

**VIET THAI ELECTRIC CABLE
CORPORATION**

SOCIALIST REPUBLIC OF VIET NAM
Independence - Freedom - Happiness

DRAFT



**AGENDA
OF THE 2025 ANNUAL SHAREHOLDERS' MEETING**
(On April 25th, 2025)

TIME	CONTENT
13:30 – 14:00	<ul style="list-style-type: none"> - Welcome shareholders - Register shareholders attending General Meeting
14:00 – 14:30	<ul style="list-style-type: none"> - Opening Ceremony - Report on Shareholder Attendance - Introduction of AGM presidium Committee and Secretary - Approval of Vote Counting Committee - Approval of Meeting Agenda and Working Regulations.
14:30 – 15:10	<ul style="list-style-type: none"> - Approval of the Board of Directors's (BOD) report on the business performance in 2024 and the business plan for 2025; - Approval of the report from the independent BOD members on the activities of the Audit Committee; - Approval of the Audited Financial Reports 2024; - Approval of the proposal for distributing profits for 2024 and profit distribution plan for 2025; - Approval of the remuneration for BOD members in 2024 and the remuneration plan for 2025; - Approval of the BOD's authorization to select the independent auditing firm for the 2025 financial statements; - Approval of transactions with a value greater than 35% of total assets; - Approval of the proposal for private placement; - Approval of the dismissal of members of the Board of Director; - Approval of the addition of business lines.
15:10 – 15:30	The General Meeting proceeds to the discussion
15:30 – 15:45	The General Meeting proceeds to vote: <ul style="list-style-type: none"> - Voting instructions - The General Meeting proceeds to vote
15:45– 16:15	The General Meeting takes a break; The Voting Committee conducts the vote counting.
16:15– 16:30	Announcement of the vote counting results.
16:30– 16:45	Approval of the Minutes and Resolutions of the General Shareholders Meeting.
16:45- 17:00	Closing of the General Meeting.

VIET THAI ELECTRIC
CABLE CORPORATION

No. 02/2025/BC-HĐQT

DRAFT

SOCIALIST REPUBLIC OF VIET NAM

Independence - Freedom – Happiness

Dong Nai, April 25, 2025

**REPORT OF THE BOARD OF DIRECTORS
ON THE 2024 BUSINESS PERFORMANCE AND THE 2025 PLAN**

- Pursuant to the Law on Enterprises 2020 passed by the National Assembly on June 17, 2020;
- Pursuant to Decree No. 155/2020/ND-CP dated December 31, 2020 of the Government detailing the implementation of a number of articles of the Law on Securities;
- Pursuant to the Charter of Viet Thai Electric Cable Corporation;
- Pursuant to Resolution No. 02/2025/NQ-HĐQT of the Board of Directors dated April 15, 2025.

On behalf of the Board of Directors of Viet Thai Electric Cable Corporation, I would like to present the report evaluating the Company's management and operational activities in 2024 as follows:

**I. REPORT ON THE EVALUATION OF THE COMPANY'S
MANAGEMENT IN 2024:**

1. About Organizational Work and Human Resources Management:

- The Board of Directors has complied with the resolutions and decisions of the Company's General Meeting of Shareholders.
- The Board of Directors consists of 04 members:
 - + Mr. Nguyen Duc Tuong - Chairman of the Board of Directors (Resignation letter submitted on August 10, 2024)
 - + Mr. Tran Van Hung- Chairman of the BOD
 - + Mr. Nguyen Hai Ho – Member of the BOD
 - + Mr. Tran Minh Hiep – Independent Member of the Board of Directors
 - + Ms. Mai Phan Cam Tu – Member of the BOD
- **The Company's Executive Board consists of 02 members:**
 - + Ms. Mai Phan Cam Tu – CEO of the Company
 - + Ms. Bach Thi Minh Thu - Chief Accountant

2. About the Management of Business Operations and Financial Management:

- The Board of Directors has excellently performed its role in directing and ensuring stable and sustainable business operations. The strong leadership and clear

strategic direction have helped the company maintain growth momentum, enhance its competitiveness, and establish a solid position in the market.

- Financial management has been implemented transparently and effectively, playing a crucial role in reinforcing the trust of investors and partners. With strict management measures, cash flow has been optimally utilized, improving business efficiency and ensuring shareholder interests.
- In 2024, the Board of Directors has actively operated and complied with general regulations and provided timely direction while closely overseeing the Executive Board's operations in organizing and executing the set objectives and plans.
- The Board has closely monitored and directed the Executive Board in achieving the set objectives and plans. The Executive Board regularly reports on financial and business performance, enabling the Board of Directors to make prompt and accurate decisions. Thanks to flexible management, the company has exceeded the revenue target approved in the 2024 Annual General Meeting resolution.
- The Board of Directors has always closely monitored and supported financial management, sales operations, production, ..., ensuring transparency in operations and safeguarding shareholder rights.

3. About Shareholder Relations, Audit Committee, and Dividend Distribution:

- Shareholder relations have always been prioritized and continuously improved by the Board of Directors in compliance with the requirements of listed companies. Measures have been implemented to optimize shareholder interests, including providing complete, timely, and accurate information to shareholders as per Circular 96/2020/TT-BTC guiding information disclosure in the securities market.
- The company is managed and operated according to best governance practices, ensuring the interests of shareholders and stakeholders are protected. The Board of Directors works closely with the Audit Committee in monitoring business operations to ensure that all decisions comply with laws and governance standards.
- The Audit Committee consistently provides feedback and suggestions during Board meetings. Their contributions are recorded and serve as the basis for the Board's decisions to ensure the company's operations comply with the General Meeting of Shareholders' resolutions and current legal regulations.
- The Audit Committee has evaluated the business situation and the 2024 financial statements, as well as the management performance of the Board of Directors and the CEO. The Audit Committee's report is approved by the Board of Directors before being presented to the 2025 Annual General Meeting of Shareholders.
- The Board of Management provided comprehensive and transparent responses to the Audit Committee's questions. The recommendations made by the Audit

Committee were fully acknowledged and implemented by the Board of Management.

4. Remuneration and operational expenses of the Board of Directors in 2024:

The remuneration paid to the Board of Directors was in accordance with Proposal No. 05/2025/TT-HĐQT dated June 25, 2024, regarding the remuneration of the Board of Directors and the Audit Committee, which was approved by the 2024 Annual General Meeting of Shareholders.

5. Performance results of each member of the Board of Directors:

- The members of the Board of Directors attended all Board meetings and provided written opinions with a high sense of responsibility, prioritizing the interests of the shareholders and the sustainable development of the Company.
- In addition to fulfilling their general duties, members of the Board of Directors performed specific tasks as assigned, including:
- + The Chairman of the Board fulfilled legal obligations and company regulations in convening and organizing annual work programs, delegating responsibilities among members, organizing meetings, and making decisions in accordance with legal requirements to ensure timely direction and the issuance of important decisions within the Company.
- + The Executive Director carried out tasks assigned by the Board of Directors, effectively overseeing compliance with information disclosure regulations and supervising internal control activities.
- + Other Board members successfully completed their assigned tasks, contributing innovative and timely ideas to the management and operation activities, which helped achieve the 2024 business plan successfully.

II. REPORT ON THE BODs' ACTIVITIES IN 2024:

1. Contents of Board Meetings:

In 2024, the Board of Directors held 19 meetings, with full participation from all members, to discuss and approve issues related to corporate governance, business operations, issues delegated by the General Meeting of Shareholders, and other issues within the Board's authority. The summary of these meetings is as follows:

No.	Resolution/Decision No.	Date	Content
1	01/2024/NQ-HĐQT	22/01/2024	Report on 2023 business results and approval of the 2024 business plan
2	02/2024/NQ-HĐQT	22/01/2024	Approval of the proposal for equipment investment at Giang Điền factory

3	03/2024/NQ-HĐQT	22/01/2024	Approval of the proposal for the 2024 Annual General Meeting date & increase of charter capital
4	04/2024/NQ-HĐQT	22/01/2024	Appointment of the Board Secretary
5	04A/2024/NQ-HĐQT	19/04/2024	Extension & change of 2024 Annual General Meeting date
6	05/2024/NQ-HĐQT	25/06/2024	Annual General Meeting Resolution 2024
7	06/2024/NQ-HĐQT	25/06/2024	Resolution on reappointment of Chairman of the Board, dismissal of CEO Nguyễn Đức Mạnh, and appointment of CEO Mai Phan Cẩm Tú
8	06A/2024/NQ-HĐQT	25/06/2024	Dismissal of CEO Nguyen Duc Manh
9	06B/2023/NQ-HĐQT	25/06/2024	Appointment of CEO Mai Phan Cam Tu
10	07/2024/NQ-HĐQT	01/07/2024	Assignment of tasks to Board members
11	08/2024/NQ-HĐQT	16/07/2024	Approval of auditing firm selection for 2024
12	09/2024/NQ-HĐQT	25/07/2024	Approval of loan from Vietcombank-TPHCM branch
13	09A/2024/NQ-HĐQT	10/08/2024	Approval of project for leasing factory roof at Giang Điền Industrial Park for solar system installation
14	10/2024/NQ-HĐQT	15/08/2024	Dismissal of Chairman of the Board Nguyen Duc Tuong
15	11/2024/NQ-HĐQT	15/08/2024	Appointment of Chairman of the Board Tran Van Hung
16	12/2024/NQ-HĐQT	26/09/2024	Approval of loan from Vietcombank-TPHCM branch
17	13/2024/NQ-HĐQT	19/10/2024	Dismissal of CFO Dam Phu Quoc
18	14/2024/NQ-HĐQT	19/10/2024	Appointment of CFO Bach Thi Minh Thu
19	15/2024/NQ-HĐQT	04/11/2024	Approval of equipment investment via financial lease

2. Evaluation of the CEO and Other Executives' Performance:

- The Board of Directors (BOD) has conducted proper supervision over the Company's Executive Board in accordance with the internal governance

regulations and the BOD's operational rules. The BOD's supervision has been carried out through various means, including chairing meetings, participating in regular meetings organized by the CEO, and reviewing reports from the CEO.

- In the first half of 2024, global economic fluctuations, including rising raw material prices and inflation, affected purchasing power and the real estate market. However, thanks to positive economic policies and an improving supply chain, the Company's business activities showed a clear improvement, with significant enhancement in production capacity.
- The Executive Board regularly reported on financial and operational performance, enabling the BOD to make timely decisions and provide effective direction. Additionally, the BOD closely coordinated with the Audit Committee in monitoring and evaluating business activities to ensure transparency and legal compliance.
- Environmental Management: The Company has consistently complied with government regulations on environmental protection.
- Occupational Health and Safety in 2024 was a priority, ensuring absolute safety in production, with no adverse incidents.
- Employee policies and benefits have been effectively implemented, thereby earning the trust and confidence of its workforce.

Conclusion: The Board of Directors has met the revenue targets set at the Annual General Meeting of Shareholders. Regarding profit targets, despite external factors affecting market fluctuations, the Company has achieved 86.12% of the target, demonstrating continued efforts in business management and execution of production and business activities. Specific results are as follows:

No.	Indicator	Unit	The year 2024		
			Plan	Actual	Percentage
1	Revenue	million VND	588.000	762.823	129,73%
2	Profit Before Tax	million VND	13.900	11.970	86,12%
3	Dividend	%	5%	0%	0%

III. STRATEGIC PLAN FOR THE BOARD OF DIRECTORS IN 2025

In 2024, the BOD provided strong direction to the Executive Board in production and business operations, helping the Company exceed its revenue targets. This success was driven by favorable market conditions and the Company's effective operational strategy:

- Market growth in the construction industry has boosted demand for aluminum, copper, and electric cable production;
- The BOD has outlined plans to improve product quality, expand market presence, and optimize marketing strategies. The emphasis on research and development has also been pivotal in creating new products to meet diverse customer needs. Combined with effective cost management, these efforts have contributed to better profit margins and sustainable growth;

❖ The directions for operation in the coming years are as follows:

- Focus on increasing labor productivity by applying scientific and technological advancements, and implementing technical improvements to enhance operational efficiency.
- Collaborate closely with the Executive Board to implement management, control, and performance evaluation measures. Ensure timely and effective management actions to meet set targets. If the market conditions are challenging and severely impact business operations, the Company will proactively adjust its production and business plans accordingly.
- Continue to review and streamline departments and production units to ensure smooth operations and timely responses to market demands.
- Regarding the BOD members: In 2025, the Company plans to reduce the BOD members to 4.

With strong consensus from the General Meeting of Shareholders, decisive management with a focused approach, adherence to the set goals of the BOD and Executive Board, and the dedicated efforts of all employees, the BOD aims to meet the planned objectives in the 2025 Annual General Meeting of Shareholders of Viet Thai Electric Cable Corporation.

IV. THANK YOU MESSAGE FROM THE BOARD OF DIRECTORS

- On behalf of all members of the Board of Directors, I would like to sincerely thank all of our valued customers and partners for their trust and cooperation with the Company. I also extend my gratitude to all employees of the Company for their continuous efforts, which have contributed to the growth of the Company. We hope that our shareholders will continue to accompany and support the Board of Directors in ensuring that Viet Thai Electric Cable Corporation develops in a stable and sustainable manner.
- On behalf of the Board of Directors, I wish all delegates, shareholders, and shareholder representatives good health, happiness, and success. I wish the General Meeting great success.

Thank you very much!

VIET THAI ELECTRIC CABLE CORPORATION



ON BEHALF OF THE BOARD OF DIRECTORS
CHAIRMAN

TRAN VAN HUNG





SOCIALIST REPUBLIC OF VIET NAM

Independence - Freedom – Happiness

Dong Nai, on April 25, 2025

REPORT OF THE INDEPENDENT BOARD MEMBER IN THE AUDIT COMMITTEE

To: THE 2025 ANNUAL GENERAL MEETING OF SHAREHOLDERS
VIET THAI ELECTRIC CABLE CORPORATION

1. Independent member of The Board of Directors ("BOD")

1.1. Information on Independent Board Members in the Audit Committee

As of the reporting date, the composition of the Board of Directors (BOD) of Viet Thai Electric Cable Corporation includes 1/4 independent members (accounting for 25% of the total number of BOD members), in accordance with the provisions of the Enterprise Law No. 59/2020/QH14, enacted on June 17, 2020, and also in line with the provisions of Clause 4, Article 276 of Decree 155/2020/ND-CP guiding the Securities Law.

The list of independent member of The Board of Directors is as follows:

No	Full Name	Appointment Date	Termination Date	Position at the Company
1	Mr Tran Minh Hiep	25/06/2024		Independent BOD Member
2	Mr Nguyen Quang Vinh		25/06/2024	Independent BOD Member

1.2. Remuneration and other Benefits of Independent Members

- The remuneration, operating expenses, and other benefits of the Audit Committee ("AC") and each member of the AC comply with the provisions of the Enterprise Law and the Company's Charter. Detailed information has been presented in the audited financial statements of the Company for 2024.;
- The remuneration of independent members of BODs in 2024 is in accordance with the resolution approved by the General Meeting of Shareholders of Viet Thai Electric Cable Corporation at the 2024 Annual General Meeting of Shareholders;
- Other related benefits: none.

2. Report of the Independent members of BODs in the Audit Committee

2.1. Evaluation of the activities of the Board of Directors and Executive Board:

The independent members of BODs have supervised the activities of the Board of Directors and the Executive Board during the fiscal year 2024 in the following specific aspects:

□ Supervision Results on the Preparation of Financial Statements:

The Audit Committee has supervised the disclosure of quarterly, semi-annual, and annual financial statements for 2024 before they were presented to the Board of Directors, the General Meeting of Shareholders, or disclosed externally in accordance with legal regulations. The supervision results indicate that:

- The financial statements were prepared and disclosed in accordance with accounting standards and current legal regulations. The financial statements reasonably and accurately reflect the Company's financial situation;
- The resolutions and decisions issued were valid, within the authority, and complied with the disclosure requirements for listed companies;
- The selected auditing firm ensured reliability, accuracy, compliance with auditing deadlines, adhered to professional regulations, and maintained independence and objectivity when expressing audit opinions.

□ Supervision Results on the Preparation of Financial Statements:

- In 2024, the Company's revenue reached VND 762,822,937,964, achieving 129.73% of the annual plan and increasing by 49.78% compared to 2023. The pre-tax profit reached VND 11,969,511,015, achieving 86.12% of the annual plan and increasing by 44.22% compared to 2023. Although the Company's profit did not meet the target, its business operations recorded growth exceeding that of 2023, reflected in both revenue and profit;
- The Company's financial situation in 2024 remained sound, with improved indicators in terms of liquidity, capital structure, operational capacity, and profitability, showing remarkable growth compared to 2023.

□ Supervision Results on the Board of Directors and Executive Board Activities:

Through the supervision conducted by the Audit Committee over the activities of the Board of Directors and the Executive Board during the fiscal year 2024, the Audit Committee recorded the following results

- The Company's activities were in accordance with the content in the business registration certificate, the Company's Charter, and complied with legal regulations, the state management system for accounting, finance, and taxation;
- The contents of the resolutions from the 2024 Annual General Meeting of Shareholders were fully implemented by the Board of Directors and the Executive Board.

Regarding the Board of Directors:

- The Board of Directors has set out strategic business development orientations, formulated appropriate medium- and long-term investment plans, and fully implemented the objectives and tasks in accordance with the 2024 Annual General Meeting of Shareholders' resolutions;
- Meetings of the Board of Directors were held in accordance with regulations, with agendas discussed and voted on in compliance with legal provisions and within the proper authority. The process of collecting written opinions was conducted in accordance with the prescribed procedures;
- Members of the Board of Directors fulfilled their roles and responsibilities, actively participated in meetings, and contributed constructive opinions, thereby helping to steer the Company toward sustainable development.

Regarding the General Director and the Executive Board:

- The Executive Board regularly held meetings to discuss the business and production situation and, based on timely guidance from the Board of Directors, made operational and business decisions aligned with actual circumstances;
- No major violations or errors were reported by regulatory authorities or relevant agencies regarding the Company's management and operations.

□ Evaluation of the Coordination between the Audit Committee, the Board of Directors, the General Director, and Shareholders.

- During its operation, the Audit Committee maintained effective coordination with the Board of Directors, the General Director, and the Shareholders. The Audit Committee operated independently without interference, was given access to documents related to the Company's operations, and had the opportunity to exchange information with other members of the Board of Directors, the General Director, and the Chief Accountant to collect necessary information for its activities. Any arising issues were timely discussed and resolved.

➤ **Transactions between the Company's insiders, related persons of insiders, and the Company's subsidiaries or entities under its control:**

- The Company has complied with the relevant regulations regarding the approval authority, monitoring, and disclosure of transactions between the Company's insiders, related persons of insiders, and the Company, its subsidiaries, or entities under its control;
- In 2024, the Company engaged in related party transactions with other parties, specifically with Duc Tuong Group Joint Stock Company.

2.2. Report on the Activities of the Audit Committee ("AC")

□ ***Assessment of the Company's Internal Control and Risk Management System;***

The Law on Enterprises 2020, which came into effect on January 1, 2021, stipulates that in cases where a company does not organize operations under a model with a Supervisory Board, at least 20% of the members of the Board of Directors must be independent members and an Audit Committee under the Board of Directors must be established. The standards, and conditions for members of the Audit Committee, as well as its functions and responsibilities, are stipulated in the Law on Enterprises 2020 and Decree 155/2020/ND-CP.

- Risk awareness communication and risk governance activities have been enhanced and need to be continuously maintained and reiterated across all levels of the organization;
- The internal control system has been relatively comprehensively established and needs continued assessment of effectiveness and adjustment in accordance with the Company's risk appetite;
- Internal control and compliance functions have been strengthened with additional resources and were expanded in 2024;
- Post-audit corrective action management and risk identification need further improvement to enhance effectiveness and efficiency after audits.

The meetings of the Audit Committee and the conclusions of the Audit Committee: One meeting with full participation of the members.

□ ***Coordination between the AC, the BODs, the General Director, and the Shareholders:***

- The coordination between the Board of Directors and the Executive Board has been smooth and effective. The Executive Board's business operations were not

hindered, and the supervision by the Board of Directors and the Audit Committee was maintained regularly and strictly, ensuring that the Company's activities adhered to the resolutions of the General Meeting of Shareholders and the Board of Directors. Members of the Board of Directors, the Executive Board, and the Audit Committee have conducted corporate governance in accordance with modern governance standards, upholding professional ethics and consistently acting in the best interests of the Company's shareholders.

3. Recommendations from the Independent Member of the Board of Directors

The Independent Member of the Board of Directors proposes the following recommendations:

- The General Meeting of Shareholders approves the list of independent audit firms for the fiscal year 2025 as proposed by the Audit Committee;
- Continue to improve the internal documentation system to standardize processes, enhance control effectiveness, and improve operational efficiency;
- Conduct regular inspections and assessments of the internal control system to identify and mitigate operational and business risks;
- Strengthen compliance with legal regulations in transactions involving insiders and related parties; tighten policies and establish monitoring tools to prevent conflicts of interest and ensure transparency and public;
- Integrate risk management into decision-making and target-setting processes to balance risks and returns;
- Promote R&D activities, market analysis, and competitive evaluation to capture trends, strengthen brand positioning, and enhance competitive advantages;
- Manage medium and long-term capital mobilization activities in line with strategic direction to ensure balance, efficiency, rigor, and legal compliance.

Respectfully submitted to the General Meeting of Shareholders for consideration and approval of the full text of this Report.

CHAIRMAN OF THE AUDIT COMMITTEE
INDEPENDENT MEMBER OF THE BODs





**VIET THAI ELECTRIC
CABLE CORPORATION**

No: 03/2025/TT-HĐQT

SOCIALIST REPUBLIC OF VIET NAM
Independence - Freedom – Happiness

Dong Nai, April 25, 2025

PROPOSAL

(Re: Approval of the Audited Financial Statements for 2024)

**To: THE 2025 ANNUAL GENERAL MEETING OF SHAREHOLDERS
OF VIET THAI ELECTRIC CABLE CORPORATION**

- Pursuant to the Law on Enterprises 2020 passed by the National Assembly on June 17, 2020;
- Pursuant to the Charter of Viet Thai Electric Cable Corporation;
- Pursuant to Resolution No. 02/2025/NQ-HĐQT of the Board of Directors dated April 15, 2025.

In the implementation of the Resolution of the 2024 Annual General Meeting of Shareholders regarding the authorization of the Board of Directors to select the auditing firm for 2024, the Board of Directors has decided to appoint **A&C Auditing and Consulting Company** as the auditing firm to conduct the audit of the financial statements for the year 2024. The Board of Directors respectfully submits to the General Meeting of Shareholders for approval the financial statements for 2024, which have been audited by **A&C Auditing and Consulting Company** and are attached herewith.

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

Sincerely./.

**ON BEHALF OF BOD's
CHAIRMAN**

Recipients:

- As above;
- BODs (for reference);
- Archive: Office, HR&AD.

TRAN VAN HUNG

VIET THAI ELECTRIC
CABLE CORPORATION

No. 04/2025/TT-HDQT



SOCIALIST REPUBLIC OF VIET NAM

Independence - Freedom – Happiness

Dong Nai, April 25, 2025

PROPOSAL

(Re: the Profit Distribution for 2024 and Plan for 2025)

**To: THE 2025 ANNUAL GENERAL MEETING OF SHAREHOLDERS
VIET THAI ELECTRIC CABLE CORPORATION**

- Pursuant to the Law on Enterprises 2020 passed by the National Assembly on June 17, 2020;
- Pursuant to the Charter of Viet Thai Electric Cable Corporation;
- Pursuant to the audited financial statements for the year 2024 of Viet Thai Electric Cable Corporation;
- Pursuant to Resolution No. 02/2025/NQ-HDQT of the Board of Directors dated April 15, 2025.

The Board of Directors respectfully submits to the General Meeting of Shareholders for approval the Profit Distribution for 2024 and the Business Plan for 2025 as follows:

I. Profit Distribution for 2024:

The Board of Directors proposes the 2024 profit distribution plan as follows:

- | | |
|---|----------------------|
| 1. Profit after tax for 2024 | : VND 9.215.906.017 |
| 2. Accumulated profit as of December 31, 2024 | : VND 18.676.398.473 |
| 3. Appropriation to the Bonus and Welfare Fund (5%) | : VND 460.795.300 |
| 4. Dividend | : 0% |

II. Business Plan for 2025:

- | | |
|--|---|
| 1. Revenue | : VND 903.000.000.000 |
| 2. Profit before tax | : VND 18.060.000.000 |
| 3. Appropriation to the Bonus and Welfare Fund | : 5% of undistributed after-tax profit for 2025 |
| 4. Dividend | : 10% (in the form of shares). |

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

Sincerely./.

Recipients:

- As above;
- BODs (for reference);

ON BEHALF OF BOD's
CHAIRMAN

2025 Annual General Meeting of Shareholders – VIETTHAICABLE



- Archive: Office, HR&AD.

TRAN VAN HUNG



VIET THAI ELECTRIC
CABLE CORPORATION

No. /2025/TT-HDQT

SOCIALIST REPUBLIC OF VIET NAM

Independence - Freedom – Happiness

Dong Nai, April 25, 2025

PROPOSAL

(Re: the Remuneration of the BODs and the Audit Committee in 2024 and
the Remuneration Plan for 2025.)

**To: THE 2025 ANNUAL GENERAL MEETING OF SHAREHOLDERS
VIET THAI ELECTRIC CABLE CORPORATION**

- Pursuant to the Law on Enterprises 2020 approved by the National Assembly on June 17, 2020;
- Pursuant to the Charter of Viet Thai Electric Cable Corporation.

1. Remuneration of the Board of Directors and the Audit Committee in 2024

The remuneration of the Board of Directors and the Audit Committee has been paid in accordance with the remuneration proposal approved by the General Meeting of Shareholders in 2024.

2. Remuneration for the Board of Directors and the Audit Committee in 2025

The Board of Directors of Viet Thai Electric Cable Corporation respectfully submits to the General Meeting of Shareholders for approval the remuneration for the members of the Board of Directors, the Audit Committee, and the Secretary of the Board of Management for 2025 as follows:

No.	POSITION	REMUNERATION
1	Chairman of the Board of Directors	VND 15.000.000/ month
2	Member of the Board of Directors	VND 5.000.000/ month
3	Chairman of the Audit Committee	VND 5.000.000/ month
4	Chairman of the Audit Committee	VND 3.000.000/ month

The remuneration of the Board of Directors, the Audit Committee, and the Secretary of the Board of Directors is accounted for as part of the company's business operating expenses.

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

Sincerely./.

Recipients:

ON BEHALF OF BOD's

2025 Annual General Meeting of Shareholders – VIETTHAICABLE

- As above;
- BODs (for reference);
- Archive: Office, HR&AD.

CHAIRMAN

TRAN VAN HUNG



VIET THAI ELECTRIC CABLE
CORPORATION



No: 06/2025/TT-UBKT

SOCIALIST REPUBLIC OF VIET NAM

Independence - Freedom – Happiness

Dong Nai, on April 25, 2025

PROPOSAL

(Re: Authorization for the BODs to select the Auditing Firm for 2025)

**To: THE 2025 ANNUAL GENERAL MEETING OF SHAREHOLDERS
VIET THAI ELECTRIC CABLE CORPORATION**

- Pursuant to the Charter on Organization and Operation of Viet Thai Electric Cable Corporate.
- Pursuant to Resolution No. 02/2025/NQ-HĐQT of the Board of Directors dated April 15, 2025.

The Audit Committee proposes that the General Meeting of Shareholders authorize the Board of Directors to select an auditing firm from the list of auditing firms approved by the State Securities Commission to conduct the audit of the 2025 financial statements and the 2025 the reviewed semi-annual report of Viet Thai Electric Cable Corporation.

The list of auditing firms approved by the State Securities Commission to audit public interest entities in the securities sector is proposed by the Audit Committee (including but not limited to):

No.	Entity
1	A&C Auditing and Consulting Company, Ltd
2	Auditing Firm Company, Ltd. (AASC)
3	AFC Vietnam Auditing Company, Ltd. (AFC)
4	In the event that an agreement cannot be reached with the above-mentioned firms, the Board of Directors is authorized to select another auditing firm from the list of auditing firms approved by the State Securities Commission for the 2025 audit.

Respectfully submit to the General Meeting of Shareholders for approval../.

Recipients:

- As above;
- BODs (for reference);
- Archive: Office, HR&AD.

**FOR THE AUDIT COMMITTEE
CHAIRMAN**

2025 Annual General Meeting of Shareholders - VIETTHAICABLE





VIET THAI ELECTRIC CABLE
CORPORATION

SOCIALIST REPUBLIC OF VIET NAM
Independence - Freedom – Happiness

No: 07/2025/ET-HDQT

Dong Nai, on April 25, 2025

PROPOSAL

V/v Approval of transactions with a value greater than 35% of total assets

**To: THE 2025 ANNUAL GENERAL MEETING OF SHAREHOLDERS
VIET THAI ELECTRIC CABLE CORPORATION**

- Pursuant to the Law on Enterprises 2020 passed by the National Assembly on June 17, 2020;
- Pursuant to the Charter of Viet Thai Electric Cable Corporation;
- Pursuant to Resolution No. 02/2025/NQ-HDQT of the Board of Directors dated April 15, 2025
- Based on the needs and actual situation of the Company;

Based on the actual situation and needs of the Company, in order to comply with the relocation of the factory from Bien Hoa 1 Industrial Park as directed by the People's Committee of Dong Nai Province, and to expand the factory to promptly meet production and business demands, the Board of Directors respectfully submits to the General Meeting of Shareholders for consideration and approval the acquisition of land use rights, ownership of housing, and assets attached to the land at Giang Dien Industrial Park, with details as follows:

1. Information about the assets:

- Land Use Rights Certificate Number: *DH 387005*, located on Parcel No. 52, Map Sheet No. 19
- Transferor: Duc Tuong Group Joint Stock Company
- Land address: Giang Dien Commune, Trang Bom District, Dong Nai Province
- Area: 24.187,6m²
- Land use term: 08/08/2058
- Source of land use: Land leased with a one-time payment to the industrial park infrastructure investment company
- Expected transfer value: VND 180.000.000.000 excluding VAT.
- Investment capital source: From bank loans, credit institutions, internal funds, and funds from the private placement of shares.

2. Authorization

The Board of Directors respectfully submits to the General Meeting of Shareholders for authorization to negotiate and determine the detailed transfer value,

contents of the transfer agreement, investment capital sources, and loans from banks and credit institutions in accordance with the actual business situation of the Company; to sign and implement the aforementioned contract/transaction, ensuring compliance with legal regulations and the Company's interests. The Board of Directors is authorized to delegate these responsibilities to the CEO (if necessary) and to report the results of the implementation at the next General Meeting of Shareholders.

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

Recipients:

- *As above;*
- *BODs (for reference);*
- *Archive: Office, HR&AD.*

**ON BEHALF OF BOD's
CHAIRMAN**

TRAN VAN HUNG



VIET THAI ELECTRIC
CABLE CORPORATION

No. 08/2025/TT-HDQT

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SOCIALIST REPUBLIC OF VIET NAM

Independence - Freedom – Happiness

Dong Nai, on April 25, 2025

PROPOSAL TO THE ANNUAL GENERAL MEETING OF SHAREHOLDERS

(Re: Plan for Private Placement of Shares)

To: The General Meeting of Shareholders of Viet Thai Electric Cable Corporation

The Board of Directors of Viet Thai Electric Cable Corporation respectfully submits to the 2025 Annual General Meeting of Shareholders for approval the Plan for Private Placement of Shares in 2025, as follows:

I. LEGAL BASIS

- The Law on Enterprises No. 59/2020/QH14 passed by the National Assembly of the Socialist Republic of Vietnam on June 17, 2020, and its guiding documents;
- The Law on Securities No. 54/2019/QH14 passed by the National Assembly of the Socialist Republic of Vietnam on November 26, 2019, and its guiding documents;
- Decree No. 155/2020/ND-CP dated December 31, 2020, by the Government, provides detailed regulations on certain provisions of the Securities Law;
- Circular No. 118/2020/TT-BTC dated December 31, 2020, by the Ministry of Finance, provides guidance on certain aspects of securities offering, issuance, public tender offers, share repurchases, and registration of public companies under Decree No. 155/2020/ND-CP dated December 31, 2020, by the Government, which details certain provisions of the Securities Law;
- The Charter of Viet Thai Electric Cable Corporation;
- Pursuant to Resolution No. 02/2025/NQ-BOD of the Board of Directors dated April 15, 2025.

II. PRIVATE SHARE PLACEMENT PLAN

- | | |
|--|--|
| 1. Name of the shares to be offered | : Shares of Viet Thai Electric Cable Corporation |
| 2. Type of shares | : Common shares |
| 3. Stock code | : VTH |
| 4. Par value | : VND 10.000 per share |
| 5. Number of shares already issued | : 7.899.989 shares |
| 6. Method of offering | : Private placement of shares |
| 7. Maximum number of shares expected to be offered | : 3.000.000 shares |

8. Estimated total par value of the offering : VND 30.000.000.000 (*Thirty billion VND*)

9. Offering price : VND 10.000 per share

10. Target investors: Domestic professional securities investors and/or strategic investors

- + Criteria for selecting investors: Organizations or individuals in Vietnam with strong financial potential, meeting the conditions of professional securities investors;
- + Number of investors: Less than 100 investors
- + The list of strategic investors is as follows::

No.	Investor List	ID Card Number/ Business Registration Number	Number of shares owned before the offering (shares)	Number of additional shares to be issued	Total number of shares owned after the offering	Relationship with the company

- + List of professional securities investors: The Board of Directors is authorized to decide on the identification of professional securities investors in accordance with the current legal regulations, select professional securities investors to allocate the offered shares, and ensure compliance with regulations regarding foreign ownership limits and cross-ownership among enterprises.

11. Transfer restrictions

: The additional shares issued will be subject to a transfer restriction of 01 year from the completion date of the offering, except in cases of transfer between professional securities investors, or as directed by a legally binding court judgment, arbitral award, or inheritance according to the law.

12. Purpose of the offering

: To raise capital for investing in the purchase of land use rights, housing ownership rights, and assets attached to land to serve business production activities.

13. Expected offering timeline

: The offering is expected to take place in Q2 - Q3/2025, with authorization granted to the Board of Directors to select an appropriate time for implementation after the State Securities Commission confirms receipt of the complete registration documents for the private share placement.

14. Ensuring that the share issuance complies with the foreign ownership ratio

: The General Meeting of Shareholders authorizes/assigns the Board of Directors to decide on the offering plan to ensure that the issuance of shares complies with foreign ownership limits in accordance with the law.

IV. PLAN FOR THE USE OF FUNDS FROM THE OFFERING

1. The entire amount expected to be raised from the private share placement will be used for the following purposes:

No	Purpose	Expected amount	Disbursement timeline
1	Acquiring land use rights, ownership of residential property, and assets attached to the land	VND 30.000.000.000	Q3 - Q4/2025
Total		VND 30.000.000.000	

Detailed information on the use of funds is as follows:

- Transferor: Duc Tuong Group Joint Stock Company
- Land address: Giang Điền Commune, Trang Bom District, Dong Nai Province
- Area: 24.187,6m²
- Land use term: 08/08/2058
- Source of use: Land leased with one-time payment
- In case the shares are not fully allocated as expected, resulting in the raised capital not reaching the planned target, the General Meeting of Shareholders authorizes the Board of Directors to proactively seek additional funding sources that are suitable to the actual situation and in compliance with legal regulations.

2. Authorization to the Board of Directors based on the company's specific operational situation, the Board of Directors will decide on the detailed use of funds and may modify the plan if necessary to ensure it aligns with the company's practical needs and investment effectiveness. The BODs will report any adjustment to the use of the funds raised from the offering (if any) at the next General Meeting of Shareholders.

V. REGISTRATION OF SECURITIES AND ADDITIONAL LISTING

The entire number of successfully sold shares will be registered as additional securities with the Vietnam Securities Depository and Clearing Corporation (VSDC) and will be listed on the Hanoi Stock Exchange (HNX) after the completion of the offering.

The General Meeting of Shareholders authorizes the Board of Directors to carry out all necessary procedures to register the additional securities and list the newly issued shares with VSDC and HNX in accordance with legal regulations.

VI. AUTHORIZATION

The General Meeting of Shareholders authorizes the Board of Directors to handle the following issues:

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- Select an appropriate time to implement the share offering plan and carry out other necessary procedures to execute the offering plan;
- Approve the plan to ensure that the issuance complies with the maximum foreign ownership ratio;
- Decide on the detailed use of funds, including adjustments to the use of funds to align with the company's actual situation, and report to the General Meeting of Shareholders at the next meeting;
- Implement the use of funds raised from the offering in accordance with the offering's purpose, ensuring the interests of shareholders and the company; comply with legal regulations and report to the General Meeting of Shareholders at the next meeting;
- Carry out necessary steps to change the business registration and amend the company's charter concerning the new charter capital after the completion of the issuance;
- Register the securities and apply for the additional listing of newly issued shares in accordance with legal regulations regarding securities and the securities market;
- In case of any changes to the laws related to private offerings, the General Meeting of Shareholders authorizes the Board of Directors to amend, supplement, and finalize the issuance plan and offering documents to comply with the current regulations;
- In addition to the above authorizations, during the implementation of the offering plan, the General Meeting of Shareholders authorizes the Board of Directors to amend, supplement, and finalize part or all of the offering plan based on the company's actual situation or as required by regulatory authorities to ensure the company's capital raising is successful and in compliance with the law, safeguarding shareholders' interests;
- Carry out other tasks related to the offering.

Recipients:

- *Shareholders;*
- *BODs, AC, EB;*
- *Archive: Office,*

**ON BEHALF OF BOD's
CHAIRMAN**

TRAN VAN HUNG



VIET THAI ELECTRIC CABLE
CORPORATION

No. 09/2025/TT-HĐQT

SOCIALIST REPUBLIC OF VIET NAM

Independence - Freedom – Happiness

Dong Nai, on April 25, 2025

PROPOSAL

(Re: Dismissal of member of the Board of Directors)

**To: THE 2025 ANNUAL GENERAL MEETING OF SHAREHOLDERS
VIET THAI ELECTRIC CABLE CORPORATION**

- Pursuant to the Law on Enterprises 2020 passed by the National Assembly on June 17, 2020;
- Pursuant to the Law on Securities No. 54/2019/QH14 passed by the National Assembly on November 26, 2019;
- Pursuant to the Charter of Viet Thai Electric Cable Corporation;
- Pursuant to Resolution No. 02/2025/NQ-HĐQT of the Board of Directors dated April 15, 2025;
- Pursuant to the Resignation Letter of Mr. Nguyen Duc Tuong from his positions as Chairman and Member of the Board of Directors.

On August 9, 2024, the Company received the resignation letter from Mr. Nguyen Duc Tuong from his positions as Chairman and Member of the Board of Directors. In order to ensure compliance with commitments as well as the Company's governance regulations, the Charter, and Rules of Operation, the Board of Directors respectfully submits to the 2025 Annual General Meeting of Shareholders for approval the dismissal of Mr. Nguyen Duc Tuong from the position of member of the Board of Directors for the 2024 – 2029 term.

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

Sincerely./.

Recipients:

- As above;
- BODs (for reference);
- Archive: Office, HR&AD.

**ON BEHALF OF BOD's
CHAIRMAN**

TRAN VAN HUNG

2025 Annual General Meeting of Shareholders - VIETTHAICABLE

VIET THAI ELECTRIC
CABLE CORPORATION

SOCIALIST REPUBLIC OF VIET NAM
Independence - Freedom – Happiness

No: 10/2025/TT-HĐQT

Dong Nai, on April 25, 2025

PROPOSAL

(Re: Approval of the addition of business lines)

**To: THE 2025 ANNUAL GENERAL MEETING OF SHAREHOLDERS
VIET THAI ELECTRIC CABLE CORPORATION**

- Pursuant to the Law on Enterprises 2020 passed by the National Assembly on June 17, 2020;
- Pursuant to the Charter of Viet Thai Electric Cable Corporation;
- Pursuant to Resolution No. 02/2025/NQ-HĐQT of the Board of Directors dated April 15, 2025;
- Based on the actual situation of the Company.

Based on the actual situation, in the coming period, the Company will arise certain business activities related to real estate trading and leasing, as well as electricity trading. In order to have a legal basis for implementing the above-mentioned services, the Board of Directors respectfully proposes that the General Meeting of Shareholders consider and approve the following matters:

1. Addition of business lines

No	Business Line	Code
1	Trading and leasing of real estate and factories	6810
2	Trading of electricity	3512

2. Amendment to the Company's Charter

Amendment of Clause 1, Article 4 regarding the Company's business lines in the Charter to reflect the changes in business lines as stated in Section 1 above.

3. Authorization

Authorization is hereby granted to the Board of Directors and the legal representative of the Company to decide on all matters related to the change of business lines, including but not limited to:

- Amending the Charter in relation to the change of the Company's business lines;
- Carrying out procedures related to the change of business lines with the Department of Planning and Investment of Dong Nai Province;
- Providing explanations and documents for the amendment of business registration details to the competent State authorities;
- Performing all other tasks related to the change of the Company's business lines in accordance with the provisions of law and the Company's Charter.

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

Sincerely./.

**ON BEHALF OF BOD's
CHAIRMAN**

Recipients:

- As above;
- BODs (for reference);
- Archive: Office, HR&AD.

TRAN VAN HUNG

