

No: 284 /BB-ĐHĐCĐ

Hanoi, May 23rd, 2025

**MINUTES OF THE ANNUAL GENERAL MEETING OF SHAREHOLDERS IN
2025 – ARMEPHACO JOINT STOCK COMPANY**

I. General information

- Business name : Armephaco Joint Stock Company
- Address : No 118 Vu Xuan Thieu, Phuc Loi Ward, Long Bien District, Hanoi
- Business code : 0100109191

II. Time and location of the conference

- Time : From 8:00AM to 11:30AM on 21/05/2025
- Address : No 118 Vu Xuan Thieu, Phuc Loi Ward, Long Bien District, Hanoi

III. Participants

- Members of the Board of Directors;
- Members of the Board of General Directors;
- Members of the Supervisory Board;
- The guests attending the Congress;
- Shareholders and authorized representatives of shareholders of Armephaco Joint Stock Company (according to the list of shareholders confirmed at 5:00PM on May 14th, 2025).

IV. The personnel structure of the Presidium and the supporting committees at the Congress:

1. Presidium (introduced by the Chairperson for approval at the General Assembly)

- Mr Pham Cong Doan Chairperson
- Mrs Nguyen Thi Huong Member
- Mr Duong Dinh Son Member

2. The Secretary (appointed by the Chairman of the Congress)

- Mrs Nguyen Thi Huyen
- Ms Nguyen Ngoc Huyen

3. Polling and Voting (introduced by the Chair for the General Assembly to approve at the Congress)

- Mrs Doan Thuy Ngoan
- Mrs Nguyen Thi Huyen

V. Conditions for holding the Congress

The Head of the Shareholder Qualification Inspection Committee – Mr/Mrs Ngo Thi Mai Phuong reported at the meeting the results of the inspection of shareholder eligibility attending the annual general meeting of shareholders in 2025. At the time of opening (08:30), the meeting meets the conditions to proceed according to the current legal regulations with the shareholder structure as follows: The number of attending shareholder structure as follows: The number of attending shareholders and shareholders authorized to

attend the meeting is 23 shareholders, representing 12.472.133 shares, accounting for 95,9% of the total voting shares (13.000.000 shares), of which:

- The number of shareholders attending in person is 10 shareholders, representing 4.175.933 shares, accounting for 32,12% of the total shares with voting rights at the General Meeting.
- The number of authorized shareholders is 13 shareholders, representing 8.296.200 shares, accounting for 63,82% of the total voting shares at the General Meeting.

VI. Content of the Congress

1. The ballot and election committee has been unanimously approved by the shareholders' general meeting with 100% of present shareholders agreeing through the method of raising voting cards.

2. The content of the Congress program has been unanimously approved by the General Meeting of Shareholders with 100% of the present shareholders agreeing through the voting card raising method.

3. The working regulation has been unanimously passed by the General Meeting of Shareholders with 100% of the present shareholders in favor through a voting card raise

4. The congress heard Mr. Pham Cong Doan present the report on activities in 2024 and the operational directions for 2025 of the Board of Directors.

5. The congress heard Mr. Duong Dinh Son present the report on the results of production and business activities, investments in 2024, and the plan for production and business activities, investments in 2025.

6. The congress listened to Mrs. Nguyen Thi Huong presenting the report on the activities of 2024 and the plan for the activities of 2025 of the supervisory board.

7. The proposals presented by the members of the Presidium at the Congress:

- + Proposal approval of the Audited Financial Statements 2024 of Armephaco Joint Stock Company
- + Proposal regarding the profit distribution plan for the year 2024
- + Proposal Regarding the report on the salaries and remuneration of the Board of Directors, Supervisory Board for the year 2024 and the plan of the salary and remuneration for 2025
- + Proposal to approve the selection of an auditing unit for the financial statements of the year 2025.

8. Election of members of the Board of Directors/ Supervisory Board for the term 2020 – 2025

The congress listens to Mrs Doan Thuy Ngoan read the regulations on the election of members of the Board of Directors/Supervisory Board for the term 2025 - 2030.

The General Meeting of Shareholders has voted to approve the Regulation on the election of Members of the Board of Directors/ Supervisory Board for the term 2025 - 2030 through a voting card raised with a ratio of 100% of the shares attending the meeting and voting in favor.

After the congress approved the regulations for the election of members of the Board of

Directors/ Supervisory Board for the term 2025 - 2030, the congress heard Doan Thuy Ngoan announce the list of candidates participating in the Board of Directors/ Supervisory Board. Accordingly, as of the time of voting, there are 03 candidates proposed to be elected as members of the Board of Directors and 03 candidates proposed to be elected as members of the Supervisory Board for the term 2025 - 2030, specifically as follows:

➤ The 3 candidates participating in the Board of Directors are:...

Mr Pham Cong Doan

Mrs Nguyen Thi Huong

Mrs Vu Thi Cam Trang

➤ 03 candidates participating in the Supervisory Board include:

Mrs Nguyen Thi Huong

Mr Le Manh Hien

Mr Nguyen Anh Tuan

The general shareholders' meeting voted to approve the list of candidates participating in the Board of Directors/ Supervisory Board by raising voting cards with a 100% ratio of shares attending the meeting and voting in favor

VII. Voting

At the time of voting (10:20 AM), the total number of shareholders present and authorized was: 23 shareholders, representing 12.472.133 shares, accounting for 95,6% of the total shares entitled to vote at the General Assembly, of which

+ The number of shareholders participating in person is 10 shareholders, representing 4.175.933 shares, accounting for 32,12% of the total voting shares.

+ The number of proxy shareholders is 13 shareholders, representing 8.296.200 shares, accounting for 63,82% of the total voting shares

According to the program, the General Meeting of Shareholders voted on 8 items including reports and proposals. The voting was conducted in the form of ballots, specifically as follows:

Number of ballots issued: 10 ballot papers.

Number of ballots collected: 10 ballot papers.

VIII. The results of the vote and the contents approved at the Congress

1. Through the Report of activity 2024 and the Directions of the Board of Directors in 2025 (Detailed content in the Board of Directors' report of the day)

Voting results:

	Number of Votes	Number of voting shares	Rate %
Agree	10	12.472.133	100%
Disagree	0	0	0%
No Comments	0	0	0%
Invalid	0	0	0%

Conclusion: Through the Report of activity 2024 and the Directions of the Board of Directors in 2025

2. Through the Report of the business performance in 2024 and business plan for 2025

Voting results:

	Number of Votes	Number of voting shares	Rate %
Agree	10	12.472.133	100%
Disagree	0	0	0%
No Comments	0	0	0%
Invalid	0	0	0%

Conclusion: Through the Report of the business performance in 2024 and business plan for 2025

3Through the Report implementing the tasks and powers of the supervisory board in 2024 and the directions and tasks of the supervisory board in 2025

Voting results:

	Number of Votes	Number of voting shares	Rate %
Agree	10	12.472.133	100%
Disagree	0	0	0%
No Comments	0	0	0%
Invalid	0	0	0%

Conclusion: Through the Report implementing the tasks and powers of the supervisory board in 2024 and the directions and tasks of the supervisory board in 2025

4. Through the Proposal approval of the Audited Financial Statements 2024 of Armephaco Joint Stock Company

Voting results:

	Number of Votes	Number of voting shares	Rate %
Agree	10	12.472.133	100%
Disagree	0	0	0%
No Comments	0	0	0%
Invalid	0	0	0%

Conclusion: Through the Proposal approval of the Audited Financial Statements 2024 of Armephaco Joint Stock Company

5. Through the Proposal approval of the profit distribution plan for the year 2024

Voting results:

	Number of Votes	Number of voting shares	Rate %
Agree	10	12.472.133	100%
Disagree	0	0	0%
No Comments	0	0	0%
Invalid	0	0	0%

Conclusion: Through the Proposal approval of the profit distribution plan for the year 2024

6. Through the Proposal of the report on the salaries and remuneration of the Board of Directors, Supervisory Board for the year 2024 and the plan of the salaries and remuneration for 2025

Voting results:

	Number of Votes	Number of voting shares	Rate %
Agree	10	12.472.133	100%
Disagree	0	0	0%
No Comments	0	0	0%
Invalid	0	0	0%

Conclusion: Through the Proposal of the report on the salaries and remuneration of the Board of Directors, Supervisory Board for the year 2024 and the plan of the salaries and remuneration for 2025

7. Through the Proposal of the selection of an auditor for the 2025 financial statements and the semi-annual 2025 financial statements

Voting results:

	Number of Votes	Number of voting shares	Rate %
Agree	10	12.472.133	100%
Disagree	0	0	0%
No Comments	0	0	0%

	Number of Votes	Number of voting shares	Rate %
Invalid	0	0	0%

Conclusion: Through the Proposal of the selection of an auditor for the 2025 financial statements and the semi-annual 2025 financial statements

8. Through the election regulations of members of the Board of Directors, members of the Supervisory Board - Annual General Meeting of Shareholders (AGM)

Voting results:

	Number of Votes	Number of voting shares	Rate %
Agree	10	12.472.133	100%
Disagree	0	0	0%
No Comments	0	0	0%
Invalid	0	0	0%

Conclusion: Through the election regulations of members of the Board of Directors, members of the Supervisory Board - Annual General Meeting of Shareholders (AGM)

9. Elect members of the Board of Directors, members of the Supervisory Board for the term 2025-2030

At the time of the election to supplement the members of the Board of Directors/Supervisory Board (10:20 AM), the total number of shareholders present and authorized is ... shareholders, representing ... shares, accounting for ...% of the total number of shares with voting rights

List of members of the Board of Directors

No	Fullname	Number of votes	Number of participating voting shares	Ratio: Number of votes/Total number of participating voting shares at the General Meeting (%)
1	Nguyen Thi Huong	5	16.278.399	130,94%
2	Pham Cong Doan	3	12.033.678	96,79%
3	Vu Thi Cam Trang	4	8.984.322	72,27%

List of members of the Supervisory Board

No	Fullname	Number of votes	Ratio: Number of votes/Total number of participating voting shares at the General Meeting (%)
1	Le Manh Hien	3	131,02%
2	Nguyen Thi Huong	4	96,85%
3	Nguyen Anh Tuan	5	72,31%

The General Meeting of Shareholders approved the results of the election of members of the Board of Directors/ Supervisory Board as above. Accordingly, the mentioned person has been elected to the Board of Directors/ Supervisory Board for the term 2025 - 2030 of Armephaco Joint Stock Company

Through the content of the minutes:

The contents of the meeting are recorded in the Minutes and approved by the Annual General Shareholders' Meeting in 2025

The General Assembly of Shareholders authorizes the Board of Directors to direct and decide on all issues related to the implementation of the contents of the production and business plan and development investment for 2025 approved by the General Assembly of Shareholders

The minutes consist of 07 pages, drawn up in 02 copies, one kept in the annual general shareholder meeting 2025 documents at the Board of Directors' assistance team, and one kept by the Secretary of the Board of Directors.

The resolution of the 2025 annual general meeting of shareholders will be documented in writing and published in full on the website of Armephaco Joint Stock Company (armephaco.com.vn) to notify all shareholders in accordance with the regulations of the Armephaco Joint Stock Company Charter and current laws.

The Annual General Meeting of Shareholders of Armephaco Joint Stock Company in 2025 ended at 11:30 AM on the same day.

THE SECRETARY

Sign..... Name: *Nguyen Thi Huyen*

Sign..... Name: *Nguyen Ngoc Huyen*

CHAIRPERSON



Pham Cong Doan
Pham Cong Doan