

HANOI BATTERY JOINT STOCK
COMPANY

SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom - Happiness

No : 07/2025/TTr-DHĐCĐ

Hanoi, March 2025

NOTIFICATION

Regarding the Annual General Meeting of Shareholders
Hanoi Battery Joint Stock Company in 2025

To:

- State Securities Commission of Vietnam;
- Hanoi Stock Exchange;
- Vietnam Securities Depository and Clearing Corporation;
- Hanoi Battery Joint Stock Company's Esteemed Shareholders.

Hanoi Battery Joint Stock Company (HABACO), stock code PHN, hereby announces to the State Securities Commission of Vietnam(SSC), Hanoi Stock Exchange(HNX), Vietnam Securities Depository and Clearing Corporation (VSDC), and the Shareholders of Hanoi Battery Joint Stock Company regarding the organization of the 2025 Annual General Meeting of Shareholders as follows:

Time: From 7:45 AM to 12:00 PM (Friday), April 25, 2025.

Location: 3rd floor conference hall, Hanoi Battery Joint Stock Company, 72 Phan Trong Tue Street, Van Dien, Thanh Tri, Hanoi."

Proposed Agenda:

- Report on the Board of Directors' activities in 2024 and Operational Plan for 2025.
- Report on the Production and Business Performance in 2024 and Production and Business Plan for 2025.
- Audited Financial Statements for 2024.
- Report of the Supervisory Board for 2024.
- Submission on profit distribution and appropriation of funds for 2024.
- Submission on investment in 2025.
- Submission on the dismissal and election of additional members to the Board of Directors for the term 2022-2027 and the conduct of the election.
- Submission on the amendment of the Charter and Regulations.
- Submission on the selection of an auditing firm.
- Other important matters (if any)."

Attendees:

Shareholders whose names appear on the Shareholder List compiled by the Vietnam Securities Depository and Clearing Corporation as of the final registration date of March 28, 2025. Hanoi Battery Joint Stock Company will send meeting invitation notices by secure delivery to each shareholder based on the information in the Shareholder List.

The agenda and meeting documents have been posted on Habaco's website at:
<http://www.habaco.com.vn> - In the Investor Information section - Shareholder Announcements.



Attendance Procedures:

- Individual Shareholders: Please bring the Meeting Invitation Notice and your ID card/Citizen Identification Card/Passport;
- Legal Entity Shareholders: Please bring the Meeting Invitation Notice and a Letter of Introduction/Power of Attorney bearing the signature of the legal representative and the organization's seal;
- Shareholders may authorize another person to attend the meeting: The authorized person attending the meeting please bring the Meeting Invitation Notice and the authorized person's ID card/Citizen Identification Card/Passport;
- The Power of Attorney form can be downloaded from Habaco's website:
<http://www.habaco.com.vn>

The Company hereby announces and sincerely thanks the cooperation and support of the esteemed shareholders for the success of the General Meeting."

Recipient:

- Shareholders
- BOD, BOM, BOS
- Archives, Information Disclosure

ON BEHALF OF BOARD OF
DIRECTORS
Chairman



Michael Lam

LAM HIN LAP MICHAEL





CÔNG TY CỔ PHẦN PIN HÀ NỘI
HANOI BATTERY JOINT STOCK COMPANY

Ha Noi, March 21st, 2025

AGENDA

ANNUAL GENERAL MEETING OF SHAREHOLDERS
(ON APRIL 25TH 2025 AT HANOI BATTERY JOINT STOCK COMPANY)

No	Content and time	Person in charge
I	From 7-7:45 am: Welcome the shareholders, register the shareholder and arrange the voting sheet for them.	AGM Organizing Committee
II	From 7:45am	
1	Shareholder status verification report.	Supervisory Board
2	Opening the AGM	AGM Organizing Committee
3	Introduce the AGM's Board, the AGM's Secretary and the Vote Counting Committee	AGM Organizing Committee
III	Main agenda	
1	Report on activities of the Board of Directors in 2024 Operational plan for the year 2025	AGM's Board
2	Report the results of production and business activities in 2024 and the business plan for the year 2025.	AGM's Board
3	Audited Financial Statements 2024	AGM's Board
4	Report on activities of the Supervisory Board 2024.	Supervisory Board
5	Submission on Profit distribution and setting up of funds for the year 2024.	AGM's Board
6	Submission on Investment Plan for the year 2025	AGM's Board
7	Submission on the dismissal & election of additional members to the Company's Board of Directors for the term 2022 - 2027 and the conduct of elections	AGM's Board -Vote Counting Committee
8	Submission for Amendment the Charter and Regulations	AGM's Board
9	Submission on selection of auditing company	AGM's Board
10	Discussion and voting on the agenda items of the General Meeting in accordance with the Company's Charter.	AGM's Board -Vote Counting Committee
11	Present the draft minutes, draft resolutions of the AGM	AGM secretary
12	Approve the Minutes, Resolutions and Closing of of the AGM	AGM's Board

On behalf of the Board of directors
Chairman
LAP MICHAEL
MICHAEL LAP MICHAEL

NOTICE
Convening the 2025 Annual General Meeting of Shareholders

To Shareholders:
Address:
Number of Shares Owned: Shares
Pursuant to Resolution No. 02/2025/NQ-HDQT dated March 06, 2025, of the Board of Directors of Hanoi Battery Joint Stock Company on organizing the 2025 Annual General Meeting of Shareholders. The Board of Directors of Hanoi Battery Joint Stock Company respectfully invites the esteemed Shareholders to attend the 2025 Annual General Meeting of Shareholders.
Location: Conference hall of Hanoi Battery Joint Stock Company
No. 72 Phan Trong Tue Street - Van Dien Town - Thanh Tri District - Ha Noi.
Date: April 25, 2025
Shareholder Registration Time: 7:00 AM to 7:45 AM
Meeting Opening Time: 7:45 AM

We kindly request the esteemed Shareholders to be present on time for the successful organization of the General Meeting.
Note: In the event that a shareholder is unable to attend the General Meeting, the shareholder may authorize another person to attend the Meeting using the Power of Attorney form attached to this notice, and submit it to the Company before 5:00 PM on April 21, 2025.

ON BEHALF OF BOARD OF DIRECTORS
HANOI BATTERY JOINT STOCK COMPANY

Chairman
CÔNG TY CỔ PHẦN
PIN HÀ NỘI
H. THANH TRI - TP. HÀ NỘI

Michael Lam
H. THANH TRI - TP. HÀ NỘI

POWER OF ATTORNEY



My name is:
Number of Shares Owned: Shares
I authorize Mr./Ms.
ID Number:
to represent my shares and attend the 2025 Annual General Meeting of Shareholders of Hanoi Battery Joint Stock Company.
All decisions made by the authorized person at the General Meeting shall have legal validity for my shares.

Authorized Person (Signature and full name)
Authorizer (Signature and full name)

HANOI BATTERY JOINT STOCK
COMPANY

SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom - Happiness

Ha Noi, March 2025

**REPORT
BOD'S ACTIVITIES IN 2024
AT AGM IN 2025**

Part I: Results of the Board of Directors' activities in 2024

To implement the resolution of the Annual General Meeting of Shareholders in 2024, from the time after the Annual General Meeting of Shareholders in 2024, the Board of Directors of the Company has held 13 meetings and would like to report to the General Meeting the following basic contents:

Content of the 1st meeting: April 29, 2024

- Expected production and business results in April 2024.
- Plan to change the purpose of use at location 72 Phan Trong Tue.

Content of the 2nd meeting: June 11, 2024

- Proposal of GP to the Board of Directors on introducing Mr. Toan as the Legal Representative of VNGP.
- On production and business in the first 6 months of 2024.
 - + Production and business results in May.
 - + Expected for June and expected for the first 6 months of 2024.
- Plan for the last 6 months of the year.
- On the issue of business cooperation at the Company's current production location.

Content of the 3rd meeting: July 21, 2024

- Approved the output for the last 6 months of 2024 and some contents related to the production and business plan for the last 6 months of the year.
- + Discussing the forecast of GP's export orders in terms of quantity and types for the last 6 months of the year and the following years:
- + In addition to the markets currently exporting batteries with PVC labels, the Indian market will be Foil Label Batteries - Blister.
- + Investing in Machinery and equipment: To meet the demand for exporting batteries according to GP's forecast, it is necessary to invest in additional Machinery and equipment such as: Foil labeling machines, Blister machines and other Machinery and equipment such as zinc tube stamping machines, air compressors, etc.
- + The Board of Directors discussed and agreed with the Director's proposal on investing in additional Machinery and equipment mentioned above and will base on the reality to make careful step-by-step investments to ensure suitability and efficiency.
- Regarding the Memorandum of Understanding (MOU) between the Company and Hai Phong Group.
- + Discussing and approving the contents of the MOU.
- + Authorizing Mr. Hung, the Company Director, to sign the MOU with Hai Phong on behalf of the Board of Directors.

Content of the 4th meeting: September 5, 2024

- Production and consumption output in July.

- Report on the progress of investment in Machinery and equipment according to the conclusion of the Board of Directors at the meeting on 21/7

- Other contents:

+ Extension of the license to import batteries into the Indian market.

+ Regarding GEEP brand batteries.

Content of the 5th meeting: October 31, 2024

- Results of the 3rd quarter of 2024.

- Production and business results in the first 9 months of 2024.

- Plan for the 4th quarter of 2024.

- Adjusting the production and business plan in 2024 and the production and business plan in 2025.

- Minutes of the first 6 months of 2024 control by the Board of Supervisors.

Content of the 6th meeting: December 3, 2024

- The Director and the Board of Management explain the contents of the Board of Directors' conclusion at the meeting on October 31.

+ Auxiliary material costs without norm of 9 tons in early 2024.

+ Analysis of main material norms.

+ Incurred costs.

+ Loss from selling imported GP batteries.

+ Regarding bad debts up to September 30, 2024.

- Production and business results in October + November 2024.

- Report on the Chairman of the Board of Directors' business trip to China.

- Update on the extension of export license to the Indian market.

- Update on output in 2024 and 2025.

- Other contents.

Content of the 7th meeting: December 9, 2024.

- Requesting the Board of Directors' votes via Email on the second advance dividend payment in 2024.

Content of the 8th meeting: December 21, 2024.

- Requesting the Board of Directors' votes via Email on the following contents:

+ Financial report for the third quarter and 9-month accumulation.

+ Report of the Supervisory Board.

+ Update on the status of import licenses for batteries into India.

+ Report on handling bad debts.

+ Violations pointed out by the tax inspector.

+ Content on batteries with fake company labels on the market.

Contents of the 9th meeting: January 14, 2025.

- Report on Corporate Governance for 2024.

- Summary of the contents approved at the December meeting via Email.

- Approval of the results of the fourth quarter and 2024.

- Investment contents.

- Production and business plan for 2025.

- Plan for the 2025 Shareholders' Meeting.

- Personnel work of the Board of Directors:

+ Mr. Nghia requests to resign from the position of Chairman of the Board of Directors and member of the Board of Directors.

+ Propose that the Board of Directors complete the personnel work.



+ While waiting for the Board of Directors to re-elect the position of Chairman of the Board of Directors, it is proposed that Mr. Michael Lam preside and perform the duties of Chairman of the Board of Directors according to current regulations".

Contents of the 10th meeting: February 05, 2025.

- Obtaining opinions and votes from the Board of Directors members via email regarding the following matters:

+ On February 4, 2025, Mr. Pham Van Nghia, Chairman of the Board of Directors of Hanoi Battery Joint Stock Company, submitted a letter of resignation from the position of Chairman of the Board of Directors and member of the Board of Directors to the Company's Organization and Administration Department and via email to the members of the Board of Directors and the Supervisory Board.

+ The Company shall disclose extraordinary information within 24 hours from the date of receipt of the letter in accordance with point i, Article 11 of Circular 96/2020/TT-BTC dated November 16, 2020, guiding the disclosure of extraordinary information on the stock market by the Ministry of Finance.

+ The Board of Directors shall elect a replacement within 10 days from the date of receipt of the resignation letter in accordance with Clause 4, Article 30 of the Charter of Hanoi Battery Joint Stock Company.

Content of the 11th meeting: February 10, 2025.

- The Board of Directors discussed and voted to approve:

+ Dismiss the position of Chairman of the Board of Directors for the term 2022 - 2027 according to the resignation letter of Mr. Pham Van Nghia dated February 2, 2025.

+ Appoint the position of Chairman of the Board of Directors for the term 2022 - 2027 for Mr. Lam Hin Lap Michael to replace Mr. Pham Van Nghia according to the resignation letter dated February 2, 2025.

- Implement information disclosure according to regulations.

Content of the 12th meeting: March 6, 2025.

- Discuss and vote on finalizing the number of members of the Board of Directors to 7 members;

- Complete personnel work:

+ Discuss and decide to elect additional members of the Board of Directors.

+ Discuss and decide to appoint a company secretary;

+ Discuss and decide to appoint a company administrator.

+ Discuss and decide to appoint a person to disclose information.

- Discuss and approve the results report for January and February 2025

- Discuss and approve the planned output for 2025.

- Discuss and vote on finalizing the list of shareholders as of March 28, 2025 to serve the purpose of organizing the 2025 General Meeting of Shareholders on April 25, 2025.

- Assign the work of organizing the 2025 General Meeting of Shareholders.

Content of the 13th meeting: March 21, 2025.

- Discuss, review, and approve the content of the Reports, Submissions, and Programs of the General Meeting.

- Discuss and approve the draft amendment of the charter to be submitted to the Annual General Meeting of Shareholders 2025.

- Complete the contents.

- Assign the organization of the General Meeting.

In addition to the above meeting contents, the Board of Directors carried out other activities during the year as follows:

- Authorize the Board of Management to participate in the auction of zinc ingots for production in the last 6 months of 2024 and reserves for 2025. –

Approve the proposal of the Board of Management to increase EMD reserves to be sufficient for production in the last 6 months of 2024 and reserves for 2025.

- The Board of Directors regularly monitors the activities of the Executive Board, management staff and other management and operation tasks, coordinates with the Company's Supervisory Board to check the contents of production costs, control and point out shortcomings in the inventory work on the reporting data of the units in the company.

- The meetings of the Board of Directors have reviewed and evaluated the implementation of the company's charter, the implementation of the resolutions of the general meeting of shareholders as well as the resolutions of the Board of Directors and the decisions of the Board of Directors regarding the Board of Management and have recognized that the Board of Management has properly performed the functions and tasks prescribed in the company's charter, properly implemented the resolutions of the Board of Directors and complied with current laws; Proactively operated within the scope of authority to ensure the highest efficiency for the company, issues beyond the authority are consulted with the Board of Directors for the Board of Directors to decide;

- The Board of Directors has pointed out the limitations and risks in operating production and business activities and proposed solutions to limit risks that may arise during the operation process.

Part II: Report on the income of members of the Board of Directors and Supervisory Board in 2024:

1- Legal documents related to salaries and remuneration for members of the Board of Directors and Supervisory Board in 2024:

• Salary regulations in 2024.

• Allowance for the Board of Directors and Supervisory Board according to Decision No. 03/QD-HDQT dated May 3, 2024.

Whereby:

- Salary: Members of the Board of Directors and Supervisory Board do not receive full-time salaries but only receive salaries according to their positions in administration and management at the Company.

Current monthly salary according to salary regulations:

<i>Title</i>	<i>Basic salary</i>	<i>Bonus</i>	<i>Industrial meal</i>	<i>Total</i>
Director	21.885.501	27.028.594	520.000	49.434.095
Vice Director	17.496.447	21.608.112	520.000	39.624.559
Chief Accountant	14.477.208	14.650.934	520.000	29.648.142
Dept Head-Workshop manager	13.470.796	12.325.778	520.000	26.316.574

Note: The salary above is effective from July 1, 2024.

- Allowances for the Board of Directors and Supervisory Board::

Chairman: VND 6,000,000/month
Board Member: VND 4,000,000/month
Head of Supervisory Board: VND 4,000,000/month
Member of Supervisory Board: VND 3,000,000/month
Company Secretary: VND 2,000,000/month

Interpreter for the Board of Directors: VND 1,500,000/working day.

- In addition, members of the Board of Directors; Members of the Supervisory Board who do not directly administer and manage the Company are also entitled to remuneration: Chairman of the BOD: VND 2,000,000/working day; other members: VND 1,500,000/working day and when directly attending meetings convened by the Board of Directors.

2- Actual income of members of the Board of Directors and Supervisory Board in 2024:

Unit: VND

<i>Full name</i>	<i>Title</i>	<i>Salary + bonus</i>	<i>Allowance</i>	<i>Remuneration</i>	<i>Total</i>
Mr Pham Van Nghia	Chairman of BOD		60.000.000	167.222.222	227.222.222
Mr Nguyen Thanh Hung	BOD's member - Director	601.128.347	48.000.000		649.128.347
Mr Nguyen Cao Son	BOD's member - Vice Director	475.438.142	48.000.000		523.438.142
Mr Vo Khanh Toan	BOD's member - Vice Director	491.598.659	48.000.000		539.598.659
Quek Guet Ngoh	BOD's member		48.000.000	31.562.500	79.562.500
Mr Lam Hin Lap Michael	BOD's member		48.000.000	28.437.500	76.437.500
Mr Lam Wai Man Edward	BOD's member		48.000.000	27.812.500	75.812.500
Ms Nguyen Thi Thanh Hai	Head of Supervisory Board		48.000.000	131.666.666	179.666.666
Mr Huynh Tin Dinh	Member of Supervisory Board		36.000.000	22.499.999	58.499.999
Mr Nguyen Thanh Duc	Member of Supervisory Board	320.893.158	36.000.000		356.893.158
Mr Nguyen Thanh Quang	Company's secretary	320.979.873	24.000.000		344.979.873

Part III: Monitoring results for the Director, Board of Management and departments in the Company

- At all meetings of the Board of Directors, the Board of Directors reviews and evaluates the implementation of the Company's Charter, the implementation of the Resolutions of the General Meeting of Shareholders as well as the resolutions of the Board of Directors and the decisions of the Board of Directors to the Board of Management. The Board of Directors acknowledged that the Board of Management performed the functions and duties specified in the company's Charter, strictly implemented the resolutions of the Board of Directors and complied with current laws; Actively operating within its authority to ensure the highest efficiency for the company, issues beyond its authority are consulted by the Board of Directors for the Board of Directors to decide.

- The Board of Directors pointed out the limitations and risks in operating production and business activities and required the director and the Board of Management to take measures to limit the risks that may arise during the operation.

Part IV: Operational plan of the Board of Directors in 2025

- Closely follow the resolution of the 2025 Annual General Meeting of Shareholders in corporate governance activities. Determined to successfully implement the Resolution of the 2025 Annual General Meeting of Shareholders.

- Actively arrange personnel to closely follow the stock trading of the Company on the stock exchange to respond promptly and most effectively to ensure the interests of the Company and its shareholders.

- Strengthen supervision for the Director and the Board of Management as well as other managers to take positive and timely solutions. Issue appropriate resolutions and regulations on company management in order to promote the initiative and creativity of the Board of Management, while ensuring capital safety for the company as well as the highest efficiency.

- Synchronously and resolutely deploy solutions to effectively and thoroughly overcome the shortcomings in governance, operation and management of the Company that the Board of Directors has pointed out through the review.

- The Board of Directors will hold regular meetings to discuss and grasp the Company's production and business situation. Through that, there will be timely policies and directions in operation.

- In addition, the Board of Directors will hold extraordinary meetings (if any) to resolve and handle arising issues within the authority of the Board of Directors as well as those authorized to be resolved by the General Meeting of Shareholders.

- Completing some departments and workshops, planning and training key staff of the company based on existing staff with capacity and qualifications, who have the desire to work and contribute to the company, including staff who have reached retirement age.

- In the operation and management, the company regularly evaluates the basic contents of production and business activities, measures to control, finds out the causes of unachieved goals, problems still exist, measures to solve, determine the responsibility of the individual unit.

The Board of Directors would like to report to the Annual General Meeting of Shareholders on the work done in 2024 and the direction of operations in 2025.

Sincerely thank you./.

Recipient

- Shareholders
- Archives.

ON BEHALF OF BOARD OF
DIRECTORS
Chairman

LAM HIN LAP MICHAEL



Ha Noi, March 21, 2025

GENERAL REPORT TO THE AGM 2025
Part I
BUSINESS AND PRODUCTION RESULT IN 2024

I. Situation Overview

In 2024, the Company's business and production activities encountered the following main advantages and challenges:

1. Advantages

The reputation of the **Rabbit Battery** brand and the quality of its products continued to be maintained and improved. The Company's sales policy remained well-controlled, flexible, and reasonable, creating a strong competitive edge for its products in the market through an extensive distribution network of agents across the country.

The export market for batteries to **India** has been gradually recovering, contributing to an increase in battery export volume.

The Company's workforce is responsible, capable, and experienced. They work in unity and with dedication, creating a strong collective force that constantly strives to fulfill assigned tasks.

2. Challenges

The global and domestic economic situation remained difficult. Additionally, the impact of **Typhoon No. 3 (Yagi)** in Q3 caused significant human and material losses, leading to a decline in consumer demand for general goods, including batteries. This created difficulties for the Company in distributing products in its traditional markets.

Due to both subjective and objective reasons, the export volume of batteries did not meet the targeted goals.

Market competition has become increasingly intense among domestic battery manufacturers and with trading entities importing batteries legally as well as smuggling in low-cost batteries, all of which have negatively affected the Company's sales volume and business performance.

► With the above characteristics, the Company has proactively followed the Resolution of the General Meeting of Shareholders and the Resolutions of the Board of Directors to develop plans and effectively implement measures to perform tasks, the basic results achieved are as follows:

II. Business and Production Results in 2024

1. Production and Sales Volume (Unit: 1,000 pcs)

No	Indicator	Unit	Year 2024	Change vs 2023		Change vs AGM Resolution	
				Quantity	Rate %	Quantity	Rate %
1	Production Volume	kpcs	358.130	+ 20.027	+ 5,9		
2	Sales Volume	kpcs	361.608	+ 33.692	+ 10,3	- 24.824	- 6,4
3	Zinc pellet (ton) R6, R03	Ton	248,42	- 99,67	- 28,6		
4	Total revenue	Bil VND	456,806	+ 24,748	+ 5,7	- 26,774	- 5,5
5	Profit	Bil VND	73,186	+ 9,243	+ 14,5	+ 3,686	+ 5,3
6	Payment to the State Budget	Bil VND	37,61	+ 5,14	+ 15,8		

* Profit before tax ratio /Charter capital reached 100.89%.

III. Evaluation of the Results of Measures Implemented in 2024

Overall, the measures were implemented in accordance with the report presented at the 2023 Annual General Meeting of Shareholders. A summary of key actions is as follows:

1/ Organization of Production, Labor, Employment, Income, and Employee Policies

1.1/ Production Organization:

Production activities in 2024 met requirements, ensuring timely and adequate supply of products in terms of both quantity and quality for domestic and export markets at all times. This was achieved through a rational production setup aligned with equipment maintenance and repair schedules, balancing employment and income among production departments in response to changes in product consumption structure.

1.2/ Labor, employment and income of employees: The average number of employees in the year was 267 people, the average income of employees is VND 14.97 million /person/month. Compared to 2023, it increased by VND 2.33 million, equivalent to 18%; The company has applied the social responsibility management system according to European standards BSCI for employees, which is periodically evaluated annually; The Company complies with the rights, regimes and policies for employees according to: Labor Law, BSCI, Labor Regulations and Collective Labor Agreement, Salary Regulations, Emulation and Rewards (such as: Periodic health check-ups; Occupational disease check-ups; Vacation tours; visiting sick people, funerals; rewarding children of employees who pass university entrance exams and achieve the title of excellent students; subsidizing employees in difficult circumstances...), working conditions for employees are guaranteed in accordance with the provisions of the Law and the Company. Thanks to that, employees in the Company have peace of mind at work, are dedicated and committed to the Company.

2/ Sales and Market Evaluation

2.1/ For traditional markets

Total consumption output in traditional markets increased by 6% compared to 2023, specifically:

a/ R20 batteries: Continuing the downward trend, in 2024 it decreased by 6.7% compared to 2023. The rate of decline is higher than in 2023 (in 2022 it decreased by 5.4%) due to consumption trends and fierce competition with similar products in the markets.

b/ R6 batteries: R6 battery consumption output decreased by 2.5% compared to 2023.

c/ R03 batteries: R03 battery consumption output increased by 50.5% compared to 2023 due to the impact of a number of objective and subjective reasons.

d/ Performance of the Ho Chi Minh City Branch:

Total revenue reached VND 11,478 billion (of which revenue from selling imported GP batteries reached VND 2.06 billion), an increase of VND 0.5 billion compared to 2023.

2.2/ For Export markets

a/ Local Export

Sales volume decreased by 34.5% compared to 2023, with R6 batteries down by 34.7% and R03 batteries down by 33.9%. However, due to the relatively small volume of indirect exports, accounting for just over 1% of the company's total output, this decline does not significantly impact the overall sales volume in 2024.

b/ Exports via GP and Kodak Customers

Compared to 2023, the output has recovered significantly, with total export volume via GP increasing by 47.4%, partly due to GP being designated as the export partner for Kodak-branded batteries from Q4 2024. However, compared to the initial plan for the year, it is still down by 9%.

On the other hand, the battery export project to India has achieved initial successes. From the beginning of Q3/2024, the Company has exported its first orders to the Indian market and has been received positively by customers in terms of product quality and price. Export volume to India accounts for a significant proportion of total exports through GP. This is an important foundation for the following years so that the company can promote the expansion of export volume.

Kodak products indirectly exported to the US market have been maintained and have experienced good growth. From Q4 2024, the customer actively appointed a member company of the GP Group as the importer of Kodak products, replacing the old partner, a Vietnamese trading company.

2.3/ For GP Brand Batteries Imported and Sold in the Vietnamese Market

The sales revenue of imported GP products increased by 31.7% compared to 2023, which is quite positive; however, it does not contribute significantly to the Company's overall revenue and performance.

3/ Quality Management, Environment, Occupational Safety and Health, Fire Prevention and Fighting

Implementing quality management well according to ISO 9001 standards, the product quality is guaranteed to meet the standards, the rate of scrap, the weight of zinc tubes meets the target and the use of basic material standards is in accordance with the regulations at the production units.

Regularly review and supplement equipment to improve working conditions and environment and ensure safety for workers.

During the year, absolute safety was ensured in all aspects, no occupational accidents or fire incidents occurred...

4/ Technical

4.1/ For the lead-free battery technology project: Completed the steps of research, trial production, and acceptance evaluation of lead-free battery products at the Company and at the Singapore Technical Center. From November 30, 2024, the Company has officially stopped using lead in battery production.

4.2/ During the year, the Company has researched and improved the product of R6 & R03 foil label batteries that are directly attached to single batteries without shrink film to improve the

quality of appearance and prevent leakage, reducing costs compared to the old foil label battery production technology.

5/ Investment: During the year, the Company has implemented investment items according to the Resolution of the General Meeting of Shareholders and additional investment according to the decision of the Board of Directors to promptly meet the requirements of the tasks.

5.1/ Investment items according to the Resolution of the General Meeting of Shareholders have been implemented, including:

- The domestic wastewater treatment system has been completed and is operating stably, ensuring the quality of water discharged into the environment according to the prescribed standards.
- The application for Environmental License has been basically completed, so at the end of December 2024, the Ministry of Natural Resources and Environment has established a working group to the Company to inspect and appraise the items...
- The water pipe system and fire pump have been completed and are operating stably.

5.2/ Additional investment items according to the decision of the Board of Directors have been implemented, including:

- a) Two semi-automatic battery blister machines manufactured by the Company;
 - b) Finished products line of R6-650 pc/min;
 - c) Foil Labeling Machine R6 (Foil Labeling Machine R03 The Company has just invested in February 2025 and installed and completed acceptance in March 2025);
 - d) R6 zinc can punching machine;
 - đ) Air compressor for production;
 - e) Pickup truck for sales and market of the Branch in Ho Chi Minh City.
- All items invested in step by step meet the requirements of the Law and the machinery and equipment after investment have contributed to increasing production capacity, meeting customer requirements and promoting good efficiency.

6/ Financial Situation: Healthy assurance, cash flow is fully controlled, no overdue debts arise. Good exploitation of reserve capital, thereby generating additional financial income of VND 2.3 billion from short-term bank deposit interest.

Summary table of basic financial indicators in 2024 and explanation below (unit: Million VND)

Item	Code	Year-end balance	Beginning balance
A.SHORT-TERM ASSETS	100	175,257	143,834
I. Cash and cash equivalents	110	20,040	9,481
1. Cash	111	20,040	9,481
II. Short-term investments	120	44,000	31,000
1. Held to maturity investments	123	44,000	31,000
III.Short-term receivables	130	16,706	15,049
1. Short-term trade receivables	131	12,471	12,489
2. Short-term prepayments to suppliers	132	1,022	118
3. Other short-term receivables	136	3,242	2,778
4. Provision for short-term doubtful debts	137	(30)	(337)
IV. Inventories	140	92,069	86,573
1. Inventories	141	92,309	86,813
2. Provision for devaluation of inventories	149	(240)	(240)
V. Other short-term assets	150	2,442	1,731
1. Short-term prepaid expenses	151	538	391
2. Deductible VAT	152	1,505	862
3. Taxes and other receivables from State budget	153	398	478
B. NON-CURRENT ASSETS	200	33,142	29,544
I. Fixed assets	220	9,320	10,593
1. Tangible fixed assets	221	9,137	10,388
2. Intangible fixed assets	227	183	205
II. Long-term unfinished asset	240	2,756	-
1. Construction in progress	242	2,756	-
III. Long-term investments	250	19,356	17,400
1. Equity investments in other entities	253	27,000	27,000
2. Provision for devaluation of long-term investments	254	(7,644)	(9,600)
IV. Other long-term assets	260	1,709	1,552
1. Long-term prepaid expenses	261	1,709	1,552
TOTAL ASSETS	270	208,399	173,379
C. LIABILITIES	300	55,394	26,662
I. Current liabilities	310	55,394	26,662
1. Short-term trade payables	311	13,480.96	8,445
2. Short-term prepayments from customers	312	354.32	390
3. Taxes and other payables to State budget	313	5,009.69	5,992
4. Payables to employees	314	6,952.47	6,439
5. Short-term accrued expenses	315	2,926.71	3,132
6. Other short-term payments	319	20,772.04	1,843
7. Short-term borrowings and finance lease liabilities	320	4,994.44	-
8. Bonus and welfare fund	322	903.39	420
D. OWNER'S EQUITY	400	153,005	146,717
I. Owner's equity	410	153,005	146,717
1. Contributed capital	411	72,539	72,539
- Ordinary shares with voting rights	411A	72,539	72,539
2. Share Premium	412	1,016	1,016
3. Development investment funds	420	50,403	36,633
4. Retained earnings	421	29,047	36,529
TOTAL CAPITAL	440	208,399	173,379

6.1/ Explanation of asset fluctuations: Total asset value increased by VND 35 billion due to the following reasons:

Short-term assets: Total assets at the end of the period increased by VND 31.4 billion compared to the beginning of the period due to the following reasons:

a/ Short-term investments increased by VND 13 billion due to the Company increasing short-term deposits from undistributed profits arising during the year.

b/ Receivables increased by VND 1.6 billion mainly due to contracts for the purchase of machinery, equipment and some other raw materials with deposit and prepayment terms.

c/ Inventories increased by VND 5.4 billion due to the following basic factors:

+ The value of finished products in inventory at the end of the period decreased compared to the end of 2023 by VND 1.5 billion.

+ The company has a policy of increasing the reserve of some materials, leading to an increase in the value of inventory materials at the end of the year of VND 5.1 billion compared to the end of 2023.

+ Goods (imported GP batteries) increased by VND 1.9 billion compared to the end of 2023 due to the delay in orders in the fourth quarter of 2023 and arriving in Vietnam in January and February 2024. Inventory of imported GP batteries is around VND 3-4 billion.

Long-term assets: increased by VND 3.5 billion due to the following reasons:

a/ The difference in depreciation value and new investment reduced the remaining value of fixed assets by VND 1.2 billion

b/ Reversal of provision for losses of the joint venture company increased the value of long-term investment: VND 1.9 billion

c/ Construction in progress increased by VND 2.7 billion because machinery and equipment in the process of installation and trial run have not been recorded as fixed assets.

6.2/ Explanation of capital fluctuations: Total value of asset formation sources increased by VND 35 billion due to the following reasons:

Liabilities increased: VND 28.7 billion

a/ Trade Payables increased by VND 5 billion due to the implementation of contracts for purchasing raw materials and goods that have not yet reached the payment deadline.

b/ Dividends payable to shareholders according to Resolution 06/2024/NQ-HĐQT dated December 9, 2024: VND 14.5 billion

c/ Other short-term payables increased by VND 4.2 billion mainly due to deposits received for processing zinc pellets according to contract progress.

d/ Short-term Bank loans to serve production and business needs increased by VND 4.9 billion compared to the end of 2023

Owner's equity: increased by VND 6.3 billion

a/ Development investment fund increased by VND 13.7 billion due to the implementation of the 2024 Shareholders' Meeting Resolution.

b/ Undistributed profits decreased by VND 7.4 billion due to dividend payments in 2023 and 2024.

6.3/ Some financial indicators

Indicator	2024	2023	Note
1/ Liquidity ratio			
+ Current ratio	3,16	5,39	Times
Current assets/Current liabilities			
+ Quick ratio	1.5	2,15	Times
Current assets – Inventory/ Current liabilities			
2/ Capital structure indicators			
+ Debt ratio/Total assets	26,6	15,38	%
+ Debt ratio/Equity	36.1	18,17	%
3/ Operational capacity indicators			
+ Inventory turnover	4,02	4,30	Times
Cost of goods sold/ Average inventory			
+ Net revenue/ Total assets	2,14	2,44	Times
4/Profitability indicators			
+ Profit after tax ratio/ Net revenue	13	12,04	%
+ Profit after tax ratio/ Owner's equity	38	34,79	%
+ Profit after tax ratio/ Total assets	28	29,44	%
+ Profit from operating activities ratio/ Net revenue	16	15,01	%

IV/ General assessment of 2024

The Board of Directors and the Board of Management regularly monitor and keep track of the monthly and quarterly production and business results... thereby issuing timely directions, measures, and decisions to organize the implementation of tasks in all areas of production and business operations in accordance with the provisions of the Law, the Company's Charter, and in line with the developments of the actual situation. Maintaining and developing the market, ensuring capital safety, and the interests of shareholders.

Although the 2024 production and business results decreased in output and revenue compared to the General Meeting of Shareholders' Resolution, the Company achieved many quite good results, notably including high profit growth, capital safety, and ensuring employment and income for employees.

Other work results: The Company complies with the provisions of the law and the Company's charter, creates favorable conditions for Party organizations, trade unions, and youth unions to operate, and is rated and classified by the corresponding higher-level organizations as completing tasks well.

Part 2

PRODUCTION AND BUSINESS PLAN FOR 2025

The world and regional economic situation is forecast to continue to develop rapidly, complicatedly, and unpredictably; Strategic competition is increasingly fierce; some countries are adjusting trade policies, especially tax policies, affecting import and export, global supply and demand; the world economy is still facing difficulties and slow recovery.

Domestically, difficulties, challenges and opportunities are intertwined, but difficulties and challenges are greater. The Government continues to maintain policies such as VAT exemption and reduction in the first 6 months of the year, interest rate reduction, and consumer demand stimulation to promote economic development.

It is forecasted that the output of battery orders exported through GP will not recover much and will not be stable compared to before. The plan to export batteries to India depends heavily on the Indian Government's policy through the License and that license is only valid for one year, the license renewal is very difficult..., at the same time, competition between domestic battery manufacturers and imported battery brands will continue to be fierce, more intense, with many negative impacts on the Company's production and business activities.

Clearly aware of the advantages, difficulties and challenges, the Company has identified the basic goals and solutions to complete the production and business plan for 2025, which are:

I/ Basic indicators of production and business

No	Index	Unit	2025	Increase/Decrease compared to 2024	
				Quantity	Rate (%)
A	Battery Volume	1000 pcs	377.500	+15.891	+ 4,4
B	Zinc pellets for VNGP	Ton	360	+ 112	+ 45,0
C	Total revenue	Billion VND	490,783	+ 33,977	+ 7,4
D	Profit before tax	-	54,119	- 19,067	- 26,1
E	Expected dividend	%	50		
F	Payment to the State Budget	Billion VND	According to current regulations of the State		

II/ Basic Costs for 2025

- Basically, norms remain unchanged compared to 2024.

- Prices of major materials account for a large proportion: Zinc according to monthly LME prices of suppliers; Manganese prices, Acetylene Black prices selected according to suppliers' quotes at the time of purchase.

- Estimated exchange rate: VND/ USD: VND 25,800; VND/ CNY: VND 3,550

- Other materials: Basically stable compared to 2024

2/ Auxiliary material without norms: Determined based on actual 2024 costs after excluding abnormal fluctuation factors.

3/ Fuel: Standard rates remain unchanged from 2024 and are adjusted to align with the 2024 production volume framework..

4/ Electricity: Electricity consumption standards remain unchanged from 2024, with an estimated average electricity cost increase of 2.5% for the entire year.

5/ Basic depreciation: Based on the remaining value of fixed assets and new investments.

6/ Major repair: Based on 2024 implementation and 2025 anticipated needs, adjusted and allocated in accordance with the 2025 production scale.

7/ Labor Costs:

7.1/ Total number of laborers expected to be used according to the current number of laborers, based on the actual situation, if the output needs increase, consider recruiting additional appropriate laborers.

7.2/ Salaries: Maintain the total approved salary unit price from 2024.

7.3/ Social insurance and trade union fees: Implemented according to legal regulations and company policies..

8/ Selling expenses: Remain unchanged from the assigned 2024 standards.

9/ Other costs in cash : Implement according to the approved allocation plan for each content in accordance with regulations..

III/ Implementation Measures:

1/ Management, Production Organization, Labor, Employment, and Employee Income

Based on the target output approved by the General Meeting of Shareholders, the Company will develop a Production Plan and flexibly adjust the production plan to suit the actual situation of domestic consumption, export orders, and VNGP's zinc pellets orders.

Control materials and raw materials, and prepare and manufacture spare parts, molds, and machinery and equipment to meet the production plan , Machinery and equipment maintenance plan, ensuring all conditions are ready for production in terms of quantity, quality, and progress.

Balance and arrange reasonable labor use to ensure employment, income, and proper implementation of regimes and policies for employees in accordance with State regulations and the Company's regulations.

2/ Quality Management, Technical, Environmental, Training, Occupational Safety, and Fire Prevention and Fighting (FPF)

The ISO 9001 and BSCI management systems must be maintained and regularly audited for internal assessment. Ensure product quality in accordance with published standards and standards agreed upon with export customers.

Strengthen training and retraining to improve the quality of human resources to meet the timely requirements of the Company's stability and development.

Regularly conduct internal inspections and audits to identify risks and take preventive measures, while also implementing training, coaching, and practice plans for employees to maintain and ensure environmental protection, occupational safety, chemical safety, and FPF...

3/ Battery Sales for the Traditional Market

Based on approved sales costs, allocate resources reasonably in the direction of focusing on key products and markets to ensure product competitiveness to maintain the market, increase market share, and at the same time strengthen retail activities closely following the market to support agents to promote growth rate...

Be flexible in building and applying sales policies to increase benefits for agents and their distributors, take measures to limit internal competition and cross-border sales on the basis of ensuring compliance with policies and regulations on sales costs. Ensure absolute safety of goods and prevent bad debts.

Continue to proactively seek and develop more domestic industrial customers.

Continue to promote direct sales to Laos and Cambodia to increase consumption output.

4/ Plan and Objectives for GP Imported Battery Sales in the Vietnamese Market

GP's sales team aims to achieve a 66% revenue growth for GP imported batteries compared to the same period in 2024.

5/ Export Market

For all export orders: Meet all customer requirements for quantity, quality, and delivery schedule, and absolutely prevent quality incidents.

For new export projects: Maximize customer requirements to the Company's best ability in terms of packaging specifications, product quality level, production conditions, schedule, and timely provision of competitive quotes, to seize all export opportunities for the Company

6/ Procurement of Materials

Comply with the current method of purchasing and selling materials through the Purchasing Council to carefully review and evaluate all aspects before approving suppliers and approving purchase prices and purchase quantities on the basis of reasonable balance according to the Production Plan and inventory.

Improve the quality of material price forecasts through various sources to make appropriate decisions in purchasing and reserving materials, contributing to improving production and business efficiency.

7. Capital Utilization

Maintain the implementation of outstanding debt limits of dealer and distributor customers according to regulations on the principle of ensuring capital safety.

Follow the delivery schedule and payment terms to urge both domestic and export payments; Effectively use the payment discount policy to ensure cash flow balance; Balance the use of export revenue to pay for imported goods; Use surplus money through savings at banks to increase capital efficiency.

Use capital reasonably and balance capital for investment plans for the year as well as for the future.

8/ Investment

Based on the requirements and tasks for 2025, it is necessary to continue new investments and upgrade existing items to meet the demands of production and business activities and other requirements (details in the submission documents)."

Part 3

ACTIVITIES OF THE JOINT VENTURE COMPANY (VNGP)

According to the report of GP Vietnam Battery Company Limited:

1/ Production and business results in the fiscal year 2024-25 (Ending on March 31, 2025) - Expected:

- Revenue: VND 367.2 billion
- Total fixed assets: VND 248 billion; Accumulated depreciation: VND 105.3 billion
- Profit: VND 18.9 billion, an increase of 41% compared to the plan and an increase of 1081% compared to the fiscal year 2023-2024 (March 31, 2024). Accumulated loss: VND 77.7 billion (audited report)

1.1/ Advantages in 2024:

- Output increased by about 14.6% compared to the previous year, the factory has many improvements to reduce waste.
- Shareholder loans are converted into equity, improving cash flow and reducing interest expenses.

1.2/ Difficulties in 2024:

- High zinc billet prices.
- Affected by global market instability due to war and weak demand from inflation.
- High interest expenses.

2/ Plan for 2025:

- Output: 308.1 million products, down 6% compared to 2024.
- Revenue: VND 359.6 billion, down 2% compared to 2024.
- Profit: VND 22.9 billion. Accumulated loss: VND 54.8 billion
- Personnel: Current number of employees: 167 domestic and 1 foreign.

2.1/ Advantages in 2025:

- The factory continues to implement cost-saving projects, mainly localizing raw materials and automation.

2.2/ Difficulties in 2025:

- Unstable output due to uncertain market conditions.
- Challenges in converting to lead-free products for all customers.
- Sharp increase in labor costs.
- Hewei, a major Chinese battery manufacturer, is building a factory in Hai Phong, causing potential instability for VNGP's export orders.

- Above is the summary report on 2024 activities and 2025 tasks and directions submitted to the Company's 2025 Annual General Meeting of Shareholders.

Recipient

- Shareholders
- BOD, BOS
- Archives, company secretary

DIRECTORS



Nguyen Thanh Hung

HANOI BATTERY JOINT
STOCK COMPANY

SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom - Happiness



Số 05 / BKSPHN

Ha Noi, March 25, 2025

SUPERVISORY BOARD REPORT AT THE AGM 2025

Dear: **Shareholders**

- Pursuant to the functions, powers and duties of the Supervisory Board as prescribed in Enterprise Law No. 59/2020/QH14 dated June 17, 2020.
- Pursuant to Securities Law No. 54/2019 and guiding circulars and decrees
- Pursuant to the Company Charter, Operating Regulations of the Board of Directors, Resolution of the Annual General Meeting of Shareholders...
- Pursuant to the Company's 2024 Financial Statement Report data audited by AASC Auditing Company Limited.

During the year, the Supervisory Board has conducted inspections and controls and now would like to report to the 2025 Annual General Meeting of Shareholders.

Part 1: Summary of the Supervisory Board's supervision work in 2024

I. Supervisory Board's activities in 2024.

Pursuant to Article 38 of the Company's Charter, based on the operation regulations of the Supervisory Board.

The members of the Supervisory Board always performed their assigned tasks well, regularly exchanged and commented on the head of the Board for summarization.

The Supervisory Board hold a meeting every quarter to assess the situation of production and business activities, comply with the provisions of law and the Company's Charter. Holding a year-end meeting to summarize, analyze and evaluate all production and business activities, management activities during the year, inspection and control results are sent to the Board of Directors and Board of Management according to regulation.

Fully participate in BOD meetings and directly contribute ideas.

The Supervisory Board operates independently and always coordinates with the Board of Directors, Executive Board, and professional departments to perform assigned tasks.

The Supervisory Board is always provided with accurate and timely information and documents by the Company to serve the inspection and control.

Pursuant to the powers and duties of the Supervisory Board specified in the Company's Charter, the Supervisory Board is responsible for supervising the financial situation of the Company, the legitimacy in the activities of the members of the Board of Directors, directors and other managers.

Be accountable to shareholders for their supervision.

II. Remuneration and income of Supervisory Board (including fixed remuneration, actual working remuneration and salary of the Head of Environmental Technology Department who is a member of the Supervisory Board) in 2024.

- Ms. Nguyen Thi Thanh Hai - Head of the Supervisory Board : VND 179.7 million.
- Mr. Huynh Tin Dinh - Member of the Supervisory Board: VND 58.5 million.
- Mr. Nguyen Thanh Duc - Member of the Supervisory Board: VND 356.9 million.

III. Supervise the business and production result in 2024.

1. The main results achieved are as follows

- ***Production output of batteries of all kinds:*** 358,130 mil pcs of all kinds, an increase of 20,026 mil pcs, equivalent to an increase of 5.92% compared to the same period in 2023.
- ***Consumption output of batteries of all kinds:*** 361,608 million pieces of all types, an increase of 33,70 million pieces, equivalent to an increase of 10,27% compared to the same period in 2023, a decrease of 6,42% compared to the Resolution of the 2024 AGM, a decrease of 2,27% compared to the adjusted plan in 2024.
- ***Actual revenue:*** VND 456,806 billion, an increase of VND 24,748 billion, equivalent to an increase of 5,72% compared to the same period in 2023 (of which the revenue from selling finished batteries reached VND 422,36 billion, an increase of VND 30,56 billion, equivalent to an increase of 5,7% compared to the same period in 2023).
- ***Profit before tax:*** VND 73,186 billion, an increase of VND 9,242 billion, equivalent to an increase of 14,45% compared to the same period in 2023, an increase of 5,27% compared to the Resolution of the 2024 AGM, a decrease of 4,43% compared to the adjusted plan.
- ***Corporate income tax payable:*** VND 14,93 billion, an increase of VND 2,024 billion compared to the same period in 2023.
- ***Charter capital as of December 31, 2024:*** VND 72,539 billion, no increase or decrease compared to 2023.
- ***Owner's equity as of December 31, 2024:*** VND 153 billion, an increase of VND 7 billion compared to 2023 due to the increase in development investment fund according to the Resolution of the 2024 Shareholders' Meeting and fluctuations in undistributed profit after tax.
- ***Taxes and amounts payable to the State Budget:*** VND 36,702 billion, an increase of VND 2,4 billion, equivalent to an increase of 7% compared to the same period in 2023.
- ***Taxes and amounts already paid to the State Budget:*** VND 37,613 billion, an increase of VND 5,14 billion, equivalent to an increase of 15,8% compared to 2023.
- ***Taxes and amounts still payable to the State Budget:*** VND 5 billion.

2. Controlling the observance of the State's policies and regulations and the Company's operating regulations

- The Company always strictly abides by the State's policies and procedures and the Company's operating regulations.

- Comply with the accounting regime, record, keep books and documents, and make quarterly, six-month and annual financial statements within the prescribed time limit.
- Accounting standards and regimes: The Company applies the corporate accounting system promulgated according to Circular 200/2014/TT-BTC and Circular 53/2016/TT-BTC applying Vietnamese accounting standards. .
- To declare and pay taxes fully and on time as prescribed by law.
- The Company always monitors and updates new regimes and policies on taxes, insurance, etc. to apply promptly

3. Supervise the Financial Statemen in 2024.

The Company's 2024 financial statements have been performed by AASC Independent Auditing Company Limited, which reflects objectively, honestly and reasonably with the Company's financial position.

The Company prepares and presents the financial statements on the basis of compliance with Vietnamese accounting standards, corporate accounting regime and legal regulations relevant to the preparation of the financial statements for the year 2024.

The financial statements fully reflect detailed and general data as of December 31, 2024.

The figures presented in the balance sheet are objective and honest in all respects, the total assets are equal to the total capital at the end of the fiscal year.

Total capital is VND 208,399 billion, an increase of VND 35 billion compared to the same period in 2023 (of which the development investment fund increased by VND 13,77 billion, undistributed profit after tax decreased by VND 7,5 billion, other short-term liabilities increased by VND 18,9 billion, payables to sellers increased by VND 5,048 billion and bank debt increased by VND 5 billion).

Total assets increased by VND 35 billion (of which the historical costs of fixed assets increased by VND 2,78 billion in the year, inventories increased by VND 5,5 billion, savings deposits increased by VND 13 billion, cash equivalents increased by VND 10,56 billion, other short-term receivables increased by VND 1,66 billion, unfinished construction costs of VND 2,7 billion were the R6 battery packaging line being adjusted and completed, increasing fixed assets in the first quarter of 2025, long-term financial investment provisions in GP increased by VND 1,956 billion due to the reversal of provisions, other short-term assets increased by VND 545 million, fixed asset depreciation increased, reducing the value of tangible fixed assets by VND 3,690 billion)..

The business results fully and accurately reflect the targets of revenue, expenses and profit in the financial year, cash flow in accordance with Vietnamese accounting standards and regulations.

4. Supervise the material and asset purchase.

The Company established a Material and Asset Purchasing Council to publicize the purchase and sale of materials and assets in a transparent and reasonable manner.

At the beginning of the year, the Material Purchasing Council approved suppliers, based on the professional departments' quality and price standards for the Council to review and evaluate and sign contracts with material suppliers for 2024.

After reviewing the list of suppliers, the Company mainly signed contracts to purchase and sell materials with traditional and reliable suppliers, choosing a reasonable payment method and currency to achieve the best efficiency.

Results: 100% of the main and auxiliary materials purchased for production are of guaranteed quality and reasonable price.

Every six months, the Company participates in the zinc ingot auction as prescribed with Thai Nguyen Nonferrous Metals Joint Stock Company to buy zinc ingots with the quantity according to the production plan and reasonable price to proactively produce during the period and prepare for 2025.

Based on the current status of machinery, equipment, and means of transport, during the year, the Company invested in increasing fixed assets with a total value of VND 2,780 billion, including: Semi-automatic blister machine, foil labeling machine, grinding machine, and a car equipped for the Branch. Sell off an expired car, which was damaged and operated inefficiently, worth VND 36,4 million.

5. Supervise the costs:

Based on the annual production and business plan, the Company makes detailed plans for each cost element for implementation.

The Company has set up the norms of materials, salary unit prices for each product stage, arranged the classification of labor, and set up reasonable labor schedules for each department and workshop.

Selling expenses, general & administrative expenses and other costs in cash... are also specified in detail.

To achieve the above plan, the Company organizes meetings with key staff, organizes Labor Conferences to deploy goals and implementation plans to each employee.

a) Regarding salary costs.

The salary deducted from the cost corresponding to the finished output in 2024 multiplied by the unit price of each type of product.

The total salary fund implemented in 2024: VND 45,644 billion (including battery production salary and zinc pellet processing salary sold to GP Battery Company Limited, Branch sales salary...) increased by VND 6,47 billion compared to 2023.

Due to the increase in salary unit price from January 1, 2024 and battery production output increased by 20,026 million pieces of all kinds compared to the same period in 2023 and salary of Ho Chi Minh City Branch is implemented according to new regulations.

The industrial meal expenses, allocated to production costs as per regulations at VND 2,327 billion, the total salary fund and industrial meal is VND 47,972 billion."

Regarding the employee's income, it is based on the salary source and the industrial meal source deducted from the cost to distribute to the employees according to the salary payment regulations approved by the labor contract and the collective labor agreement.

The total number of employees participating in the year is 267 people, the average income paid to employees is VND 14,97 million /person/month (including salary and industrial meals), an increase of 18% compared to the same period in 2023.

The balance of the salary fund as of December 31, 2024 is VND 6,95 billion, which is in accordance with regulations and is allowed to be retained at a maximum of no more than 17% of the total annual salary fund.

b) Main material costs.

The price of materials used in production in the first six months of the year decreased significantly due to the reduced inventory price at the end of 2023, while the majority of the last six months of the year increased from 1% to 20% compared to the same period in 2023. Such as zinc ingots increased by 20%, natural MnO₂ 5,6%, Acetylene Black 7,2%, Electrolytic MnO₂ 4,2%, ZnO 12,8%, tin bottom increased from 9,75% to 12,3%, carbon rod 5,9%, separator increased from 1% to 6,5% ... due to the increase in import prices this year compared to 2023, which is an objective reason due to price fluctuations in the market.

c) Auxiliary materials.

Prices of auxiliary materials are relatively stable, some increased, decreased slightly such as the label, the carton box, the display box. General boxes were stable and decreased slightly compared to the same period in 2023.

d) General & Administrative expenses increased by VND 2,659 billion compared to the same period in 2023, of which:

Land rent increased by VND195 million due to the State's price increase, other expenses in cash increased by VND 945 million, costs of purchased services increased by VND105 million, tax expenses not deductible from corporate income tax increased by VND 456 million due to tax inspection exclusion, guest reception costs increased by VND 15 million, supervision fees increased by VND107.5 million, gifts increased by 65 years of the company's establishment by VND120.45 million, Yagi anti-reporting duty and overcoming the consequences after the storm...VND 716 million.

e) Selling expenses increased by VND 1,63 billion compared to the same period in 2023, such as market support, transportation fuel, export brokerage, business trip expenses, customer reception, and other cash expenses.

f) Financial expenses decreased by VND 1,815 billion compared to the same period in 2023, mainly due to the reversal of financial investment provisions in GP Vietnam Co., Ltd. VND 1,956 billion, bank loan interest increased by VND 114 million, exchange rate difference increased by VND 646 million, payment discounts increased by VND 1,16 billion.

6. Capital Usage

Based on the inventory control data at the end of the period on December 31, 2024, the value of materials, goods, finished products, semi-finished products, spare

parts... in stock is VND 92.3 billion, an increase of 5.5 billion compared to the end of 2023 (of which zinc ingots are 518 tons with an inventory value of VND 38.7 billion, an increase of VND 4.34 billion compared to the end of 2023) due to the ending inventory price being 20% higher.

MnO₂ electrolyte inventory increased by 28,2 tons, Acetylene black inventory decreased by 16,3 tons... are materials stored for production in the beginning of 2025.

Zinc pellet inventory decreased by 122,6 VND million compared to the end of 2023.

Finished product inventory decreased by VND 1,5 billion, semi-finished product inventory is at a reasonable level.

Inventory of auxiliary materials increased by VND 695 million, inventory of spare parts increased by VND 320 million by the end of 2023, the Board of Management must review the storage.

Urge the collection of debts from agents in accordance with regulations, in order to increase working capital turnover to ensure production and business efficiency.

Manage and use capital reasonably in prescribed expenses, minimize other expenses in cash

Pay for goods to suppliers in accordance with the regulations stated in the contract, do not let suppliers and customers take over capital.

Always balance cash sources to proactively operate production and business. If there is idle money, deposit it in the bank. As a result, the interest on deposits in the year will be VND 2,34 billion, a decrease of VND 40 million compared to 2023.

7. Sales Performance.

The company builds a reasonable sales policy, finds all effective measures to increase output.

Mainly competitive prices, good product quality, attractive benefits for the dealer system.

The company builds and maintains a professional sales team, regularly supplies goods to dealers, assigns staff in charge of each area, and constantly takes care of the increasingly strong distribution system.

Regularly reconciles debts with customers, urges payment of goods relatively well.

The balance of receivables as of December 31, 2024 is VND 11,4 billion, an increase of VND 36 million compared to the same period in 2023.

During the year, total output increased by 33,7 million psc of all kinds, revenue increased by VND 24,74 billion compared to the same period in 2023.

8. Company's branch in HCM city.

The Branch operates according to the regulations issued by the Company. The Branch is responsible for organizing, managing and implementing the Branch's activities to promote the "Rabbit" battery brand and coordinate the consumption of GP batteries in Ho Chi Minh City and the Southern provinces.

Survey and search for potential customers in Cambodia for export.

The Branch builds its own selling price for each product type suitable for the market, regulates sales policies and customer targets.

Sales revenue must ensure that all costs are covered, including:

Cost of goods sold, selling expense and cover employee costs, rent, telephone, other costs in cash...

Implementation results in 2024:

Total number of batteries consumed reached 7,151 million pcs, an increase of 101 thousand pcs, equivalent to an increase of 1,4% over the same period in 2023, including:

Domestic finished battery consumption output was 6,914 million pcs of all kinds, an increase of 56 thousand pcs, equivalent to an increase of 1% over the same period in 2023.

GP Imported Batteries consumed 237 thousand packs of all kinds, an increase of 45 thousand packs of all kinds, equivalent to an increase of 1% over the same period in 2023.

Actual revenue reached VND 11.5 billion, an increase of VND 497 million compared to 2023. Profit reached -186 million VND. Reasons for the Branch implementing the new regulations The company does not subsidize management staff costs, rent, telephone, other expenses... as before, sales output does not meet the set target.

Accounts receivable at the end of the period 31/12/2024 is VND 735 million, a decrease of VND 17 million compared to the same period in 2023.

9. Profit allocation .

Based on the Resolution of the Annual General Meeting of Shareholders, the Board of Directors submits to the General Meeting of Shareholders the plan for profit distribution and allocation of funds as stipulated in the Company's Charter, the General Meeting of Shareholders participates in discussion and votes to approve as a basis for implementation.

Based on the 2024 business results, pre-tax profit reached VND 73,185 billion, minus corporate income tax of VND 14,927 billion, the remaining VND 58,258 billion, the Board of Directors will submit the profit distribution plan at the 2025 Annual General Meeting of Shareholders.

Based on the actual profit generated in 2024, based on the Company's Charter, the Resolution of the 2024 General Meeting of Shareholders, the Board of Directors plans to submit to the General Meeting of Shareholders a dividend of 50% on charter capital, with 50% already paid in advance in June 2024 and January 2025.

10. BOD's management over the business and operation.

During the year, the Company had advantages and difficulties intertwined:

- Advantages: "Rabbit" Battery products have a brand name in the market, with a distribution system for many years.

"Rabbit" Battery products are competitive enough with domestic batteries due to good price and quality factors.

- Difficulties: The price of main input materials increased in the last six months of the year, the exchange rate increased, leading to increased costs. Facing fierce competition in the market with similar products, R20 battery products are increasingly decreasing due to the appearance of solar chargers on the market.

With the advantages and difficulties as mentioned above, the Board of Directors always studies and grasps the fluctuations of the market economy, closely follows the Resolution of the General Meeting of Shareholders to implement tasks to achieve the highest results.

The Chairman of the Board of Directors always supervises and directs the Director, the Board of Management and other managers in operating the Company's business tasks.

The management and operation of production and business activities of the Board of Management always comply with the provisions of law, the Company's charter, and the resolutions of the shareholders' meeting.

The Board of Management always proactively operates the Company within the scope and authority assigned, and issues beyond its authority are consulted for direction from the Chairman of the Board of Directors.

Under the direction of the Board of Directors, the Board of Management researches and grasps market prices to sign contracts to purchase imported materials and domestic materials to ensure production progress.

The members of the Board of Directors always coordinate with each other to operate all production and business activities effectively, on the principle of complying with the law and the Company's charter.

The Board of Directors maintains a monthly meeting to evaluate and comment on the implementation of tasks of the previous month, to find out shortcomings and weaknesses to overcome.

The Board of Management, in performing the task of managing production and business together with the staff and employees in the Company, has strived to achieve and exceed the implementation targets compared to 2023 specifically:

- Production output increased by 20,026 million pieces of all kinds, an increase of 5,92% compared to the same period in 2023.

- Consumption output increased by 33,7 million pieces of all kinds, an increase of 10.27% compared to 2023

- Revenue increased by VND 24,748 billion compared to 2023, (mainly due to increased consumption output leading to an increase in battery sales revenue of VND 30,56 billion, equivalent to an increase of 5,7% compared to the same period in 2023), while other types of revenue decreased by VND 5,82 billion.

- Profit before tax increased by VND 9,242 billion compared to the same period in 2023, (mainly due to the decrease in the price of main materials used, especially the price of zinc ingots in the first six months of the year due to the low price of zinc inventory at the end of 2023) along with the factor of increased battery sales revenue, in addition to other income such as exchange rate difference and sales support GP.

Comment: In 2024, under the close direction of the Board of Directors, the Board of Management closely followed the Company's management tasks and exceeded all targets compared to 2023. The above results are the great contributions of the leaders and employees of the company.

IV. Shareholders's opinions.

During the year, the Board of Supervisors did not receive any feedback on the Company's production and business operations.

Part 2. Operational plan of the Supervisory Board in 2025.

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

Pursuant to Securities Law No. 54/2019/QH14 dated November 16, 2019.

Pursuant to guiding circulars and decrees.

Pursuant to the Company Charter, internal regulations, operating regulations of the Board of Directors, and the Resolution of the Annual General Meeting of Shareholders.

The Supervisory Board has developed the operating regulations of the Board of Supervisors, which hold meetings at least twice a year to perform its duties throughout the term.

The operating regulations of the Supervisory Board consist of 7 chapters and 22 articles, which are the basis and consistent throughout the performance of the duties of each member of the Supervisory Board.

The Supervisory Board has 3 members (including a head of the board and two members).

There is a specific assignment of tasks for each member to undertake.

The operating method of the Supervisory Board is to work according to the collective principle, take personal responsibility for their work and be responsible for inspection and supervision before shareholders and before the law.

Always comply with the law, the Company Charter, the Resolution of the General Meeting of Shareholders, and professional ethics in exercising one's rights and obligations.

Exercise rights and obligations honestly and carefully to ensure the maximum legitimate interests of the Company.

Be loyal to the interests of the Company and shareholders, do not abuse one's position or position to use information, secrets, and business opportunities of the Company for personal gain or to serve the interests of other organizations and individuals.

Monitor the Company's financial situation, monitor the Board of Directors, Director, and Executive Board in managing and operating the Company.

Check the legality, reasonableness, honesty, and level of prudence in managing and operating the Company.

Be responsible to shareholders for one's Supervisory activities.

Appraise reports on the Company's production and business situation, annual, six-month and quarterly financial reports, reports assessing the management and operation of the Board of Directors, and submit appraisal reports at the Annual General Meeting of Shareholders...

The Supervisory Board has the right to propose and recommend the General Meeting of Shareholders to approve an independent auditing organization to audit the Company's Financial Statements.

Participate in all Board of Directors meetings and directly contribute opinions.

Above are the contents, results, inspection and control, the Supervisory Board has reported to the BOD, the AGM, thank you for listening.

On behalf of the Supervisory Board, I wish the AGM a success, and wish all shareholders health.

HEAD OF SUPERVISORY BOARD



Nguyen Thi Thanh Hai



HANOI BATTERY JOINT STOCK
COMPANY

SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom - Happiness

No : 08 /2025/TTr-ĐHĐCĐ

HaNoi, March 21st, 2025

SUBMISSION

"About profit distribution in 2024"

To: Annual General Meeting of Shareholders of Hanoi Battery Joint Stock Company.

- Pursuant to Resolution 01/2024/NQ-DHĐCĐ of the Annual General Meeting of Shareholders of Hanoi Battery Joint Stock Company dated April 29, 2024;
- Pursuant to production and business results in 2024;
- Pursuant to the provisions of the company's charter.

The company's Board of Directors submits to the General Meeting of Shareholders the profit distribution plan for 2024 for the General Meeting to consider and decide.

**Profit distribution plan for 2024
of Hanoi Battery Joint Stock Company**

I/ Data

No	Item	Ratio %	Value (VND)
1	Charter Capital (CC)		72.539.110.000
	In which: State capital	2%	1.445.330.000
	Capital from foreign investors	49%	35.543.330.000
	Capital from other remaining shareholders	49%	35.550.450.000
2	Total revenue		462.241.917.846
3	Total expenses		389.056.161.879
4	Total Profit (4 = 2 - 3)		73.185.755.967
5	Corporate income tax		14.927.300.318
6	Profit after tax allocated in 2024 (6 = 4 - 5)		58.258.455.649
7	Retained profits from 2023		7.058.085.219
8	Total profits distributed in 2024 (8 = 6 + 7)	100%	65.316.540.868
8.1	Development investment funds (30% of profit after tax)	26,76%	17.478.000.000
8.2	Bonus and welfare fund	2,29%	1.500.000.000
8.3	Dividend payment in 2024 (50% of charter capital)	55,53%	36.269.555.000
	1 st dividend advance in June 3 rd , 2024 (30% of CC)		21,761,733,000
	2 nd dividend payment in January 15 th , 2025 (20% of CC)		14,507,822,000
8.4	Undistributed retained profits (13.88% of CC)	15,42%	10,068,985,868



II/ Explanation:

Based on the total profit distributed in 2024, the Board of Directors respectfully requests the General Meeting of Shareholders to consider and decide:

1/ Dividend payment in 2024 by in is VND 36,269,555,000 equivalent to 50% of charter capital.

In which:

+ The 1st Advance dividend payment on June 3, 2024 is 30%,

+ 2nd Advance dividend payment on January 15, 2025 is 20%.

2/ Extraction for investment and development fund: According to Clause 1, Article 50 of the company's charter: to extract up to 30% of profit after tax to serve the development of the company, the Board of Directors requests the meeting to allow the extraction of 30% of profit after tax in 2024 is: VND 17,478 billion. After the AGM approve, the accumulative balance reached: VND 67,881 billion (equivalent to 93,58% of charter capital).

3/ Extraction for Bonus and welfare fund: The Board of Directors proposes that the congress allow the Extraction of VND 1,5 billion, equivalent to 2.29% of profit after tax to reward and encourage employees with outstanding achievements in production and business, solve social issues, and visit and encourage current and retired employees of the Company.

4/ The remaining profit, proposed to be allowed by the General Meeting to be left undistributed is: VND 10,068 billion, equivalent to 13.88% of charter capital. Purpose of use: Increase capital for production and business activities and stabilize dividends for the following years.

Based on the above figures and explanations of the Board of Directors, the AGM is proposed to discuss and vote for approval./.

Recipient:

- Shareholders
- BOD,BOS
- Archives

ON BEHALF OF THE BOD
Chairman



Michael Lam
LAM HIN LAP MICHAEL

**HANOI BATTERY JOINT STOCK
COMPANY**

No : 09 /2025/TTr-ĐHĐCĐ

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

HaNoi, March 21st, 2025

SUBMISSION
Regarding: Investment in 2025

To: Annual General Meeting of Shareholders in 2025.

Pursuant to the general requirements of the Environmental Law, the Fire Prevention and Fighting Law, and the tasks of the production and business plan for 2025 and subsequent years.

The Board of Directors submits to the General Meeting of Shareholders for approval the investment in the following items:

I/ Exhaust Gas Treatment System from the Zinc Smelting Electric Furnace

1/ Investment Purpose and Demand:

- Meeting the requirements of the Environmental Law.

2/ Treatment Capacity and Technology:

- Capacity: 6000 m3/hour
- Exhaust gas treatment technology: Activated carbon adsorption to treat environmental pollutants such as zinc vapor and oil vapor (if any).
- Estimated investment value: VND 161,000,000 (excluding items the Company already possesses).

3/ Supplier:

- ETM Water and Environment Treatment Technology Joint Stock Company.

II/ Dust Treatment System from the Positive Electrode Powder Mixing Area

1/ Investment Purpose and Demand:

- Meeting the requirements of the Environmental Law.

2/ Treatment Capacity and Technology:

- Capacity: 12000 m3/hour - 15000 m3/hour of dusty gas
- Dust treatment technology: Wet Cyclone technology, using water to bind dust particles to prevent dust from escaping into the environment, ensuring environmental and occupational environmental standards meet Vietnamese standards.
- Estimated investment value: VND 618,000,000.

3/ Supplier:

- ETM Water and Environment Treatment Technology Joint Stock Company.

III/ Other Supporting Items for Obtaining an Environmental Permit

1/ Items:

- 1.1/ Pumping system and wastewater pipeline from the clean water production station to the production wastewater treatment station for treatment.
- 1.2/ Construction of a wastewater discharge sampling point for monitoring and inspection.
- 1.3/ Construction of concrete platforms for installing dust treatment equipment and gas treatment equipment.



1.4/ Enclosing the material loading and mixer areas (3rd floor and 2nd floor of the powder mixing building) into enclosed chambers for dust extraction as required by the design.

2/ Estimated Investment Value: VND 200,000,000

3/ Implementation: The Company will coordinate with an outsourced construction team.

IV/ Server

1/ Investment Purpose and Demand: To serve the operation of the accounting software system; Store data; and connect the information network for the Company's management work, replacing the old server invested in 2013, which has repeatedly failed and is now beyond repair.

2/ Machine Type: Dell manufactured.

3/ Investment Value: VND 130,000,000.

V/ Pickup Truck

1/ Investment Purpose and Demand: To supplement and enhance market and sales services.

2/ Vehicle Type: 750 kg Pickup Truck, THACO Brand, manufactured and assembled in Vietnam.

3/ Estimated Investment Value: VND 375,000,000.

VI/ Total Estimated Investment Value: VND 1,484,000,000

- The Board of Directors requests the General Meeting to consider, approve, and pass the investment plan with an estimated cost of VND 1.484 billion from the Company's equity. Simultaneously, authorizing the Board of Directors to select the investment timing, negotiate prices, and other related issues to meet the requirements and tasks.

Recipient:

- Shareholders
- BOD, BOS
- Archives.

**ON BEHALF OF BOARD OF
DIRECTORS**

Chairman



LAM HIN LAP MICHAEL



HANOI BATTERY JOINT
STOCK COMPANY

SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom - Happiness

No : 10 /2025/TTr-ĐHĐCĐ

Ha Noi, March 21st, 2025

SUBMISSION

**Regarding: Dismissal and Election of additional members to the
Company's Board of Directors for the term 2022-2027**

To: 2025 Annual General Meeting of Shareholders of Hanoi Battery Joint Stock Company.

Pursuant to the Enterprise Law No. 59/2020/QH14 dated June 17, 2020, of the National Assembly and the guiding documents for its implementation;

Pursuant to the Securities Law No. 54/2019/QH14 dated November 26, 2019, of the National Assembly and the guiding documents for its implementation;

Pursuant to the resignation letter of Mr. Pham Van Nghia, dated February 02, 2025;

Pursuant to Clause 1, Article 27 of the Charter of Hanoi Battery Joint Stock Company regarding the number of Board of Directors members; Point 3.3, Clause 3, Article 27 of the Charter of Hanoi Battery Joint Stock Company regarding the number of permanent Board of Directors members in Vietnam.

The Board of Directors of Hanoi Battery Joint Stock Company submits to the General Meeting of Shareholders for consideration and approval of the resignation and election of additional replacement members of the Board of Directors for the 2022-2027 term as follows:

1/ Dismissal of Board of Directors member for the 2022-2027 term:

Mr. Pham Van Nghia – Board of Directors Member

2/ Election of additional replacement Board of Directors member for the 2022-2027 term as follows:

2.1/ Quantity: 01 (one) member;

2.2/ The term of the newly elected Board of Directors member is the remaining period of the term 2022-2027.

2.3/ Criteria and conditions for Board of Directors candidate of the Company: According to the provisions of the Enterprise Law and the Company's Charter.

3/ The candidate list and candidate resumes are published on the Company's website 10 days before the General Meeting of Shareholders, as stipulated.

• The Board of Directors respectfully requests the General Meeting to consider and approve the above contents.

Recipient:

- Shareholders
- Board of Directors, Supervisory Board
- Archives, Company Secretary

ON BEHALF OF THE BOD

Chairman



Michael Lam
LAM HIN LAP MICHAEL

**HANOI BATTERY JOINT STOCK
COMPANY**

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

No : 06 /2025/TTr-ĐHĐCĐ

HaNoi, March 21st, 2025

SUBMISSION

Regarding: Amendment of the Charter and Operating Regulations of the Board of Directors, the Internal Corporate Governance Regulations of the Company.

To: The Annual General Meeting of Shareholders Hanoi Battery Joint Stock Company in 2025.

Pursuant to the Enterprise Law No. 59/2020/QH14 dated June 17, 2020, of the National Assembly and its implementing guidelines;

Pursuant to the Securities Law No. 54/2019/QH14 dated November 26, 2019, of the National Assembly and its implementing guidelines;

Pursuant to the Model Charter and Model Regulations promulgated under Circular No. 116/2020/TT-BTC dated December 31, 2020, of the Ministry of Finance, providing guidelines on certain aspects of corporate governance applicable to public companies.

The Board of Directors of Hanoi Battery Joint Stock Company submits to the General Meeting of Shareholders for consideration and approval of the following contents:

1/ Approval of the Amendment to the Company's Charter with the amended contents detailed in the attached Appendix;

2/ Approval and assignment to the Board of Directors to be responsible for the following tasks:

2.1/ Based on the amended contents of the Charter approved by the General Meeting of Shareholders, drafting, updating, adjusting, and amending the relevant provisions, ... in the Charter, the Board of Directors' Operating Regulations, and the Company's Internal Corporate Governance Regulations;

2.2/ Promulgating the Charter, the Board of Directors' Operating Regulations, and the Company's Internal Corporate Governance Regulations.

3/ The Board of Directors is responsible for reporting to the General Meeting of Shareholders at the nearest annual meeting on the implementation of the assigned tasks mentioned in item 2.

4/ The full text of the Charter, the Board of Directors' Operating Regulations, and the Company's Internal Corporate Governance Regulations will be disclosed and reported to the shareholders and state management agencies in accordance with the law.

The Board of Directors respectfully requests the General Meeting to consider and approve the above contents./.

Sincerely thank you!

Recipient:

- Shareholders
- BOD, BOS
- Archives.

ON BEHALF OF BOARD OF
DIRECTORS
Chairman

LAM HIN LAP MICHAEL

APPENDIX TO THE PROPOSAL FOR AMENDMENT OF THE CHARTER
(Attached to Proposal No.: Dated March 2025)

<i>Article/ Clause</i>	<i>Content</i>	<i>Original Charter 2021</i>	<i>Amendment</i>	<i>Explanation</i>
Article 2, Clause 5	Name, form, head office... Duration of the company	Unless terminated earlier as stipulated in Clause 2, Article 58, Article 59, or extended in accordance with Article 60 of this Charter, the duration of the Company shall commence from the date of establishment and be indefinite.	Unless terminated earlier as stipulated in <u>Clause 2, Article 58, or extended in accordance with Article 59</u> of this Charter, the duration of the Company shall commence from the date of establishment and be indefinite.	Typographical error, incorrect citation of article sequence
Article 7	Share Certificate	<p>1. Shareholders of the Company shall be issued a share certificate corresponding to the number and type of shares they own, except in cases stipulated in Clause 7 of Article 7.</p> <p>2. The share certificate must bear the Company's seal and the signature of the Company's legal representative in accordance with the provisions of the Law on Enterprises. The share certificate must contain all the required details as prescribed in Clause 1, Article 121 of the Law on Enterprises.</p> <p>3. Within thirty (30) days from the date of submission of a complete application for the transfer of share ownership as prescribed by the Company, or within two months (or longer as stipulated in the issuance terms) from the date of full payment for the purchase of shares as specified in the Company's share issuance plan, the shareholder shall be issued a share certificate. Shareholders shall not be required to pay the Company for the printing of the share certificate or any other related fees.</p> <p>4. In the event of a partial transfer of registered shares recorded in a registered share certificate, the old certificate shall be canceled, and a new certificate reflecting the remaining shares shall be issued free of charge.</p> <p>5. If a registered share certificate is damaged, erased, lost, stolen, or destroyed, the shareholder may request the issuance of a new certificate, provided that they present proof of share ownership and pay all relevant costs to the Company.</p> <p>6. Shareholders shall be responsible for safeguarding their share certificates, and the Company shall not be liable in cases where such certificates are lost, stolen, or fraudulently used.</p> <p>7. The Company may issue registered shares without a certificate format. The Board of Directors may issue regulations allowing registered shares (whether in certificate form or not) to be transferred without requiring a written transfer document. The Board of Directors may also establish regulations regarding share certification and transfer in compliance with the Law on Enterprises, securities laws, stock market regulations, and this Charter.</p>	<p>1. Shareholders of the Company shall be issued a share certificate corresponding to the number and type of shares they own.</p> <p>2. Shares are a type of security that certifies the legal rights and interests of the holder in a portion of the share capital of the issuing organization. The share certificate must contain all the required details as prescribed in Clause 1, Article 121 of the Law on Enterprises.</p> <p>3. Within 30 days from the date of submission of a complete application for the transfer of share ownership as prescribed by the Company, or within 60 days from the date of full payment for the purchase of shares as specified in the Company's share issuance plan (or within another period as stipulated in the issuance terms), the shareholder shall be issued a share certificate. Shareholders shall not be required to pay the Company for the printing of the share certificate.</p> <p>4. In the event that a share certificate is lost, damaged, or otherwise destroyed, the Company shall reissue the share certificate at the shareholder's request. The shareholder's request must include the following: a) Information regarding the share certificate that has been lost, damaged, or otherwise destroyed; b) A commitment to bear responsibility for any disputes arising from the issuance of the new share certificate.</p>	<p>Clause 1 refers to Clause 7; Clause 4 is not in compliance with legal regulations on share transfer for listed companies; Certain contents are contradictory, such as Clause 5 and Clause 6; Clause 7 lacks clarity; It is recommended to use the standard Charter provisions as per Circular 116/2020/TT-BTC, which provides guidance on certain corporate governance matters for public companies.</p>

Article 14, Clause 1	General Meeting of Shareholders	The General Meeting of Shareholders is the highest authority of the Company. The Annual General Meeting of Shareholders is held once a year. The General Meeting of Shareholders must convene annually within four months from the end of the fiscal year. The Board of Directors may decide to extend the holding of the Annual General Meeting of Shareholders if necessary for the benefit of the Company and shareholders, but such extension shall not exceed six months from the end of the fiscal year.	The General Meeting of Shareholders is the highest authority of the Company. The Annual General Meeting of Shareholders is held once a year. The General Meeting of Shareholders must convene annually within four months from the end of the fiscal year. The Board of Directors may decide to extend the holding of the Annual General Meeting of Shareholders if necessary for the benefit of the Company and shareholders, but such extension shall not exceed six months from the end of the fiscal year. <u>In addition to the annual meeting, the General Meeting of Shareholders may convene extraordinary meetings. The location of the General Meeting of Shareholders is determined as the place where the chairperson attends the meeting and must be within the territory of Vietnam.</u>	Supplement the meeting location of the General Meeting of Shareholders in accordance with the standard Charter.
Article 17, Clause 3	Changes to Rights	3. The procedures for conducting such separate meetings shall be carried out in accordance with the provisions of Articles 19, 20, and 21.	3. The procedures for conducting such separate meetings shall be carried out in accordance with the provisions of Articles 19, 20, and 21 of this Charter.	Amended to supplement legal references.
Article 18, Clause 1	Convening the General Meeting of Shareholders	The Board of Directors convenes the General Meeting of Shareholders, or the General Meeting of Shareholders is convened in the cases stipulated in Article 14, Clause 4, Point b, or Article 14, Clause 4, Point c.	The Board of Directors convenes the Annual and Extraordinary General Meetings of Shareholders. The Board of Directors convenes an Extraordinary General Meeting of Shareholders in the cases stipulated in Clause 3, Article 14 of this Charter.	Amend in accordance with the standard Charter.
Article 22, Clause 4	Authority and procedures for collecting opinions	4. The completed opinion ballots must bear the signature of the shareholder if an individual, or the authorized representative or legal representative of the shareholder if an organization. The opinion ballots sent to the Company must be enclosed in a sealed envelope, and no one is allowed to open them before the vote count. Opinion ballots received by the Company after the deadline specified in the ballot content or those that have been opened beforehand shall be deemed invalid.	4. Shareholders may submit their completed opinion ballots to the Company by mail, fax, or email under the following regulations: a) In the case of mail submission, the completed opinion ballot must bear the signature of the shareholder if an individual, or the authorized representative or legal representative of the shareholder if an organization. The opinion ballot sent to the Company must be enclosed in a sealed envelope, and no one is allowed to open it before the vote count. b) In the case of fax or email submission, the opinion ballot sent to the Company must remain confidential until the vote count. c) Opinion ballots received by the Company after the deadline specified in the ballot content, or that have been opened in the case of mail submission, or disclosed in the case of fax or email submission, shall be deemed invalid. Opinion ballots that are not submitted shall be considered as non-participation in voting.	Amend in accordance with the standard Charter, ensuring the rights of Shareholders.
Article 26, Clause 7	Appointment of Board of Directors members	7. The Board of Directors may appoint a new member to the Board of Directors to fill a vacancy, and this new member must be approved at the immediately following General Meeting of Shareholders. Upon approval by the General Meeting of Shareholders, the appointment of the new member shall be deemed effective as of the date of appointment by the Board of Directors.	Omission of the entire Clause 7, Article 26.	Reason: According to the Law on Enterprises 2020, the Board of Directors does not have the authority to nominate or appoint members of the Board of Directors. The appointment and election of members of the Board of Directors fall under the authority of the General Meeting of Shareholders.
Article 26, Clause 10	Number of public companies a Board member may participate in	A member of the company's Board of Directors may not concurrently serve as a member of the Board of Directors in more than five other public companies.	Omission of the entire Clause 10, Article 26.	Reason: The content is redundant with Point c, Section 1.1, Clause 1, Article 26.

Article 31 Clause 4	Meetings of the Board of Directors	The meetings of the Board of Directors referred to in Clause 3, Article 28 must be held within seven working days after a meeting request is made. If the Chairman of the Board of Directors does not approve the convening of the meeting as requested, the Chairman shall be responsible for any damages incurred by the Company, the individuals requesting the meeting, as mentioned in Clause 3, Article 28, may convene the Board of Directors meeting themselves.	The meetings of the Board of Directors referred to in Clause 3 of this Article must be held within seven working days after a meeting request is made. If the Chairman of the Board of Directors does not approve the convening of the meeting as requested, the Chairman shall be responsible for any damages incurred by the Company, the individuals requesting the meeting, as mentioned in Clause 3 of this Article , may convene the Board of Directors meeting themselves.	Drafting error, citing the wrong order of applicable terms
Article 31 Clause 7	Notification and agenda of Board meetings	7. Notice and Meeting Agenda: The notice of the Board of Directors meeting must be sent to the members of the Board at least five days before the meeting is held. The members of the Board may waive the meeting notice in writing, and such waiver may have retroactive effect. The notice of the Board meeting must be in written form in Vietnamese and must fully specify the agenda, time, and location of the meeting, along with the necessary documents related to the matters to be discussed and voted on at the Board meeting, as well as the ballots for Board members who are unable to attend.	7. Notice and Meeting Agenda: The notice of the Board of Directors meeting must be sent to the members of the Board at least five days before the meeting is held. The members of the Board may waive the meeting notice in writing, and such waiver may have retroactive effect. The notice of the Board meeting must be in written form in both Vietnamese and English and must fully specify the agenda, time, and location of the meeting, along with the necessary documents related to the matters to be discussed and voted on at the Board meeting, as well as the ballots for Board members who are unable to attend.	Add the requirement for the English language.
Article 34 Clause 1	Executive officer	1. Executives (including the Chief Executive Officer, several Deputy Chief Executives)	1. Executives include the Director, Deputy Director, and Chief Accountant and managers.	Rephrase the section about the Executives to avoid content duplication.
Article 35 Clause 2	Income of the executive officer	2. The income of executives and other managerial personnel is accounted for in the company's salary fund and implemented according to the company's annual salary regulations, which are approved by the Employee Conference (or based on the value stated in the labor contract signed by the Board of Directors).	2. The income of executives and other managerial personnel is accounted for in the company's salary fund and implemented according to the company's annual salary regulations, which are approved by the Employee Conference (or based on the value stated in the labor contract signed by the Board of Directors).	Supplement it according to the standard Charter and the actual content of the reports being prepared.
		The annual salary and other remuneration of executives must be reported to the General Meeting of Shareholders.	The annual salary and other remuneration of executives must be presented as a separate item in the company's annual financial statements and reported to the General Meeting of Shareholders at the annual meeting .	
Article 36 Clause 1	Appointment of the General Director	1. Appointment: The Board of Directors shall appoint a member of the Board as the General Director.	1. Appointment: The Board of Directors shall appoint a member of the Board as the General Director.	Amended according to the model charter.
Article 36 Clause 2	Addition of the General Director concept	Not yet available	2. The Chief Executive Officer is responsible for managing the Company's daily business.	Amended according to the model charter; all contents from Clause 2 on CEO Standards to Clause 6 are automatically adjusted to Clauses 3 to 7.
Article 40 Clause 1	Head of the Supervisory Board	1. The Head of the Supervisory Board shall be elected by the Supervisory Board from among its members; the election, dismissal, and removal shall follow the majority principle. The Head of the Supervisory Board must hold a university degree or higher in one of the following fields: economics, finance, accounting, or auditing.	1. The Head of the Supervisory Board shall be elected by the Supervisory Board from among its members; the election, dismissal, and removal shall follow the majority principle. The Head of the Supervisory Board must hold a university degree or higher in one of the following fields: economics, finance, accounting, or auditing.	Revised according to the model charter.
Article 46 Clause 1	Liability for damages and compensation	1. Members of the Board of Directors, members of the Supervisory Board, and the Chief Executive Officer shall be responsible for any damages caused by their violations.	1. Members of the Board of Directors, members of the Supervisory Board, the Chief Executive Officer, and other executives who violate their obligations of honesty and prudence or fail to fulfill their duties shall be liable for any damages caused by their violations.	Revised according to the model charter.

Article 57	Company seal	<p>1. The Board of Directors shall decide on the official seal of the Company, and the seal shall be made in accordance with legal regulations.</p> <p>2, The Board of Directors and the Chief Executive Officer shall use and manage the seal in compliance with applicable laws.</p>	<p>1. The Company's seal includes seals made by authorized engraving facilities or digital signatures in accordance with the law on electronic transactions.</p> <p>2. The Board of Directors shall determine the type, quantity, form, and content of the Company's seal, as well as the seals of its branches and representative offices (if any).</p> <p>3. The Board of Directors and the Chief Executive Officer shall use and manage the seal in compliance with applicable laws.</p>	Revised according to the model charter and current laws on digital signatures.
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ON BEHALF OF THE BOARD OF DIRECTORS

52. CHAIRMAN

CÔNG TY CỔ PHẦN PINH HẠ NỘI

THÀNH TRÌ - TỔNG GIÁM ĐỐC

Michael Lap Micheal

C.T.C.P. ION PHU

HANOI BATTERY JOINT STOCK
COMPANY

SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom - Happiness

No : 11 /2025/TTr-DHĐCĐ

HaNoi, March 21st, 2025

SUBMISSION

Regarding: Choosing an auditing company

To: Annual General Meeting of Shareholders in 2025

- Pursuant to Clause 1, Article 56 of the Company's Charter stipulates on Auditing:
“The General Meeting of Shareholders appoints an independent auditing company or approves a list of independent auditing companies and authorizes the Board of Directors to decide on selecting one of these Companies to audit the Company's financial statements for the next fiscal year are based on the terms and conditions agreed with the Board of Directors.”
- Based on the proposal of the Supervisory Board, the Company's Board of Directors selected AASC Auditing Firm Company Limited to audit the Company's financial statements for the fiscal year 2025.
- If for some reason, AASC Auditing Firm Company Limited cannot audit the Company's financial statements, the Board of Directors will select another auditing company to replace it based on the proposal of the Supervisory Board.
- The Board of Directors respectfully submits to the General Assembly for discussion and voting for approval./.

Recipient:

- Shareholders
- BOD, BOS
- Archives.

**ON BEHALF OF BOARD OF
DIRECTORS**

Chairman



LAM HIN LAP MICHAEL

**HANOI BATTERY JOINT STOCK
COMPANY**

SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom - Happiness

No : 12 /2025/TTr-ĐHĐCD

HaNoi, March 21st, 2025

**NOTICE OF THE BOARD OF DIRECTORS
HANOI BATTERY JOINT STOCK COMPANY**

"Regarding the candidacy and nomination for the election of additional members to the Board of Directors of the Company for the term 2022-2027."

To: THE SHAREHOLDERS OF HANOI BATTERY JOINT STOCK COMPANY

Pursuant to the Enterprise Law No. 59/2020/QH14 dated June 17, 2020, of the National Assembly and the guiding documents for implementation;

Pursuant to the Securities Law No. 54/2019/QH14 dated November 26, 2019, of the National Assembly and the guiding documents for implementation;

Pursuant to the resignation letter dated February 2, 2025, effective from February 11, 2025, of Mr. Pham Van Nghia - Chairman of the Board of Directors for the term 2022 - 2027;

Pursuant to Clause 1, Article 27 of the Hanoi Battery Joint Stock Company's Charter, which stipulates the number of members of the Board of Directors; point 3.3, Clause 3, Article 27 of the Hanoi Battery Joint Stock Company's Charter, which stipulates the number of resident members of the Board of Directors in Vietnam;

The Board of Directors respectfully informs the shareholders about the candidacy and nomination for the election of additional members to the Board of Directors for the term 2022 - 2027 at the 2025 Annual General Meeting of Shareholders as follows:

I/ To self-nominate and nominate members of the Board of Directors:

1/ The number of additional members to be elected to the Board of Directors for the term 2022-2027 is: 01 (one) member.

2/ Criteria for Members of the Board of Directors:

Based on Article 26, Clause 1, Section 1.1 Points a and b of the Company's current Charter, members of the Board of Directors must meet the following criteria and conditions:

- a/ Not be subject to the provisions of Clause 2, Article 17 of the Enterprise Law;
- b) Having professional qualifications and experience in business administration or in the main business lines of the company.
- c/ Additionally, pursuant to Point 3.3, Clause 3, Article 27 of the Charter of Hanoi Battery Joint Stock Company, a candidate for the Board of Directors must be a permanent resident of Vietnam..

3/ Nominate and self-nominate members of Members of the Board of Directors:

Members of the Board of Directors are nominated by shareholders according to the percentage of shares owned by each shareholder at the time of closing the list of shareholders attending the 2025 annual shareholders' meeting. Shareholders have the right to combine their share ownership ratios to nominate members of the Board of Directors; The number of additional members of the Board of Directors that need to be elected is 01 member, therefore, based on Clause 3, Article 26 of the Company's Charter, shareholders or



groups of shareholders holding 10% or more of the voting shares are entitled to nominate a candidate for the General Meeting to elect to fill the vacant position of Board member for the remaining time for the term 2022 - 2027.

II. Dossier of nominations and candidates:

Dossier of nomination and candidacy for the election of additional members to the Board of Directors include:

- 1/ Application for nomination or candidacy to join the Board of Directors
- 2/ Curriculum vitae (CV) self-declared by the candidate (According to the standard form).
- 3/ Identity card citizen identification card for Vietnamese citizens. Passport for foreigners (copy)

Shareholders can download the application forms for nomination and candidacy at the company's website: : www.habaco.com.vn.

4. Time and place to send candidacy and nomination dossiers:

Dossier of candidacy and nomination must be sent in person or by post (Express delivery) to the company's headquarters before 12:00 a.m. on April 14, 2025, at the address:

- Hanoi Battery Joint Stock Company.
- Address: No. 72 Phan Trong Tue Street, Van Dien town, Thanh Tri district, Hanoi city.
- Telephone:
Company office: 02438615365.
Company Secretary: Do Thi Le Mai, phone: 0932559996

- The envelope should clearly state "Dossier of candidacy and nomination for the election of additional member to the Board of Directors for the term 2022 -2027.

After the specified time, the company will not receive and handle any complaints from shareholders about your candidacy, nomination for the Board of Directors for the term 2022-2027.

For more information, please see the company's website: www.habaco.com.vn, or contact the company secretary:

Sincerely./.

Recipient:

- Shareholders
- BOD, BOS
- Archives, Company Secretary.

**ON BEHALF OF BOARD OF
DIRECTORS
Chairman**



Michael Lam
LAM HIN LAP MICHAEL



GROUP MEETING MINUTES

NOMINATION OF CANDIDATES TO JOIN THE BOARD OF DIRECTORS HANOI BATTERY JOINT STOCK COMPANY TERM 2022 - 2027.

Today, on...../...../2025, at,
we are the shareholders of Hanoi Battery Joint Stock Company together holding
.....shares (in words: shares)
at the time of closing the list of shareholders attending the 2025 General Meeting of
Shareholders, accounting for % of the voting shares of the Company,
named in the list below:

No	Shareholder name	ID no	Address	Share owned	Sign and full name or seal
1					
2					
3					
	Total				



We are unanimously nominating: Mr/Ms.....Date of birth.....
ID card/ Citizen ID Card/Passport No.....Date/
Issued by/:.....
Permanent address:.....

Act as a group representative to carry out nomination procedures in accordance with the
Regulations on nomination for the Board of Directors of Hanoi Battery Joint Stock Company 2022-
2027..

And unanimously nominate the following candidates to join the Board of Directors:

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

ID card/ Citizen ID Card /Passport No.:.....Date/ :.....

Issued by/:.....

Permanent address:.....

Education levelMajor:.....

Currently owning:(shares)

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

ID card/ Citizen ID Card /Passport No.:.....Date/ :.....

Issued by/:.....

Permanent address:.....

Education levelMajor:.....

Currently owning:(shares)

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

ID card/ Citizen ID Card /Passport No.:.....Date/ :.....

Issued by/:.....

Permanent address:.....
Education levelMajor:.....
Currently owning:(shares)

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

ID card/ Citizen ID Card /Passport No.:.....Date/ :.....

Issued by/:.....

Permanent address:.....

Education levelMajor:.....

Currently owning:(shares)

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

ID card/ Citizen ID Card /Passport No.:.....Date/ :.....

Issued by/:.....

Permanent address:.....

Education levelMajor:.....

Currently owning:(shares)

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

ID card/ Citizen ID Card /Passport No.:.....Date/ :.....

Issued by/:.....

Permanent address:.....

Education levelMajor:.....

Currently owning:(shares)

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

ID card/ Citizen ID Card /Passport No.:.....Date/ :.....

Issued by/:.....

Permanent address:.....

Education levelMajor:.....

Currently owning:(shares)

This Minutes is made at time, date /.../2025 at

Group Representative
(Sign and write full name)





SOCIALIST REPUBLIC OF VIETNAM

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**APPLICATION FORM
TO JOIN THE BOARD OF DIRECTORS
HANOI BATTERY JOINT STOCK COMPANY TERM 2022 - 2027**

**Dear : ORGANIZATION COMMITTEE OF THE GENERAL MEETING
SHAREHOLDERS**

HANOI BATTERY JOINT STOCK COMPANY

My name is..... Date of Birth.....
ID card number:.....Date of issue:.....
Issued by:.....
Permanent address:
Academic level:.....
Major:.....
Currently owns:shares
(in word:.....) at the
time of closing the list of shareholders attending the 2025 general meeting of
shareholders.

Accounted for: % of the total number of voting shares of the company.

I request the Organizing Committee of the General Meeting of Shareholders of Hanoi
Battery Joint Stock Company to register for the candidacy for the Board of Directors
of Hanoi Battery Joint Stock Company for the term 2022 - 2027 at the General
Meeting of Shareholders in 2025.

If I am elected as a member of the Board of Directors by the shareholders, I would
like to bring all my energy and enthusiasm to contribute to the development of Hanoi
Battery Joint Stock Company.

Sincerely thank you!

..., date month year 2025

SHAREHOLDER

(Sign and write full name)

Số: /2025/NQ-ĐHĐCĐ

Ha Noi, April 25, 2025

**(DRAFT))
RESOLUTION
ANNUAL GENERAL MEETING OF SHAREHOLDERS IN 2024**

- Pursuant to Enterprise Law No. 59/2020/QH14 approved by the National Assembly on June 17th, 2020, effective from January 1, 2021;
- Pursuant to the current Charter of Hanoi Battery Joint Stock Company;
- Pursuant to the agenda of the Annual General Meeting of Shareholders in 2025 held on April 25, 2025;
- Pursuant to the Minutes of the Annual General Meeting of Shareholders Hanoi Battery Joint Stock Company on April 25th, 2025;

The AGM of Hanoi Battery Joint Stock Company

RESOLVES

- 1- The Annual General Meeting approves the Report on the results of operation in 2024; operation plan for 2025 of the Board of Directors.**
- 2- Approves the report on the Results of Production and Business Operations in 2024 and Business Plan for 2025.**

2.1 Results of Production and Business Operations in 2024 with the following specific targets:

- Revenue: VND 462,241 billion
- Profit before tax: VND 73,19 billion

Other indicators as presented in the report..

2.2 Production and business plan for 2024 with the following specific targets:

- Production and sales volume: 377,5 million pcs.
- Target revenue: VND 490,783 billion
- Profit before tax: VND 54,12 billion
- Expected dividend: 50% of charter capital

Organizational measures for achieving targets as presented in the report.

- 3- The Annual General Meeting approves the Financial Statements for 2024, audited by AASC Auditing Firm Limited Company..**
- 4- The Annual General Meeting approves the Report on the Activities of the Supervisory Board in 2024.**
- 5- The Annual General Meeting approves the plan for profit distribution in 2024 with the following specific content::**

5.1 Distributable after-tax profit in 2024:	VND 58.258.455.649
5.2 Retained profit from 2023	VND 7.058.085.219
5.3 Total distributable profit (100%)	VND 65.316.540.868
- Allocation to the Development Investment Fund (26.76% of total after-tax profit)	VND 17.478.000.000
- Allocation to the Reward and Welfare Fund (2.29% of total distributable profit)	VND 1.500.000.000
- Dividend payment in 2024: 50% of charter capital (62.22% of total distributable profit)	VND 36.269.555.000
<i>1st advance payment: 30% of charter capital in June 2024</i>	<i>VND 21.761.733.000</i>
<i>2nd advance payment: 20% of charter capital in January 2025</i>	<i>VND 14.507.822.000</i>
- Undistributed retained profit (13.88% of total charter capital)	VND 10,068,985,868

6- The Annual General Meeting approves the Board of Directors' submission on investment in 2025

- Exhaust gas treatment system from the zinc melting electric furnace.
- Dust treatment system from the positive electrode powder mixing area.
- Other auxiliary items.
- Fire Prevention and Fighting design consulting to meet Fire Prevention and Fighting requirements according to Resolution 05/2022/NQ-HĐND of the Hanoi People's Council dated July 6, 2022.
- Server to support the operation of the accounting software system; data storage; and information network connection for the Company's management.
- Pickup truck to enhance market and sales operations.

* The Annual General Meeting authorizes the Board of Directors to select the investment timing, negotiate prices, and handle related issues to meet requirements.

7- The Annual General Meeting approves the submission on the dismissal and election of additional members of the Board of Directors and conducts the election of additional members of the Board of Directors::

- The Annual General Meeting agrees with.....% of the content of the submission on the dismissal and election of additional members of the Board of Directors.

- The Annual General Meeting has conducted the election of additional members of the Board of Directors for the term 2022-2027..

+ List of candidates and nominations:

+ Election results:

8- The Annual General Meeting approves the submission on amending the company's charter and regulations:

- Proposal on amending the Charter and the Operating Regulations of the Board of Directors, and the Internal Regulations on Corporate Governance.

- The Annual General Meeting assigns the Board of Directors to complete, announce, and issue the aforementioned documents in accordance with current legal regulations.

9- The Annual General Meeting approves the Board of Directors' submission on selecting an auditing firm for the fiscal year 2025:

According to the Board of Directors' submission at the Annual General Meeting, the Annual General Meeting agrees to select AASC Auditing Firm Limited Company as the auditing firm for the Company's financial statements in 2025.

In the event that AASC Auditing Firm Limited Company cannot audit the Company's financial statements in 2025 for any reason, the Annual General Meeting authorizes the Board of Directors to decide on the selection of an auditing firm as proposed by the Supervisory Board.

10-Announcement of the General Meeting results

The General Meeting assigns the Board of Directors and the Legal Representative to organize the public announcement of the entire Minutes and Resolutions of the General Meeting in accordance with current regulations of the Law on Enterprises, the Law on Securities, and other relevant legal documents.

The General Meeting assigns the Board of Directors to direct the implementation of the Resolutions approved by the Annual General Meeting of Shareholders./.

**ON BEHALF OF THE GENERAL
MEETING OF SHAREHOLDERS**

Chairman

Recipient:

- *Shareholders*
- *Board of Directors, Supervisory Board*
- *Information disclosure, website posting*
- *Archive, Company Secretary*

LAM HIN LAP MICHAEL