

**TIEN PHONG PLASTIC
JOINT STOCK COMPANY**

No: 15/BB - DHDCDTN 2025

SOCIALIST REPUBLIC OF VIETNAM
Independence – Freedom - Happiness

Hai Phong, May 19th, 2025

MINUTES
OF THE 2025 ANNUAL GENERAL MEETING OF SHAREHOLDERS

The 2025 Annual General Meeting of Shareholders was held at the Company's Hall, No. 222 Mac Dang Doanh Street, Hung Dao Ward, Duong Kinh District, Hai Phong City. The meeting commenced at 08:00 a.m. on May 19, 2025.

I. PARTICIPANTS:

- Chairman of the Meeting: Mr. **Dang Quoc Dung** – Chairman of the Board of Directors of the Company.
- Members of the Board of Directors, the Board of Management, Heads of Departments and Deputy Head of Departments within the Company.
- Shareholders of the Company as per the final registration list dated April 14, 2025.

II. PROCEEDINGS OF THE MEETING:

1. Opening of the Meeting

- On behalf of the Organizing Committee, Mr. Pham Van Long, Chief of Office, declared the reason for convening the Meeting and announced the proposal of the Board of Directors regarding the personnel for managing the Meeting, as follows:
 - **Presidium includes:**
 - + Mr. Dang Quoc Dung - Chairman of the BOD, **Chairman of the Meeting**
 - + Mr. Chu Van Phuong - Member of the BOD, General Director
 - + Mr. Tran Ngoc Bao - Member of the BOD, Deputy General Director of Finance
 - **Secretariat of the Meeting includes:**
 - + Ms. Le Thi Thanh Tam - Deputy Head of Human Resources Department, **Resolution Secretary**
 - + Mr. Dang Quoc Minh - Company Secretary, Assistant to the General Director
 - **Vote Counting Committee includes:**
 - + Mr. Nguyen Van Cuong - Direct of Fittings Factory, **Head of the Committee**
 - + Mr. Tran Hung Cuong - Deputy Head of the HR Department
 - + Ms. Luu Thi Mai - Chief accountant
 - + Ms. Tran Thi Hoai Anh - Deputy Head of Internal Audit Department
 - + Mr. Pham Duc Loc - Head of the IT Team, IT & Digital Transformation Department

- **Delegates' Credentials Verification Committee includes:**
 - + Mr. Tran Ngoc Duoc - Secretary of the Youth Union, Head of the Committee
 - + Ms. Le Thi Kim Oanh - Deputy Chief of the Office
 - + Ms. Pham Nhu Quynh - Head of Legal and Governance Team, HR Department

The General Meeting unanimously approved the personnel arrangement for managing the Meeting as listed above. The Organizing Committee introduced the Presidium and the Secretariat to take charge of conducting the Meeting.

The Meeting listened to Mr. Tran Ngoc Duoc – Head of the Delegates' Credentials Verification Committee – announcing the results of the delegates' credentials verification as follows: As of 8:44 a.m, there were 112 delegates representing 122,994,637 shares, accounting for 86.29% of the total voting shares, thereby meeting the conditions to convene the 2025 Annual General Meeting of Shareholders in accordance with the Law on Enterprises and the Company's Charter.

2. Meeting agenda:

- Mr. Chu Van Phuong, Member of the Board of Directors, sought the General Meeting's approval for the Working and Voting Regulation, the Regulation on Nomination, Self-nomination and Election of Members of the Board of Directors for the 2025–2030 term, and the Agenda of the 2025 Annual General Meeting of Shareholders. The General Meeting voted and approved the regulations and the agenda of the 2025 Annual General Meeting of Shareholders.

2.1. Reports presented at the Meeting:

- Mr. Dang Quoc Dung – Chairman of the Board of Directors, Chairman of the Meeting, presented the Report on the 2024 activities and the 2020–2025 term, as well as the Orientation for activities in 2025 and the 2025–2030 term of the Board of Directors.
- Mr. Chu Van Phuong – Member of the Board of Directors, General Director, presented the Production and Business Performance Result for 2024 and the Business Plan for 2025.
- Mr. Dao Anh Thang – Independent Member of the Board of Directors, Chairman of the Audit Committee, presented the Report on the 2024 activities of the Independent Member of the Board of Directors in the Audit Committee.
- Mr. Tran Ngoc Bao – Member of the Board of Directors, Deputy General Director, presented the 2024 Financial Statements (Summary Report); the Plan for Profit Distribution in 2024; the Remuneration Plan for the Board of Directors in 2025; the Expected Cash Dividend for 2025; and the Regular Investment Plan for 2025.

2.2. Proposals presented at the Meeting

Mr. Dang Quoc Dung presented the contents of the proposals to the General Meeting of Shareholders for voting and approval.

2.3. The Presidium introduces the list of candidates for election to the Board of Directors and Independent Board Members nominated by shareholder groups,

including 07 candidates: Ms. Dang Phuong Lan, Mr. Chu Van Phuong, Mr. Tran Ngoc Bao (representing the shares held by major shareholder SCIC), Mr. Dang Quoc Dung, Mr. Noboru Kobayashi, Mr. Trinh Van Tuan, and Ms. Vu Thi Minh Nhat (representing the group of major shareholders holding over 50% of shares).

+ Mr. Dang Quoc Dung – Chair of the General Meeting – asked whether any shareholders or shareholder groups that meet the nomination criteria wished to nominate additional candidates for the Board of Directors for the 2025–2030 term. He requested that nominations, if any, be submitted to the Meeting Organizing Committee for necessary procedures.

There were no additional nominations for candidates to the Board of Directors.

+ Mr. Tran Hung Cuong, on behalf of the Organizing Committee, presented the résumés of the 07 candidates nominated for the Board of Directors.

2.4. Discussion session:

The General Meeting discussed shareholder concerns, including matters related to business operations, competition, market expansion, product pricing, raw material costs, dividends, and the State's divestment progress.

The Presidium satisfactorily addressed all shareholder concerns and expressed appreciation for the valuable feedback and contributions from the shareholders to the Company.

2.5. Voting and election procedure:

- Mr. Nguyen Van Cuong, Head of the Vote Counting Committee, guided the General Meeting through the voting and election procedures.
- The General Meeting conducted voting to approve the proposals and to elect the Board of Directors for the 2025–2030 term. Based on the Minutes of Vote Counting and the Minutes of the Election (*attached to these Meeting Minutes*), the following matters were approved by the General Meeting:

2.5.1. Resolution No. 01: Approval of the following reports:

1. Report on the activities in 2024, term 2020–2025 and the orientation for activities in 2025, term 2025–2030 of the Board of Directors;
2. Report on the activities in 2024 of the Independent Member of the Board of Directors in the Audit Committee;
3. Report on the production and business performance result in 2024 and the production and business plan for 2025;
4. Audited financial statements for the year 2024.

2.5.2. Resolution No. 02: Approval of Profit Distribution Plan for 2024 and the plan to issue shares to pay dividends in 2024:

1. The 2024 profit distribution plan is as follows:

Unit: VND

NO.	CONTENT	YEAR 2024
1.	Profit after tax in 2024:	712,503,809,586
	Cash dividend payment for 2024 to shareholders (25% of charter capital):	356,330,710,000
2.	- First installment for 2024 at 15% of charter capital (<i>paid on January 22, 2025</i>)	213,798,426,000
	- Second installment for 2024 at 10% of charter capital	142,532,284,000
3.	Stock dividend payment for 2024 to shareholders (20% of charter capital)	285,064,570,000
4.	Appropriation to the bonus and welfare fund (10% of profit after tax)	71,108,529,586

2. The plan to issue shares to pay dividends in 2024 is as follows:

- Number of outstanding shares: 142,532,284 shares
- Expected number of shares to be issued: 28,506,456 shares
- Par value: VND 10,000/share
- Total par value of the issuance: VND 285,064,560,000 (*Two hundred eighty-five billion, sixty-four million, five hundred sixty thousand dong*)
- Type of shares: Common shares
- Targeted recipients: All shareholders of Tien Phong Plastic Joint Stock Company whose names are listed on the record date for exercising the right to receive dividends.
- Issuance ratio: 20% (*Shareholders holding 10 existing shares will receive 02 additional new shares*)
- Solution for handling odd shares: The number of shares each shareholder receives when issuing shares to pay dividends will be rounded down to the nearest unit according to the rounding down principle. Odd shares (decimal parts) (if any) will be canceled and not issued.

Example: Shareholder A holds 118 shares on the record date. With the entitlement ratio of 10:02, Shareholder A will receive 23.6 new shares. The 0.6 odd share will be cancelled. Accordingly, Shareholder A will receive 23 new shares.

- Source of funds: Undistributed after-tax profit as presented in the separate financial statements for 2024.
- Implementation time: in 2025
- Authorize the Board of Directors to:
 - Implement the detailed share issuance plan and determine the timing of the issuance;

- Carry out the registration procedures for the share issuance, ensuring compliance with legal regulations. Upon successful issuance, register the additional shares for trading on the Hanoi Stock Exchange;
- Register for the capital increase and amend the Charter in accordance with the law.

2.5.3. Resolution No. 03: Approval of the 2025 Production and Business Plan:

The 2025 Production and Business Plan (including Tien Phong Plastic Central Co., Ltd – a subsidiary; *excluding affiliated and joint venture companies*) includes the following key targets:

- Product sales revenue: VND 6,000 billion
- Product consumption volume: 117,500 tons
- Pre-tax profit: VND 856 billion

2.5.4. Resolution No. 04: Approval of the 2025 Regular Investment Plan:

Unit: VND

NO.	REGULAR INVESTMENT PLAN	YEAR OF 2025
1.	Investment in new machinery and equipment	364,424,002,960
2.	Investment in basic construction	9,183,112,500
3.	Other provisions	5,000,000,000
Total		378,607,115,460

2.5.5. Resolution No. 05: Approval of the Estimated Cash Dividend for 2025:

- The estimated cash dividend for 2025 is 20% of charter capital

2.5.6. Resolution No. 06: Approval of the Board of Directors' Remuneration for 2025:

- The remuneration for the Board of Directors in 2025 is VND 6,000,000,000 (*Six billion VND*).
- It is proposed to award the Board of Directors 20% of the excess profit over the 2025 plan, but the absolute amount shall not exceed VND 3,000,000,000 (*Three billion VND*), in the event that both revenue and profit exceed the set targets.

2.5.7. Resolution No. 07: Approval of Authorization for the Board of Directors to select an Auditing Company for 2025

Authorize the Board of Directors to select 01 of the following 04 auditing companies to conduct the audit for the 2025 fiscal year:

1. Deloitte Vietnam Co., Ltd.
2. Ernst & Young Vietnam Co., Ltd.
3. PriceWaterhouseCoopers Vietnam Co., Ltd.
4. KPMG Vietnam Co., Ltd.

2.5.8. Resolution No. 08: Approval of the amendments and supplements to the Company's Charter of Organization and Operation as presented in Proposal No. 08.

2.5.9. Resolution No. 09: Approval of the amendments and supplements to the Internal Company Governance Regulation as presented in Proposal No. 09.

2.5.10. Resolution No. 10: Approval of the amendments and supplements to the Board of Directors' Operational Regulation as presented in Proposal No. 10.

2.5.11. Resolution No. 11: Election of the Board of Directors for the 2025–2030 term.

The list of members of the Board of Directors for the 2025–2030 term is as follows:

1. Mr. Tran Ngoc Bao
2. Mr. Dang Quoc Dung
3. Mr. Nohoru Kobayashi
4. Ms. Dang Phuong Lan
5. Ms. Vu Thi Minh Nhat
6. Mr. Chu Van Phuong
7. Mr. Trinh Van Tuan

2.5.12. Resolution No. 12: Approval of the proposal to assign the Board of Directors to review and decide on the investment in the Tien Phong Education Complex Project

- Project name: Tien Phong Education Complex Project
- Location: No. 2 An Da, Lach Tray Ward, Ngo Quyen District, Hai Phong City
- Project objective: With the aim of developing an inter-level education complex comprising Primary, Lower Secondary, and Upper Secondary schools meeting national standards, as a gesture of gratitude to generations of the people of Hai Phong City and to bring long-term benefits to NTP and its shareholders.

- Land area: 37,455.8 m²

- The General Meeting of Shareholders authorizes the Board of Directors of NTP to review and decide on the investment in the Tien Phong Education Complex Project on the condition that 100% of the Board members vote unanimously in favor. The Board of Directors is obligated to report to the General Meeting of Shareholders at the nearest subsequent meeting or make a public disclosure to inform the Company's shareholders.

***The Board of Directors for the 2025–2030 term was introduced to the General Meeting:**

On behalf of the Board of Directors, Mr. Dang Quoc Dung expressed his gratitude to the General Meeting for electing 07 members to the Board of Directors for the 2025–2030 term. He also pledged that the Board would strive to fulfill the objectives set forth by the General Meeting, ensuring the preservation and growth of shareholders' capital while continuously improving the well-being of the Company's employees.

3. Closing of the Meeting

- On behalf of the Secretariat, Ms. Le Thi Thanh Tam read the draft of the General Meeting Resolution.
- The Chairman approved the Resolution of the General Meeting with the consent of all attending shareholders.
- Mr. Dang Quoc Dung – Chairman of the Board of Directors and Chairman of the Meeting – expressed his gratitude to the shareholders for their attendance and for their valuable and heartfelt contributions to the Board of Directors.

The General Meeting was concluded at 12:34 a.m on May 19, 2025.

O.B.O THE PRESIDUM

CHAIRMAN



DANG QUOC DUNG

SECRETARIAT OF THE MEETING



Le Thi Thanh Tam



Dang Quoc Minh



Haiphong, May 19th, 2025

VOTE COUNTING RESULTS
AT THE 2025 ANNUAL GENERAL MEETING OF SHAREHOLDERS

Today, on May 19, 2025, at the Main Hall, Headquarters Building, No. 222 Mac Dang Doanh, Hung Dao Ward, Duong Kinh District, Hai Phong City, the Vote Counting Committee consists of the following members:

Mr. Nguyen Van Cuong	Director of Fittings Factory, Head of Committee
Mr. Tran Hung Cuong	Deputy Head of HR Department
Ms. Luu Thi Mai	Chief Accountant
Ms. Tran Thi Hoai Anh	Deputy Head of Internal Audit Department
Mr. Pham Duc Loc	Team Leader of Information Technology and Digital Transformation Department

The Committee proceeded to count the votes on the resolutions presented at the 2025 Annual General Meeting of Shareholders of Tien Phong Plastic Joint Stock Company.

The vote counting results for each resolution are as follows:

1. Approval of the Board of Directors' reports, production and business performance results, and the audited financial statements

Total number of votes: 114 votes, representing 128,277,728 shares.

Vote counting results:

- Invalid votes: 2 votes, representing 6,967 shares, accounting for 0.0054% of the total voting shares at the Meeting.
- Valid votes: 112 votes, representing 128,270,761 shares, accounting for 99.9946% of the total voting shares at the Meeting. Of which:

VOTE	NO. OF VOTES	SHARES /RIGHTS	RATIO (%)
+ Approve	112	128,270,761	99.9946
+ Disapprove	0		0.0000
+ No comment	0		0.0000
	112	128,270,761	99.9946

Conclusion: Pursuant to the Charter of Organization and Operation of Tien Phong Plastic Joint Stock Company, the above resolution was approved.

2. Approval of Profit Distribution Plan for 2024 and the plan to issue shares to pay dividends in 2024

Total number of votes: 114 votes, representing 128,277,728 shares.

Vote counting results:

- Invalid votes: 2 votes, representing 6,967 shares, accounting for 0.0054% of the total voting shares at the Meeting.
- Valid votes: 112 votes, representing 128,270,761 shares, accounting for 99.9946% of the total voting shares at the Meeting. Of which:

VOTE	NO. OF VOTES	SHARES /RIGHTS	RATIO (%)
+ Approve	112	128,270,761	99.9946
+ Disapprove	0		0.0000
+ No comment	0		0.0000
	112	128,270,761	99.9946

Conclusion: Pursuant to the Charter of Organization and Operation of Tien Phong Plastic Joint Stock Company, the above resolution was approved.

3. Approval of 2025 Production and Business Plan

Total number of votes: 114 votes, representing 128,277,728 shares.

Vote counting results:

- Invalid votes: 2 votes, representing 6,967 shares, accounting for 0.0054% of the total voting shares at the Meeting.
- Valid votes: 112 votes, representing 128,270,761 shares, accounting for 99.9946% of the total voting shares at the Meeting. Of which:

VOTE	NO. OF VOTES	SHARES /RIGHTS	RATIO (%)
+ Approve	112	128,270,761	99.9946
+ Disapprove	0		0.0000
+ No comment	0		0.0000
	112	128,270,761	99.9946

Conclusion: Pursuant to the Charter of Organization and Operation of Tien Phong Plastic Joint Stock Company, the above resolution was approved.

4. Approval of 2025 Regular Investment Plan

Total number of votes: 114 votes, representing 128,277,728 shares.

Vote counting results:

- Invalid votes: 2 votes, representing 6,967 shares, accounting for 0.0054% of the total voting shares at the Meeting.
- Valid votes: 112 votes, representing 128,270,761 shares, accounting for 99.9946% of the total voting shares at the Meeting. Of which:

VOTE	NO. OF VOTES	SHARES /RIGHTS	RATIO (%)
+ Approve	111	128,267,761	99.9922
+ Disapprove	1	3,000	0.0023
+ No comment	0		0.0000
	112	128,270,761	99.9946

Conclusion: Pursuant to the Charter of Organization and Operation of Tien Phong Plastic Joint Stock Company, the above resolution was approved.

5. Approval of the Estimated Cash Dividend for 2025

Total number of votes: 114 votes, representing 128,277,728 shares.

Vote counting results:

- Invalid votes: 2 votes, representing 6,967 shares, accounting for 0.0054% of the total voting shares at the Meeting.
- Valid votes: 112 votes, representing 128,270,761 shares, accounting for 99.9946% of the total voting shares at the Meeting. Of which:

VOTE	NO. OF VOTES	SHARES /RIGHTS	RATIO (%)
+ Approve	111	128,252,561	99.9804
+ Disapprove	1	18,200	0.0142
+ No comment	0		0.0000
	112	128,270,761	99.9946

Conclusion: Pursuant to the Charter of Organization and Operation of Tien Phong Plastic Joint Stock Company, the above resolution was approved.

6. Approval of the Board of Directors' Remuneration for 2025

Total number of votes: 114 votes, representing 128,277,728 shares.

Vote counting results:

- Invalid votes: 2 votes, representing 6,967 shares, accounting for 0.0054% of the total voting shares at the Meeting.
- Valid votes: 112 votes, representing 128,270,761 shares, accounting for 99.9946% of the total voting shares at the Meeting. Of which:

VOTE	NO. OF VOTES	SHARES /RIGHTS	RATIO (%)
+ Approve	112	128,270,761	99.9946
+ Disapprove	0		0.0000
+ No comment	0		0.0000
	112	128,270,761	99.9946

Conclusion: Pursuant to the Charter of Organization and Operation of Tien Phong Plastic Joint Stock Company, the above resolution was approved.

7. Authorization for the Board of Directors to select an Auditing Company for 2025

Total number of votes: 114 votes, representing 128,277,728 shares.

Vote counting results:

- Invalid votes: 2 votes, representing 6,967 shares, accounting for 0.0054% of the total voting shares at the Meeting.
- Valid votes: 112 votes, representing 128,270,761 shares, accounting for 99.9946% of the total voting shares at the Meeting. Of which:

VOTE	NO. OF VOTES	SHARES /RIGHTS	RATIO (%)
+ Approve	111	128,262,071	99.9878
+ Disapprove	0		0.0000
+ No comment	1	8,690	0.0068
	112	128,270,761	99.9946

Conclusion: Pursuant to the Charter of Organization and Operation of Tien Phong Plastic Joint Stock Company, the above resolution was approved.

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8. Amendments and supplements to the Company's Charter of Organization and Operation

Total number of votes: 114 votes, representing 128,277,728 shares.

Vote counting results:

- Invalid votes: 2 votes, representing 6,967 shares, accounting for 0.0054% of the total voting shares at the Meeting.
- Valid votes: 112 votes, representing 128,270,761 shares, accounting for 99.9946% of the total voting shares at the Meeting. Of which:

VOTE	NO. OF VOTES	SHARES /RIGHTS	RATIO (%)
+ Approve	111	128,269,713	99.9938
+ Disapprove	1	1,048	0.0008
+ No comment	0		0.0000
	112	128,270,761	99.9946

Conclusion: Pursuant to the Charter of Organization and Operation of Tien Phong Plastic Joint Stock Company, the above resolution was approved.

9. Amendments and supplements to the Internal Company Governance Regulation

Total number of votes: 114 votes, representing 128,277,728 shares.

Vote counting results:

- Invalid votes: 2 votes, representing 6,967 shares, accounting for 0.0054% of the total voting shares at the Meeting.
- Valid votes: 112 votes, representing 128,270,761 shares, accounting for 99.9946% of the total voting shares at the Meeting. Of which:

VOTE	NO. OF VOTES	SHARES /RIGHTS	RATIO (%)
+ Approve	112	128,270,761	99.9946
+ Disapprove	0		0.0000
+ No comment	0		0.0000
	112	128,270,761	99.9946

Conclusion: Pursuant to the Charter of Organization and Operation of Tien Phong Plastic Joint Stock Company, the above resolution was approved.

10. Amendments and supplements to the Board of Directors' Operational Regulation

Total number of votes: 114 votes, representing 128,277,728 shares.

Vote counting results:

- Invalid votes: 2 votes, representing 6,967 shares, accounting for 0.0054% of the total voting shares at the Meeting.
- Valid votes: 112 votes, representing 128,270,761 shares, accounting for 99.9946% of the total voting shares at the Meeting. Of which:

VOTE	NO. OF VOTES	SHARES /RIGHTS	RATIO (%)
+ Approve	112	128,270,761	99.9946
+ Disapprove	0		0.0000
+ No comment	0		0.0000
	112	128,270,761	99.9946

Conclusion: Pursuant to the Charter of Organization and Operation of Tien Phong Plastic Joint Stock Company, the above resolution was approved.

11. Election of the Board of Directors for the 2025–2030 term

Total number of votes: 114 votes, representing 128,277,728 shares.

Vote counting results:

- Invalid votes: 2 votes, representing 6,967 shares, accounting for 0.0054% of the total voting shares at the Meeting.
- Valid votes: 112 votes, representing 128,270,761 shares, accounting for 99.9946% of the total voting shares at the Meeting. Of which:

VOTE	NO. OF VOTES	SHARES /RIGHTS	RATIO (%)
+ Approve	111	128,269,713	99.9938
+ Disapprove	0		0.0000
+ No comment	1	1,048	0.0008
	112	128,270,761	99.9946

Conclusion: Pursuant to the Charter of Organization and Operation of Tien Phong Plastic Joint Stock Company, the above resolution was approved.

12. Approval of the proposal to assign the Board of Directors to review and decide on the investment in the Tien Phong Education Complex Project

Total number of votes: 114 votes, representing 128,277,728 shares.

Vote counting results:

- Invalid votes: 2 votes, representing 6,967 shares, accounting for 0.0054% of the total voting shares at the Meeting.
- Valid votes: 112 votes, representing 128,270,761 shares, accounting for 99.9946% of the total voting shares at the Meeting. Of which:

VOTE	NO. OF VOTES	SHARES /RIGHTS	RATIO (%)
+ Approve	109	127,386,661	99.3054
+ Disapprove	2	4,100	0.0032
+ No comment	1	880,000	0.6860
	112	128,270,761	99.9946

Conclusion: Pursuant to the Charter of Organization and Operation of Tien Phong Plastic Joint Stock Company, the above resolution was approved.

The vote counting was completed at 11:50 a.m. on the same day. This minutes was prepared on site and unanimously signed for confirmation by all members of the Vote Counting Committee.

The Vote Counting Committee hereby hands over this Vote Counting Minutes and all collected voting forms to the Chairperson of the General Meeting.

VOTE COUNTING COMMITTEE

MEMBER (signed)	MEMBER (signed)	HEAD OF COMMITTEE (signed)	CHAIRMAN (signed)
Tran Hung Cuong	Luu Thi Mai	Nguyen Van Cuong	Dang Quoc Dung
MEMBER (signed)	MEMBER (signed)		
Pham Duc Loc	Tran Thi Hoai Anh		

Haiphong, May 19th, 2025

VOTE COUNTING MINUTES
ELECTION OF THE BOARD OF DIRECTORS FOR THE 2025–2030 TERM
AT THE 2025 ANNUAL GENERAL MEETING OF SHAREHOLDERS

Today, May 19, 2025, at the Main Hall, Headquarters Building, 222 Mac Dang Doanh, Hung Dao, Duong Kinh, Hai Phong, Tien Phong Plastic Joint Stock Company held the 2025 Annual General Meeting of Shareholders and conducted the election of the Board of Directors for the 2025–2030 term. The Vote Counting Committee (Election Committee) was approved by the General Meeting, consisting of:

Mr. Nguyen Van Cuong Director of Fittings Factory, Head of Committee
Mr. Tran Hung Cuong Deputy Head of Human Resources Department
Ms. Luu Thi Mai Chief Accountant
Ms. Tran Thi Hoai Anh Deputy Head of Internal Audit Department
Mr. Pham Duc Loc Team Leader of Information Technology and Digital Transformation

The vote counting for the election of the Board of Directors for the 2025–2030 term was conducted at the 2025 Annual General Meeting of Shareholders. The results are as follows:

1. Validity of votes:

- Total number of votes submitted: 115 votes, representing 128,290,173 shares. Of which:
- Number of invalid votes: 2 votes, representing 8,790 shares, accounting for 0.0069% of the total voting shares participating in the election.
- Number of valid votes: 113 votes, representing 128,281,383 shares, accounting for 99.9931% of the total voting shares participating in the election.

2. Election content: Election of the Board of Directors for the 2025–2030 term

Election result:

No.	Candidate name	Numbers of votes	Rate (%)
1	Tran Ngoc Bao	129,594,665	14.4320
2	Dang Quoc Dung	129,550,685	14.4271
3	Noboru Kobayashi	127,517,661	14.2007
4	Dang Phuong Lan	127,119,504	14.1563
5	Vu Thi Minh Nhat	127,117,057	14.1561

6	Chu Van Phuong	129,589,003	14.4313
7	Trinh Van Tuan	127,122,782	14.1567

Based on the Election Rules approved by the 2025 Annual General Meeting of Shareholders, the list of elected candidates is arranged in descending order of votes as follows:

No.	Candidate name	Numbers of votes	Rate (%)
1	Tran Ngoc Bao	129,594,665	14.4320
2	Chu Van Phuong	129,589,003	14.4313
3	Dang Quoc Dung	129,550,685	14.4271
4	Noboru Kobayashi	127,517,661	14.2007
5	Trinh Van Tuan	127,122,782	14.1567
6	Dang Phuong Lan	127,119,504	14.1563
7	Vu Thi Minh Nhat	127,117,057	14.1561

The vote counting was completed at 11:50 a.m. This minutes was prepared on-site and signed by all members of the Vote Counting Committee for confirmation.

The Vote Counting Committee hereby hands over the Vote Counting Minutes and all collected votes to the Chairperson of the meeting

VOTE COUNTING COMMITTEE

MEMBER
(signed)

MEMBER
(signed)

**HEAD OF
COMMITTEE**
(signed)

CHAIRMAN
(signed)

Tran Hung Cuong
MEMBER
(signed)

Luu Thi Mai
MEMBER
(signed)

Nguyen Van Cuong

Dang Quoc Dung

Pham Duc Loc

Tran Thi Hoai Anh