approval of the product selling price. Products are sold under individual contracts and price proposals at different times.

- In 2024, the Company is still implementing procedures to sell unnecessary assets approved by the provincial People's Committee (Phu Quy Supermarket).

2.4 Controlling the implementation of salary, income plans, employee policies, and obligations to the state:

In 2024, employment for workers is ensured, and good business results have increased income for employees, improving living standards.

Average labor in 2024: 525 people

Average income: 6,94 million VND/person/month

In 2024, the company has fulfilled its obligation to pay various types of annual insurance for employees:

+ Amount overpaid as of 31/12/2023:	11,220,999 VND
+ Amount due in 2024:	10,300,778,526 VND
+ Amount paid in 2024:	10,298,666,263 VND
+ Overpaid social insurance as of 31/12/2024:	9,108,736 VND

Timely payment of wages ensures benefits for employees.

Regarding obligations to the State, the Company has also performed well:

+ Amount due as of 01/01/2024:	79,724,309 VND
+ Amount incurred due in the year:	9,553,271,770 VND
+ Amount paid/set off during the year:	9,499,244,857 VND
+ Amount remaining to be paid as of 31/12/2024:	133,751,222 VND

The remaining amount to be paid at the end of the year is the VAT that must be paid and is within the payment deadline as regulated.

3. Regarding the affiliated Joint Ventures

3.1 Joint Venture at Hoa Phat Livestock Company Limited in Quang Binh

Hoa Phat Livestock Company in Quang Binh has resumed operations after a period of suspension due to ineffective business practices. The recovery is slow in

2024; however, positive signs have been observed each quarter. The company reported a loss of 35 billion during the year, and according to regulations, it must set aside provisions for the investment. Therefore, the company has to reserve 9.1 billion for this investment, which is also the main reason for the overall decrease in the company's profits in 2024.

3.2 Testing other joint venture forms:

The mango tree is currently in the testing phase; it has begun to flower, but no harvest has occurred yet.

During the year, the company tested a wood chip project using wood resources, taking advantage of the available raw materials of the company and the local area. Initially, this yielded a good result with a profit of 1 billion. The company has submitted a project to the Province while also requesting to supplement its business lines in the Company's Charter in accordance with current laws.

4. Debt management situation:

Basically, the company manages its receivables and payables well. However, there are some customers with large debts who are currently in difficult situations, so the company's debt collection has not met expectations. TAMICO Company only collected 108 million dong this year, and the remaining debt is quite large: 9,442,685,568 dong.

5. Some basic financial indicators

Based on the financial statements for 2024 of the company, the Board of Supervisors has assessed and confirmed several key indicators regarding the financial situation and production business results of the company in 2024 as follows:

No	Content	01/01/2024		31/12/2024	
		Amount (VND)	Specific gravity (%)	Amount (VND)	Specific gravity (%)
A	TOTAL ASSETS	192.886.758.482	100	197.939.574.776	100
I	Current assets	21.369.717.715	11,08	35.371.642.036	17,87
II	Long-term assets	171.517.040.767	88,92	162.567.932.740	82,13
B	TOTAL SOURCES OF FUNDS	192.886.758.482	100	197.939.574.776	100
I	Liabilities	69.339.077.080	35,95	70.424.224.137	35,58
1	Short-term liabilities	68.489.586.653		69.938.283.137	
2	Long-term liabilities	849.490.427		485.941.000	
II	Equity	123.547.681.402	64,05	127.515.350.639	64,42
1	Owner's equity	122.867.681.402		126.835.350.639	
-	<i>Investment development fund</i>	7.451.470.765		7.451.470.765	

-	<i>Owner's investment</i>	<i>170.817.910.000</i>		<i>170.817.910.000</i>	
-	<i>Undistributed profits</i>	<i>(55.401.699.363)</i>		<i>(51.434.030.126)</i>	
2	Other funds and reserves	680.000.000		680.000.000	

The supervisory board conducted an assessment of the 2024 financial report of the Company: The Company's business results during the implementation year did not meet the plan, fully fulfilling all obligations to the state budget, and complying with policies regarding employees.

Specifically, in 2024, business was profitable, but it had to offset losses from previous years, so there were no profits to distribute to shareholders.

The supervisory board agreed with the contents of the 2024 financial report ending on December 31, 2024, prepared by the Company and audited by iCPA International Audit Company (iCPA) 033002/2025/BCKT-iCPA issued on March 30, 2025. The general assessment is that the financial report reflects a true and reasonable view, in all key aspects, of the financial situation of Viet Trung Quang Binh Joint Stock Company as of December 31, 2024.

In 2023, the Company capitalized management costs into "Construction in progress" instead of "Enterprise management costs" with the amount of 1,882,298,224 VND. Therefore, as of December 31, 2024, after auditing, 1,882,298,224 VND was retrospectively adjusted into "Enterprise management costs," thus the business result for 2023 was adjusted to a loss of 43,310,646,507 VND.

II. ABOUT HUMAN RESOURCES AND ACTIVITIES OF THE SUPERVISORY BOARD

1. Human Resources

The structure of the Company's supervisory board in 2024 consists of 3 members:

1. Ms. Hoang Thi Thu Huong Position: Head of the board;
2. Ms. Nguyen Thi Phuong Position: Supervisor;
3. Mr. Tran Duy Ha Position: Supervisor;

During the year, there were no changes in personnel for the Company's supervisory board.

2. Activities carried out in 2024

During the year, based on the assigned duties, the supervisory board members conducted monitoring of financial activities, management of production and business operations of the Company through inspection activities based on the functions of the supervisory board that had a specific plan following Article 43 of the Company's Charter, reflecting results in the following main aspects:

- Each member of the supervisory board, according to assigned tasks, organized meetings in accordance with legal regulations and the Company's Charter; when important matters related to the financial report or other relevant issues needed to be resolved, the supervisory board regularly communicated and sought feedback from supervisors via the Zalo group. (Three meetings were held in the year in various forms);

- Oversaw the management and implementation of the production and business plan of the Board of Directors and the Management Board regarding the legality and rationality of the business activities in 2024 according to the resolution of the General Meeting of Shareholders;

- Reviewed quarterly financial reports, the 2024 annual financial report;

- Prepared financial statements for the fiscal year 2024;

- Fully attended all Board of Directors meetings, supervisory board meetings, and company meetings, providing timely opinions on business and financial situations to contribute to the improvement of the Company's operational policy mechanisms;

- Participated in opinions on amendments and supplements to the Charter, governance regulations, internal spending regulations, and financial regulations of the Company.

III. MONITORING RESULTS FOR THE BOARD OF DIRECTORS MEMBERS AND THE EXECUTIVE DIRECTOR

1. The Board of Directors

- The members of the Board of Directors have fulfilled their responsibilities, obligations, and powers as stipulated in the Enterprise Law, the Company's charter, and the governance regulations.

- In 2024, the Board of Directors held 6 meetings to review and decide on issues arising within its jurisdiction during the year. All meetings were fully recorded, and all members of the Board of Directors agreed and signed, issuing 12 decisions and resolutions of the Board of Directors and 01 resolution of the General Shareholders' Meeting.

- During the year, there was a change in personnel in the Board of Directors: At the beginning of the year, there were 7 members; as of December 31, 2024, there were 5 members remaining, with 2 members being dismissed from November 22, 2024, due to submitted resignation letters. According to the Company's Charter, additional members will be elected at the 2025 Shareholders' Meeting.

- In addition, between the Board of Directors meetings, when there were urgent tasks related to the Company's production and business activities, The Board

of Directors has organized to gather opinions from members in writing according to the Company's regulations.

- Directing the revision and supplementation of the Company's management regulations.

2. The Director and the Deputy Directors of the Company

- The Director has organized the effective implementation of the resolutions of the General Meeting of Shareholders and decisions of the Board of Directors in a timely manner, ensuring stability and development in the Company's production and business activities.

- Completing the production and business plan for 2024 on indicators, with revenue and profit exceeding the plan.

- Effectively directing the compliance with legal regulations, fulfilling obligations to the state, and ensuring policies for employees.

3. Evaluating the coordination between the Supervisory Board and the Board of Directors and the Executive Board

- Throughout the year, the Supervisory Board has always received attention and favorable conditions from the Board of Directors and the Executive Board in providing information about production and business activities and the Company's financial situation.

- The Supervisory Board has coordinated with the Board of Directors in implementing the resolutions of the General Meeting of Shareholders and the resolutions of the Board of Directors, while regularly working with the Executive Board to both supervise and provide constructive feedback during the implementation process of those resolutions, ensuring compliance with the law and the interests of the Company and the shareholders. The Supervisory Board has participated before, during, and after the Company's business activities, offering many governance contributions to enhance the Company's business operations' effectiveness.

- Regarding its duties, the Supervisory Board assesses: The Board of Directors and the Executive Board in 2024 have set resolutions, plans, and organized business activities according to the Company's charter, the Enterprise Law, and current regulations, with business effectiveness exceeding the plan.

IV. RECOMMENDATIONS AND PROPOSALS

- It is proposed that the Company's leadership continue to closely manage the investment capital at Hoa Phat Quang Binh Livestock Co., Ltd., along with the leadership of Hoa Phat Quang Binh Livestock Co., Ltd. to find direction, restructure production and business to ensure profitable operations, while

managing other joint ventures to preserve the invested capital and achieve investment effectiveness.

- For the wood and rubber industries, it is suggested that the Board of Directors and the Executive Board effectively manage costs and increase output to ensure profitability increases compared to 2023.

- The Company is required to be more proactive in recovering overdue and overdue debts, especially large debts and long-term debts, according to commitments. This is to recover funds for production and minimize business risks.

- The Board of Directors and the Executive Board should continue to manage general costs, reducing unnecessary management costs to enhance overall business efficiency across the Company.

PART II

SUPERVISORY BOARD'S ACTIVITIES PLAN FOR 2025

In 2025, the Supervisory Board will continue to fulfill its responsibilities, enhancing the inspection and supervision of the Company's operations specifically:

1. Supervising the Board of Directors and the Director regarding compliance with legal regulations and the Company's charter. The implementation of the resolutions of the Annual General Meeting of Shareholders in 2025 and the Board of Directors' resolutions, as well as the production and business plan for 2025.

2. Checking the reasonableness, legality, truthfulness, and level of caution in managing and operating business activities, in organizing accounting, statistics, and financial reporting.

3. Reviewing the Company's quarterly financial reports. Appraising the quarterly and annual financial reports of the Company; the business situation report; the evaluation report on the management work of the Board of Directors.

4. Coordinating with the Board of Directors and the Director in managing equity and overseeing the Company's investments in branches and other enterprises: At Hoa Phat Quang Binh Livestock Co., Ltd., reviewing operational effectiveness along with the leadership of Hoa Phat Quang Binh Livestock Co., Ltd. to find suitable business directions, promptly recovering debts from large and difficult-to-collect debtors according to the schedule, and allocating funds into production;

5. Participating with the Board of Directors and the Executive Board in discussing target contents. specifying the General Meeting's resolution to propose periodic resolutions;

6. Recommending to the Board of Directors measures to amend, supplement, and improve the organizational structure for management, oversight, and conduct of the Company's business operations

7. Together with the Board of Directors, the Management Board will continue to study amendments and supplements to issues that are not suitable in the Company's governance regulations; effectively coordinating with the Board of Directors and the Executive Board in managing, overseeing, and supervising the Company's activities.

8. Checking each specific issue related to the management and operation of the Executive Board if deemed necessary or upon the request of shareholders or groups of shareholders as stipulated in the Company's charter.

9. Monitoring the implementation of salary, bonus, and remuneration regimes for managers and employees, the distribution of profits, and the establishment of funds according to regulations.

10. Carrying out other tasks according to the duties of the Supervisory Board.

Above is the report on the operational results for 2024 and the operational plan for 2025 submitted by the Company's Supervisory Board for approval at the General Meeting of Shareholders./

HEAD OF THE CONTROL BOARD

Receiving place:

- Annual General Meeting 2025;
- Save: Office.

HOANG THI THU HUONG

No. /VTQ

Quang Binh, April ..., 2025

DRAFT

TEMPLATE

**ANNUAL GENERAL SHAREHOLDERS' MEETING 2025
Regarding: Approval of the audited financial report for 2024**

**Dear: General Meeting of Shareholders
of Vietnam Trung Quang Binh Joint Stock Company**

- *Based on the Enterprise Law No. 59/2020/QH14 passed by the National Assembly of the 14th term of the Socialist Republic of Vietnam on June 17, 2020;*
- *Based on the Charter for the organization and operation of Vietnam Trung Quang Binh Joint Stock Company;*
- *Based on the audited financial statements for the year 2024 of Vietnam Trung Quang Binh Joint Stock Company,*

The Board of Directors (BOD) respectfully submits to the General Meeting of Shareholders (GMS) for the annual meeting in 2025 the audited financial statements for the year 2024 of Vietnam Trung Quang Binh Joint Stock Company as follows:

- The financial statements for the year 2024 were audited by International Audit Company Limited;
- The financial statements for the year 2024 of the Company have been audited by International Audit Company Limited in accordance with the prescribed standards, checked by the Company's Supervisory Board, and published by the Company's BOD on the Company's website including:
 - + Report from the Board of Directors;
 - + Report from the Auditor;
 - + Balance sheet as of December 31, 2024;
 - + Income statement for the year 2024;
 - + Cash flow statement;
 - + Notes to the financial statements.

The Board of Directors of the Company respectfully submits for the GMS's consideration and approval.

Thank you very much!

**ON BEHALF OF THE BOARD OF DIRECTORS
CHAIRPERSON**

Recipient:

- As above;
- Archive: Office.

Phan Van Thanh

No. /VTQ

Quang Binh, April ..., 2025

DRAFT

**TEMPLATE
ANNUAL GENERAL MEETING OF SHAREHOLDERS 2025
Regarding: Distribution of profits for 2024 and Plan for 2025**

**Dear: General Meeting of Shareholders
of Viet Trung Quang Binh Joint Stock Company**

- Based on the Enterprise Law No. 59/2020/QH14 passed by the 14th National Assembly of the Socialist Republic of Vietnam on June 17, 2020;
- Based on the charter of organization and operation of Viet Trung Quang Binh Joint Stock Company;
- Based on the audited financial report for the year 2024 of Viet Trung Quang Binh Joint Stock Company.

The Board of Directors (BOD) reports to the Annual General Meeting of Shareholders (AGM) in 2025 on the distribution of profits for the year 2024 and the plan for the year 2025 of Viet Trung Quang Binh Joint Stock Company as follows:

1. The plan for profit distribution and dividend payment for the year 2024

According to the audited financial report for the year 2024 of the Company, the undistributed after-tax profit as of December 31, 2024, is 3,967,669,237 VND. However, due to the Company continuing to offset losses from previous years (accumulated losses as of December 31, 2024, are -51,434,030,126 VND). Therefore, it is not possible to pay dividends to shareholders. Based on the provisions of Article 135 of the Enterprise Law 2020, the Company is not eligible to pay dividends for the year 2024 and to allocate funds.

2. The profit distribution plan for the year 2025

In 2025, determining that it will still be a challenging year for the Enterprise, the Company builds a plan with a determined profit of 4 billion VND. With the profit plan as above, the Company will continue to offset losses from previous years, so in 2025, it still cannot pay dividends to shareholders.

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

Thank you very much!

**ON BEHALF OF THE BOARD OF DIRECTORS
CHAIRPERSON**

Recipient:

- As above;
- Archive: Office.

Phan Van Thanh

No. /VTQ

Quang Binh, April ..., 2025

DRAFT

TEMPLATE

Through the compensation of the Board of Directors, the non-professional Supervisory Board for the year 2024 and the payment plan for 2025

Dear: General Meeting of Shareholders of Viet Trung Quang Binh Joint Stock Company

*- Pursuant to the Enterprise Law No. 59/2020/QH14 dated June 17, 2020;
- Pursuant to the Securities Law No. 54/2019/QH14 dated November 26, 2019;
- Pursuant to the Charter for the Organization and Operation of Viet Trung Quang Binh Joint Stock Company;*

- Pursuant to Circular No. 28/2016/TT-BLDTBXH dated September 1, 2016, of the Ministry of Labor, Invalids and Social Affairs guiding the implementation of regulations on labor, wages, remuneration, and bonuses for joint-stock companies, in which the State holds controlling stakes.

- Based on Decree No. 44/2025/ND-CP dated February 28, 2025, of the Government on the management of labor, wages, remuneration, and bonuses in state-owned enterprises.

The Board of Directors of the Company presents to the Annual General Meeting of Shareholders in 2025 the proposal for remuneration payment to the members of the Board of Directors and the non-professional Supervisory Board of the Company as follows:

1. Remuneration payment for the Board of Directors and Supervisory Board of the Company for the year 2024

*- For non-professional members participating in the Company's Board of Directors:
02 members*

Remuneration level: 1.000.000 VND/person/month

*- For non-professional members participating in the Company's Supervisory Board:
02 members*

Remuneration level: 700.000 VND/person/month

2. Plan for the remuneration level for the Board of Directors and Supervisory Board of the Company for the year 2025

*- For non-professional members participating in the Company's Board of Directors:
06 members*

Remuneration level: 1.000.000 VND/person/month

*- For non-professional members participating in the Company's Supervisory Board:
02 members*

Remuneration level: 700.000 VND/person/month

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

Thank you very much!

**ON BEHALF OF THE BOARD OF DIRECTORS
CHAIRPERSON**

Recipient:

- As above;
- Archive: Office.

Phan Van Thanh

No. /VTQ

Quang Binh, April ..., 2025

DRAFT

TEMPLATE

**Authorizing the Board of Directors to select the auditing firm for the 2025
financial statements**

***Dear: General Meeting of Shareholders
of Viet Trung Quang Binh Joint Stock Company***

- Based on the Enterprise Law No. 59/2020/QH14 dated June 17, 2020;
- Based on the Charter of Organization and Operation of Viet Trung Quang Binh Joint Stock Company;

The Board of Directors respectfully submits to the General Meeting of Shareholders for approval the authorization for the Board of Directors to select the auditing firm for the 2025 financial statements of the Company with the following contents:

1. Criteria for selecting an independent auditing firm

- It must be a company legally operating in Vietnam and approved by the State Securities Commission to audit public interest companies in 2025;
- It must have auditing experience with companies in Vietnam;
- It must have a reputation for the quality of its audits;
- Its auditing team must be highly qualified and have extensive experience;
- It must meet the requirements of Viet Trung Quang Binh Joint Stock Company;
- Its auditing fees must be reasonable and commensurate with the quality of the audit based on the consideration of the auditing fee proposals and the audit scope.

2. Proposed list of auditing firms

- International Auditing LLC
- VACO Auditing LLC
- PKF Vietnam LLC

The above auditing firms meet the selection criteria, including firms that have conducted audits for businesses in Quang Binh for many years, ensuring quality and effectiveness with reasonable fees and in accordance with legal regulations.

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

Thank you very much!

**ON BEHALF OF THE BOARD OF DIRECTORS
CHAIRPERSON**

Recipient:

- As above;
- Archive: Office.

Phan Van Thanh

No. /VTQ

Quang Binh, April ..., 2025

DRAFT

TEMPLATE

Regarding: Amendments to the Company's Charter and Operations

***Dear: General Meeting of Shareholders
of Viet Trung Quang Binh Joint Stock Company***

- Based on the Enterprise Law No. 59/2020/QH14 dated June 17, 2020;
- Based on the Securities Law No. 54/2019/QH14 dated November 26, 2019;
- Based on the Charter on Organization and Operation of Vietnam Trung Quang Binh Joint Stock Company;

The Board of Directors respectfully submits to the Annual General Meeting of Shareholders in 2025 for approval of amendments to the Charter on the organization and operation of the Company to align with the management personnel and the business sectors of the Company. Specifically as follows:

1. AT ARTICLE 1

1.1. At paragraph 1 of article 1

Before amendment: There are 15 points including: a, b, c, d, e, f, g, h, i, j, k, l, m, n, o

After amendment: There are 14 points including: a, b, c, d, e, f, g, h, j, k, l, m, n, o

1.2. At point g of paragraph 1, article 1

Before amendment: “Enterprise manager” is the Chairman of the Board of Directors, members of the Board of Directors, General Director, and individuals holding other management positions as prescribed by the Company Charter

After amendment: “Enterprise manager” is the Chairman of the Board of Directors, members of the Board of Directors, General Director, Deputy General Director, and Chief Accountant of the Company

1.3. At point i of paragraph 1, article 1

Before amendment: “Other executives” are the titles appointed by the Chairman of the Board of Directors of the Company such as Heads, Deputy Heads of departments, team leaders, and deputy team leaders of production teams

After amendment: (Removed)

2. AT PARAGRAPH 1 OF ARTICLE 4

Before amendment:

No	Business sector, profession	Industry code
01	Planting, caring for rubber trees and producing rubber seedlings	0125
02	Processing rubber latex	2013
03	Wholesale rubber	4669
04	Hotels providing short-term lodging services	5510
05	Producing wooden products, various types of fine wooden crafts	1629
06	Planting vegetables and legumes	0118
07	Planting other annual crops	0119

08	Processing and preserving fruits and vegetables	1030
09	Planting spice plants and medicinal herbs	0128
10	Planting fruit trees	0121

After amendment:

No	Business sector, profession	Industry code
1	Rubber tree planting: Details: - Planting, caring, harvesting, processing, and consuming rubber latex; - Producing rubber seedlings, forestry trees, and pepper trees	0125
2	Wholesale general Details: - Displaying products, selling company-produced items, goods serving workers' lives - Trading supplies for the rubber industry; wood processing industry - General import-export trading	4690
3	Hotel: Details: Operating hotels, tourism	5510
4	Fertilizer and nitrogen compound production	2012
5	Afforestation, forest care, and forestry seedling cultivation. Details + Planting forests and caring for hardwood trees + Planting forests and caring for other forests + Cultivating forestry seedlings	0210
6	Timber harvesting	0220
7	Harvesting non-timber forest products	0231
8	Collecting non-timber forest products	0232
9	Forestry service activities	0240
10	Sawing, milling, and wood preservation Details: + Sawing, milling, and planing wood + Preserving wood	1610
11	Producing plywood, veneer, veneer board, and other thin boards	1621
12	Producing wooden construction products	1622
13	Producing wooden packaging	1623
14	Producing other products from wood Details: + Producing wood chips, pellets... + Producing products from forest products (excluding wood), rush, and braided materials	1629
15	Producing beds, cabinets, tables, and chairs Details: + Producing beds, cabinets, tables, and chairs from wood + Producing beds, cabinets, tables, and chairs from metal + Producing beds, cabinets, tables, and chairs from other materials	3100

No	Business sector, profession	Industry code
16	Warehousing and storing goods Details: + Warehousing and storing goods	5210
17	Other supporting service activities related to transportation Details: + Agency services, transportation delivery + Logistics + Other transportation support services not classified elsewhere	5229
18	Wholesale of other household goods Details: + Wholesale of beds, cabinets, tables, chairs, and furniture	4649
19	Wholesale of materials, equipment, and installation in construction Details: + Wholesale of bamboo, rattan, timber, and processed wood	4663
20	Retail of hardware, paint, glass, and other installation equipment in specialty stores Details: Selling auxiliary materials for the wood industry, interior, and exterior design	4752
21	Other business support service activities not classified elsewhere Details: Import and export of goods	8299

3. AT ITEM VIII

Before amendment: DIRECTORS AND OTHER EXECUTIVES

After amendment: DIRECTORS AND EXECUTIVES

4. AT ARTICLE 2, SECTION 33

Before amendment: At the proposal of the Director and with the approval of the Board of Directors, the Company is allowed to hire other executives with quantity and standards suitable to the structure and management regulations of the Company as prescribed by the Board of Directors. The enterprise executive must be responsible for supporting the Company in achieving the set goals in operations and organization.

After amendment: At the proposal of the Director and with the approval of the Board of Directors, the Company is allowed to hire executives with quantity and standards suitable to the structure and management regulations of the Company as prescribed by the Board of Directors. The enterprise executive must be responsible for supporting the Company in achieving the set goals in operations and organization.

5. AT POINT b, SECTION 2, ARTICLE 37

Before amendment: Request the Board of Directors, the Director, and other executives to provide relevant information for reporting to the Supervisory Board.

After amendment: Request the Board of Directors, the Director, Deputy Director, and Chief Accountant to provide relevant information for reporting to the Supervisory Board.

6. AT SECTION 5, ARTICLE 38

Before amendment: In case of detecting violations of law or violations of the company's charter by members of the Board of Directors, the Director, and other executives

of the enterprise, the Supervisory Board must notify the Board of Directors in writing within 48 hours, requesting the violator to terminate the violation and to have measures to remedy the consequences.

After amendment: In case of detecting violations of law or violations of the company's charter by members of the Board of Directors, the Board of Directors, and the Chief Accountant, the Supervisory Board must notify the Board of Directors in writing within 48 hours, requesting the violator to terminate the violation and to have measures to remedy the consequences.

7. AT ITEM X

Before amendment: RESPONSIBILITIES OF MEMBERS OF THE BOARD OF DIRECTORS, MEMBERS OF THE SUPERVISORY BOARD, DIRECTOR AND OTHER EXECUTIVES

After amendment: RESPONSIBILITIES OF MEMBERS OF THE BOARD OF DIRECTORS, MEMBERS OF THE SUPERVISORY BOARD, BOARD OF DIRECTORS AND CHIEF ACCOUNTANT.

8. AT ARTICLE 41

Before amendment: Members of the Board of Directors, members of the Supervisory Board, the Director and other executives are responsible for performing their duties, including those as members of the subcommittees of the Board of Directors, honestly and carefully for the benefit of the Company.

After amendment: Members of the Board of Directors, members of the Supervisory Board, the Board of Directors, and the Chief Accountant are responsible for performing their duties, including those as members of the subcommittees of the Board of Directors (if any), honestly and carefully for the benefit of the Company.

9. AT SECTION 6, ARTICLE 42

Before amendment: Transactions between the Company and one or more members of the Board of Directors, members of the Supervisory Board, the Director, other executives and individuals or organizations related to these subjects are not invalid in the following cases.

After amendment: Transactions between the Company and one or more members of the Board of Directors, members of the Supervisory Board, the Board of Directors, the Chief Accountant, and individuals or organizations related to these subjects are not invalid in the following cases.

9.1. At point a, section 6, article 42

Before amendment: For transactions with a value less than or equal to 35% of the total value of assets recorded in the most recent financial statements, the important contents of the contract or transaction as well as the relationships and interests of the members of the Board of Directors, members of the Supervisory Board, the Director, and other executives have been reported to the Board of Directors and approved by the majority vote of the members of the Board of Directors without related interests.

After amendment: For transactions with a value less than or equal to 35% of the total value of assets recorded in the most recent financial statements, the important contents of the contract or transaction as well as the relationships and interests of the members of the Board of Directors, members of the Supervisory Board, the Board of Directors, The chief accountant has reported to the Board of Directors and has been approved by the Board of Directors by a majority vote of members of the Board of Directors who have no related interests.

9.2. At point b, clause 6, article 42

Before amendment: For transactions with a value greater than 35% or transactions that lead to a transaction value arising within 12 months from the date of the first transaction with a value of 35% or more of the total assets recorded in the latest financial report, the important contents of this transaction as well as the relationship and interests of members of the Board of Directors, members of the Control Board, Directors, and other executives must be disclosed to shareholders and approved by the General Meeting of Shareholders through the voting of shareholders with no related interests.

After amendment: For transactions with a value greater than 35% or transactions that lead to a transaction value arising within 12 months from the date of the first transaction with a value of 35% or more of the total assets recorded in the latest financial report, the important contents of this transaction as well as the relationship and interests of members of the Board of Directors, members of the Control Board, the Board of Directors, and the chief accountant must be disclosed to shareholders and approved by the General Meeting of Shareholders through the voting of shareholders with no related interests.

10. AT ARTICLE 43

10.1 At clause 1, article 43

Before amendment: Members of the Board of Directors, members of the Control Board, Directors, and other executives who violate their obligations, responsibilities of honesty and caution, and fail to carry out their obligations shall be liable for damages caused by their violations.

After amendment: Members of the Board of Directors, members of the Control Board, the Board of Directors, and the chief accountant who violate their obligations, responsibilities of honesty and caution, and fail to carry out their obligations shall be liable for damages caused by their violations.

10.2 At clause 2, article 43

Before amendment: The company shall indemnify those who have been, are, or may become a related party in lawsuits, claims, prosecutions (including civil, administrative cases, and not cases initiated by the company) if they have been or are members of the Board of Directors, members of the Control Board, Directors, other executives, employees, or representatives authorized by the company who have been or are performing duties on behalf of the company, acting honestly, cautiously in the interests of the company in compliance with the law and there is no evidence confirming that they have violated their responsibilities.

After amendment: The company shall indemnify those who have been, are, or may become a related party in lawsuits, claims, prosecutions (including civil, administrative cases, and not cases initiated by the company) if they have been or are members of the Board of Directors, members of the Control Board, the Board of Directors, the chief accountant, employees, or representatives authorized by the company who have been or are performing duties on behalf of the company, acting honestly, cautiously in the interests of the company in compliance with the law and there is no evidence confirming that they have violated their responsibilities.

11. AT CLAUSE 3, ARTICLE 44

Before amendment: Members of the Board of Directors, members of the Control Board, Directors, and other executives have the right to access the company's shareholder register, list of shareholders, books, and other records of the company for purposes related to their positions, provided that this information must be kept confidential.

After amendment: Members of the Board of Directors, members of the Control Board, the Board of Directors, and the chief accountant have the right to access the company's shareholder register, list of shareholders, books, and other records of the company for purposes related to their positions, provided that this information must be kept confidential.

12. AT POINT b, CLAUSE 1, ARTICLE 58

Before amendment: Shareholders with the Board of Directors, Control Board, Directors, or other executives.

After amendment: Shareholders with the Board of Directors, Control Board, Executive Director, Chief Accountant.

Thank you very much!

**ON BEHALF OF THE BOARD OF DIRECTORS
CHAIRPERSON**

Recipient:

- As above;
- Archive: Office.

Phan Van Thanh

No. /VTQ

Quang Binh, April ..., 2025

DRAFT

TEMPLATE

Through the dismissal of a member of the Board of Directors of the Company

***Dear: General Meeting of Shareholders
of Viet Trung Quang Binh Joint Stock Company***

- Based on the Enterprise Law No. 59/2020/QH14 passed by the 14th National Assembly of the Socialist Republic of Vietnam on June 17, 2020;

- Based on the charter of organization and operation of Viet Trung Quang Binh Joint Stock Company;

The Board of Directors (BOD) respectfully submits to the Annual General Meeting of Shareholders (AGM) in 2025 the proposal to relieve 03 members of the BOD from their duties and introduce the number of additional members to ensure compliance with the structure as stated in the Company's Charter. Specifically:

1. Relieving Mr. Le Vu Thanh

Mr. Le Vu Thanh (a non-operational member of the BOD) will cease to participate as a member of the BOD of Viet Trung Quang Binh Joint Stock Company from the date approved by the General Meeting of Shareholders.

Reason: According to personal wishes (with a resignation letter attached).

2. Relieving Ms. Nguyen Thi Hai

Ms. Nguyen Thi Hai (a non-operational member of the BOD) will cease to participate as a member of the BOD of Viet Trung Quang Binh Joint Stock Company from the date approved by the General Meeting of Shareholders.

Reason: According to personal wishes (with a resignation letter attached).

3. Relieving Mr. Pham Xuan Thanh

Mr. Pham Xuan Thanh, Deputy Director of the Company (an operational member of the BOD) will cease to participate as a member of the BOD of Viet Trung Quang Binh Joint Stock Company from the date approved by the General Meeting of Shareholders.

Reason: According to personal wishes (Mr. Pham Xuan Thanh will retire according to the announcement No. 1531-TB/TU dated March 20, 2025, from the Provincial Party Committee of Quang Binh regarding retirement to receive social insurance benefits, effective June 1, 2025).

The Board of Directors respectfully submits for the General Meeting of Shareholders to consider and approve./.

Thank you very much!

**ON BEHALF OF THE BOARD OF DIRECTORS
CHAIRPERSON**

Recipient:

- As above;
- Archive: Office.

Phan Van Thanh

Quang Binh, April ..., 2025

**ELECTION, NOMINATION, AND VOTING REGULATIONS
MEMBERS OF THE BOARD OF DIRECTORS
TERM 2022-2027**

Pursuant to the Enterprise Law No. 59/2020/QH14 approved by the National Assembly of the Socialist Republic of Vietnam on June 17, 2020;

Pursuant to the Securities Law No. 54/2019/QH14 approved by the National Assembly of the Socialist Republic of Vietnam on November 26, 2020;

Pursuant to Decree No. 155/2020/ND-CP dated December 31, 2020 detailing the implementation of several articles of the Securities Law;

Pursuant to Circular 116/2020/TT-BTC dated December 31, 2020 guiding several provisions on the governance of public companies in Decree No. 155/2020/ND-CP dated December 31, 2020 of the Government detailing the implementation of several articles of the Securities Law;

Pursuant to the Charter of Organization and Operation of Vietnam Trung Quang Binh Joint Stock Company.

To ensure the principles of democracy and transparency, facilitating the organization and execution of the election of additional members of the Board of Directors at the 2025 Annual General Meeting of Shareholders of Vietnam Trung Quang Binh Joint Stock Company. The ballot committee presents to the General Meeting for approval the regulations on the nomination, application, and election of members of the Board of Directors as follows:

I. STANDARDS AND CONDITIONS FOR BOARD OF DIRECTORS CANDIDATES

Standards and conditions for membership on the Board of Directors

a) Must not be a person currently employed by the company, the parent company, or any subsidiary of the company; must not be a person who has worked for the company, the parent company, or any subsidiary of the company for at least the last 03 consecutive years;

b) Must not be a person currently receiving a salary or remuneration from the company, except for allowances that members of the Board of Directors receive according to regulations;

c) Must not be a person whose spouse, biological father, stepfather, biological mother, stepmother, biological child, adopted child, biological brother, biological sister, or sibling is a major shareholder of the company; an executive of the company or its subsidiaries;

d) Must not be a person who directly or indirectly holds at least 01% of the total voting shares of the company;

e) Must not be a person who has previously served as a member of the Board of Directors or the Supervisory Board of the company for at least the last 05 consecutive years, unless appointed continuously for 02 terms.

II. CONDITIONS FOR CANDIDACY, NOMINATION FOR ADDITIONAL MEMBERS OF THE BOARD OF DIRECTORS (TERM 2022-2027), AND THE NUMBER OF MEMBERS ELECTED TO THE COMPANY'S BOARD OF DIRECTORS.

Nominating candidates for election to the Board of Directors

In the case that a candidate for the Board of Directors has been predetermined, the company must publish information related to the candidates at least 10 days before the opening date of the shareholders' general meeting on the company's electronic information page so that shareholders can learn about these candidates before voting. Candidates for the Board of Directors must provide a written commitment regarding the truthfulness and accuracy of the disclosed personal information and must commit to performing their duties honestly, carefully, and in the best interests of the company if elected as a member of the Board of Directors. Information related to candidates for the Board of Directors published includes:

- a. Full name, date, month, year of birth;
- b. Professional qualifications;
- c. Work history;
- d. Other management positions (including board positions at other companies);
- e. Interests related to the company and its related parties;
- f. The public company must be responsible for disclosing information about the companies where the candidates hold positions as members of the Board of Directors, other managerial positions, and interests related to the company of the candidates (if any).

Shareholders holding common shares have the right to aggregate the number of voting rights to nominate candidates for the Board of Directors. Shareholders or groups of shareholders holding from 10% to less than 20% of the total voting shares can nominate a maximum of one (01) candidate; from 20% to less than 30% a maximum of two (02) candidates; from 30% to less than 40% a maximum of three (03) candidates; from 40% to less than 50% a maximum of four (04) candidates; from 50% or more may nominate enough candidates.

In the event that the number of candidates for the Board of Directors through nomination and application is still insufficient according to the provisions of Clause 5, Article 115 of the Enterprise Law, The current Board of Directors introduces additional candidates or nominating organizations according to the regulations set forth in the company's charter, internal governance regulations, and the operational regulations of the Board of Directors. The introduction of additional candidates by the current Board must be clearly announced before the General Meeting of Shareholders votes to elect members of the Board of Directors as required by law.

The number of members to be supplementary elected to the Board of

Directors for the term 2022-2027: 03 people

III. NOMINATION FILES, CANDIDATES FOR BOARD MEMBERS

The nomination files for candidates for Board members from shareholders or shareholder groups include:

- Nomination application form for Board member, Supervisory Board (according to the template);
- A CV filled out by the candidate (according to the template with a photo);
- A notarized copy of the documents: ID card or equivalent documents; Evidence of cultural level and professional qualifications.

To facilitate businesses in verifying the validity of the nomination files and preparing ballots at the official General Meeting, the organizing committee requests shareholders/shareholder groups participating in the nomination to submit nomination files for electing Board members no later than 4:00 PM on April 20, 2025, to the address:

Company Secretary Room: Mr. Le Van Hung (Phone: 0835.935.777)

Viet Trung Quang Binh Joint Stock Company

Address: Group 3, Viet Trung Agricultural Town, Bo Trach District, Quang Binh Province

Phone: 0232.3796.003 Fax: 0232.3796.060.

IV. VOTING ENTITIES

Shareholders who own voting shares and representatives authorized by shareholders who own voting shares according to the company's shareholder list as of March 28, 2025.

V. VOTING PRINCIPLES

- The election of the Board of Directors will be conducted by the cumulative voting method with secret ballots at the General Meeting.
- Cumulative voting method: Each shareholder/shareholder representative has a total number of votes corresponding to the total number of shares owned/multiple of (x) the number of members to be elected to the Board of Directors.
- Shareholders/shareholder representatives have the right to allocate their total number of votes to one or several candidates.
- Elections must comply with the law, the charter, and this regulation to ensure democracy and the legitimate rights of all shareholders.

VI. REGULATIONS ON BALLOT VOTING AND RECORDING BALLOTS


1. Voting ballot format:

- Each shareholder with voting rights/representatives authorized to vote who attends the General Meeting will be issued a "Board Member Voting Ballot."
- Each ballot includes the names of the candidates for Board members and the total number of voting shares they represent. When shareholders/authorized representatives receive ballots, they must check the number of shares recorded on the ballot. Any discrepancies must be reported immediately upon receipt of the ballot.

2. How to fill out the ballot

- To facilitate shareholders' participation in the election, shareholders may vote as follows:

- Shareholders directly write the number of votes for each candidate based on their trust. The number of votes for each candidate may vary, but the total number of votes for the candidates must not exceed the total number of votes the shareholder is entitled to. Shareholders may allocate their total votes to one or several candidates using the cumulative voting method.

- In case they do not wish to vote for any candidate, they must mark a cross in the column indicating the vote count for that candidate. 

3. Valid ballots

- Ballots issued by the General Meeting organizing committee according to a unified template with the company seal of Vietnam Trung Quảng Bình Joint Stock Company, which are not erased, overwritten, or scratched, and have a total number of voting rights according to the participation code. Shareholders or authorized representatives, when issued a ballot, must recheck the participation code and the number of shares owned or authorized indicated on the ballot. Any discrepancies must be reported immediately to the organizing committee at the time of receiving the ballot.

- Votes for candidates listed in the election approved by the General Meeting;
- The total number of votes of shareholders for candidates must be equal to or less than the total voting rights of shareholders;
- The number of voting ballots for candidates is rounded to the units place;
- Shareholder ballots may (or may not) be signed and clearly indicate the name.

4. Invalid ballots

- Ballots not issued by the organizing committee of the General Meeting;
- The total number of votes from shareholders for candidates exceeds the total voting rights of shareholders;
- Shareholders cross out candidates and write in the names of others on the list;
- The number of voting ballots for candidates is odd to the decimal place.

VII. PRINCIPLES FOR ELECTING MEMBERS OF THE BOARD OF DIRECTORS

The elected member of the Board of Directors is determined by the number of votes counted from highest to lowest, starting from the candidate with the highest votes until the required number of members as stipulated by the General Meeting of Shareholders is reached.

- In the case of two or more candidates having the same number of votes for the last board member, the meeting will conduct a re-vote among those candidates with equal voting numbers;

- If after the re-vote among candidates with the same number of votes, the board member is still not determined, the candidate with the greater number of shares will be elected.

- If two candidates have the same number of shares, the older candidate will be chosen.

- If a Board of Directors candidate has 0 votes, they will not be elected as a member of the Board of Directors. Shareholders or groups of shareholders holding from 10% (ten percent) of the total shares with voting rights have the right to combine the number of votes of each person to continue nominating candidates and apply for the Board of Directors for the term 2022-2027 right at the meeting. The meeting proceeds to vote for the newly nominated candidate to select a member of the Board of Directors for the term 2022-2027.

VIII. PRINCIPLES FOR VOTING AND BALLOT COUNTING

1. Ballot Committee:

- The ballot committee is nominated by the Presidium and approved by the General Meeting of Shareholders. Members of the ballot committee cannot be individuals named in the list of candidates or nominees for the Board of Directors.

- The ballot committee has the following main responsibilities:

+ Briefly guide the election regulations;

+ Check and monitor the voting of shareholders/shareholder representatives;

+ Organize the voting count;

+ Prepare the ballot counting minutes and announce in front of the General Meeting of Shareholders;

+ Hand over the minutes and all ballots to the Presidium;

- The ballot committee must ensure the integrity of the voting process and that the ballot counting is confidential; in case of violations, the ballot committee must bear responsibility.

2. Principles of Voting and Counting:

- Voting begins when the ballots are distributed and ends when the last shareholder casts their vote into the ballot box.

- The counting of votes must be conducted immediately after the voting ends.

3. Preparing and Announcing the Ballot Counting Minutes

- After counting the votes, the ballot committee must prepare the ballot counting minutes. The content of the minutes includes: total number of shareholders attending the meeting, total number of shareholders voting, ratio of the number of votes from shareholders voting compared to the total number of votes from shareholders attending the meeting (according to the cumulative voting method), number and ratio of valid ballots, invalid ballots; number and ratio of voting rights for each candidate on the Board of Directors.

- The results of the voting count must be announced before the General Meeting.

IX. HANDLING COMPLAINTS

All complaints about the election results may only be considered at the General Meeting. Shareholders cannot protest the validity at any other time. In case of disagreement regarding election procedures or results, the ballot committee will

review and seek the meeting's decision.

X. VALIDITY OF THE REGULATIONS:

These regulations are applied by the Presidium of Viet Trung Quang Binh Joint Stock Company for the regular General Meeting of Shareholders in 2025 held on April 28, 2025, and take effect immediately after being approved by the General Meeting of Shareholders./

**CHAIRPERSON OF THE COMMITTEE
CHAIR OF THE CONFERENCE**

SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom - Happiness

Quang Binh, April, 2025

APPLICATION FOR MEMBERSHIP
ON THE BOARD OF DIRECTORS TERM 2022-2027
VIET TRUNG QUANG BINH JOINT STOCK COMPANY

Dear: The organizing committee of the annual general meeting of shareholders 2025
Viet Trung Quang Binh Joint Stock Company

The shareholder's name is an individual/organization/group representative of shareholders:

.....

Business registration certificate/ID card/other equivalent documents:

issued on issued at

Address:

Is a shareholder/group representative owning shares equivalent to % of the charter capital of Vietnam Trung Quang Binh Joint Stock Company.

(In words:..... shares)

Based on the current legal regulations; Regulations on the nomination, election, and voting for members of the Board of Directors and the Supervisory Board for the term 2022-2027, I/we would like to nominate:

1) Mr./Ms.:.....

2) Mr./Ms.:.....

3) Mr./Ms.:.....

4) Mr./Ms.:.....

5) Mr./Ms.:.....

6) Mr./Ms.:.....

7) Mr./Ms.:.....

As candidates for the 2025 Annual General Meeting of Shareholders of Viet Trung Quang Binh Joint Stock Company to be elected to the Board of Directors for the term 2022-2027

Respectfully!

The accompanying documents are:

- Candidate's resume filled out by the applicant according to the template (with a photo attached)
- Notarized copies of documents: ID card or equivalent documents, certificates of educational attainment, and professional qualifications;
- A list of nominated shareholders (for cases of group nominations).

SHAREHOLDER/REPRESENTATIVE
OF THE SHAREHOLDER GROUP

(sign, write full name, and stamp if the shareholder/representative of the shareholder group is an organization)

Note:

- To ensure the success of the General Meeting, we recommend that esteemed shareholders send the Nomination Form and accompanying documents to the address of the Company Secretary Office of Viet Trung Quang Binh Joint Stock Company at Group 3, Vietnam Trung Agricultural Town, Bo Trach District, Quang Binh Province before 4:00 PM on April 20, 2025.

- Shareholders or groups of shareholders holding 10% or more of the total voting shares have the right to nominate candidates for the Board of Directors according to the Company's Charter. Detailed regulations are specified in the Nomination, Candidacy, and Election Regulations.

**STAKEHOLDER GROUP LIST
 NOMINATION OF MEMBERS OF THE BOARD OF DIRECTORS FOR THE
 TERM 2022-2027
 VIET TRUNG QUANG BINH JOINT STOCK COMPANY**

No	The name of the individual/organization is a shareholder of the Company	Business Registration Number/ ID Card Number	Number of shares owned	Confirmation signature
	Total			

SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom - Happiness

Quang Binh, April, 2025

APPLICATION FOR MEMBERSHIP
IN THE BOARD OF DIRECTORS TERM 2022-2027
VIET TRUNG QUANG BINH JOINT STOCK COMPANY

Dear: The organizing committee of the annual general meeting of shareholders 2025
Viet Trung Quang Binh Joint Stock Company

My name is:

Date of birth:

Identity card number: issued on at

Address:

I am a shareholder owning shares equivalent to% of the charter capital of Viet Trung Quang Binh Joint Stock Company.

(In words:.....shares)

Based on the provisions of current law; the regulations on nomination, election, and voting for members of the Board of Directors and the Supervisory Board for the term 2022-2027, I would like to participate in the nomination for the Board of Directors of Viet Trung Quang Binh Joint Stock Company for the term 2022-2027 at the Annual General Meeting of Shareholders 2025.

If elected by the shareholders to be a member of the Board of Directors, I will dedicate all my abilities and enthusiasm to contribute to the development of Viet Trung Quang Binh Joint Stock Company.

Sincerely!

The accompanying documents are:

- Candidate's resume filled out by the applicant according to the template (with a photo attached)
- Notarized copies of documents: ID card or equivalent documents, certificates of educational attainment, and professional qualifications;

CANDIDATE FOR THE BOARD OF DIRECTORS

(signature, full name)

Note:

- To ensure the success of the General Meeting, we recommend that esteemed shareholders send the Nomination Form and accompanying documents to the address of the Company Secretary Office of Viet Trung Quang Binh Joint Stock Company at Group 3, Vietnam Trung Agricultural Town, Bo Trach District, Quang Binh Province before 4:00 PM on April 20, 2025.

- Shareholders holding 10% of total voting shares have the right to nominate themselves as members of the Board of Directors. Details are regulated in the Nomination, Candidacy, and Election Regulations.

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*4x6 photo, color photo
taken no more than
6 months ago*

RESUME

*(Used for members nominated/candidating for the Board of
Directors of Viet Trung Quang Binh Joint Stock Company for
the term 2022-2027)*

1. Full Name :
2. Gender : Male Female
3. Date of Birth :
4. Place of Birth :
5. ID/Passport Number : issued on at
6. Nationality :
7. Ethnicity :
8. Place of Origin :
9. Permanent Address :
10. Number of Shares Owned :
(In words:.....shares)
11. Contact Phone Number :
12. Education Level :
13. Professional Qualification : *(please specify graduation school, major, system, what year)*

Time	Specialization
.....
.....
.....

14. Foreign Language Proficiency :

15. Work History :

Time	Position and Responsibilities
.....
.....
.....
.....
.....
.....

16. Current Position :

17. Acts of Legal Violation :

18. Related person (as stipulated in Clause 23 Article 4 of the Enterprise Law 2020 and Clause 46 Article 4 of the Securities Law 2019) holding a management position in the company (if any)

No	Full Name	Relationship with the Applicant	Date of Birth	ID Number
1				
2				
3				
4				

I affirm that the statements above are completely true, if false I accept full responsibility before the law.

.....,,, 2025
CANDIDATE FOR THE BOARD OF DIRECTORS
(signature, full name)