

No: .../2025/BC-HĐQT

DRAFT

**REPORT OF THE ANNUAL GENERAL MEETING OF
SHAREHOLDERS IN 2025****Board of Directors' activities in 2024 and plan for 2025**

In 2024, the Board of Directors of Dua Fat Group Joint Stock Company has successfully completed its functions and tasks in accordance with the provisions of law and the Company's charter. The Board of Directors has implemented management, developed business strategies and supervised the operations of the Board of Directors. The main results in 2024 are as follows:

**I RESULTS OF IMPLEMENTING THE RESOLUTION OF THE 2024
GENERAL MEETING OF SHAREHOLDERS**

The results of the 2024 business plan implementation approved by the Company's 2024 Annual General Meeting of Shareholders are as follows:

Unit: VND

Target	Plan year 2024	Perform year 2024	Complete (%)
Net revenue	1,000,000,000,000	294.137.338.472	29.4%
Profit before tax	10,000,000,000	(491.017.130.026)	-
Profit after tax	8,000,000,000	(491,023,847,085)	-

About remuneration, Operating expenses and other benefits of board members :

STT	Full name	Position	remuneration (copper)	Salary, bonus (copper)
Remuneration, salary, bonus of Board of Directors members in 2024:				
1	Mr. Le Duy Hung	Chairman of the Board	0	38 4 . 0 00,000
2	Ms. Nguyen Thi Thuy	Board Member	0	17 6 , 000,000

STT	Full name	Position	remuneration (copper)	Salary, bonus (copper)
	Linh			
3	Mr. Nguyen Canh Trung	Board Member	0	0
Total			0	560,000,000

II ACTIVITIES OF THE BOARD OF DIRECTORS IN 2024

1. On the personnel structure of the Board of Directors in 2024

The Company's Board of Directors consists of 03 members, chaired by Mr. Le Duy Hung, specifically:

STT	Full name	Position in the Board of Directors	Note
1	Mr. Le Duy Hung	Chairman of the Board	Appointed on April 20, 2020
2	Mr. Nguyen Canh Trung	Board Member	Appointed on 04/06/2021
4	Ms. Nguyen Thi Thuy Linh	Board Member	Appointed on April 20, 2020

2. Activities of the Board of Directors in 2024 according to the provisions of the Enterprise Law and the Company's Charter of Organization and Operation

In 2024, the Board of Directors managed and directed the Company in compliance with the provisions of the Enterprise Law, the Company's Charter of Organization and Operation, and organized the implementation of the Resolution of the General Meeting of Shareholders.

a. Board of Directors Meetings :

Status	Resolution Number	Content	Day	Passage Rate
1	240311/2024/NQ-HĐQT	Signing transaction contracts between Dua Fat Group Joint Stock Company and related parties in 2024	11/03/2024	100%
2	240320/2024/NQ-HĐQT	Transfer of fixed assets of the Company's BAUER BG25C hydraulic rock drill to LE GIA LOGISTICS Joint Stock	March 20, 2024	100%

Status	Resolution Number	Content	Day	Passage Rate
		Company		
3	240322/2024/NQ-HĐQT	Transfer of ownership of TOYOTA - YARIS car fixed assets of the Company to Ms. Tran Thi Hong Nhung	March 22, 2024	100%
4	240326/2024/NQ-HĐQT	Transfer of fixed assets of the Company, apartment B1803 at Tecco Skyville Thanh Tri Hanoi apartment building	March 26, 2024	100%
5	240401/2024/NQ-HĐQT	Approval of dismissal of General Director Dam Van Ly	01/04/2024	100%
6	240408/2024/NQ-HĐQT	Transfer of fixed assets of the Company's MERCEDES - BENZ G63 car to T \$C Investment Cooperation Trading Company Limited	April 8, 2024	100%
7	240426.01/2024/NQ-HĐQT	Approval of extension of time for holding the 2024 Annual General Meeting of Shareholders	April 26, 2024	100%
8	240612/2024/NQ-HĐQT	Add the agenda to the 2024 Annual General Meeting of Shareholders. Dismiss Tran Trung Hai and appoint Cao Ngoc Thu as a member of the Board of Supervisors.	12/06/2024	100%
9	240625.02/2024/NQ-ĐHĐCĐ	Approval of the contents of the 2024 annual general meeting of shareholders	June 25, 2024	100%
10	240805/2024/NQ-HĐQT	Transfer of the name of the Company's fixed asset, Vinfast VF8 car, to Petroleum Mechanical Construction and Installation Joint Stock Company.	05/08/2024	100%
11	241202/2024/NQ-HĐQT	Approving the content of dismissal	12/02/2024	100%

Status	Resolution Number	Content	Day	Passage Rate
		from the position of Deputy General Director and appointing Mr. Do Quoc Phuong as General Director of Dua Fat Group Joint Stock Company.		
12	241211/2024/NQ-HĐQT	Transfer of fixed assets of 08 XCMG XR280E drilling machines of the Company to Kim Tan Port Joint Stock Company.	11/12/2024	100%
13	20241219.02/2024/ NQ-HĐQT	Approval of the content of the Information Disclosure Regulation of Fat Racing Group Joint Stock Company	12/19/2024	

b. Extension of bond repayment period during the year

For the DFFH2123001 bond lot issued by the Company on September 1, 2021, Dua Fat Group Joint Stock Company has notified and asked for the opinions of Bondholders on the schedule for commitment to pay principal and interest of bonds due on March 1, 2023. On March 2, 2023, June 15, 2023, August 30, 2023 and December 28, 2023, the Resolution of Bondholders agreed to approve the schedule for commitment to pay new principal of bonds.

c. Report on transactions between the company, subsidiaries, companies in which the public company controls 50% or more of the charter capital with members of the Board of Directors and related persons of such members; transactions between the company and companies in which members of the Board of Directors are founding members or business managers within the last 3 years before the time of the transaction.

The above transactions were all approved by the competent authority (General Meeting of Shareholders/Board of Directors) and the Company disclosed information in accordance with the regulations for public companies (if any). Specifically, these transactions have been fully stated in the Company's 2024 Management Report and disclosed information in accordance with the regulations.

d. Supervisory activities of the Board of Directors over the General Director and other executives

In 2024, based on the Company Charter and the Corporate Governance Regulations, the Board of Directors regularly and promptly supervised and directed the activities of the Board of Directors in managing production and business and implementing resolutions of the General Meeting of Shareholders and the Board of Directors as follows:

- The Board of Directors regularly monitors the activities of the Board of Directors through direct meetings of the Board of Directors, monthly meetings of the Board of Directors and Reports (Quarterly and annual financial reports; reports on production and business activities of the Board of Directors).
- The Board of Directors organizes direct work on issues deemed necessary, with clear assignments for the Board of Directors to deploy and carry out the work.
- Ensure that all activities of the Board of Directors comply with the law, policies of the General Meeting of Shareholders and resolutions issued by the Board of Directors.

2024 is a challenging and difficult year due to the impact of inflation, the real estate market, construction and installation facing many difficulties when demand declines. The Board of Directors has summarized, discussed and evaluated: The Board of Directors has strictly complied with the provisions of current laws and the Company's operating regulations. In addition, the Board of Directors has also made many efforts in managing production and business activities, ensuring work documents, ensuring the health and safety of officers and employees. However, in the context of a difficult market, the Board of Directors needs to come up with more flexible and drastic solutions to ensure that business operations are not interrupted, creating a premise for development when the economy begins to recover.

e. Activities of subcommittees under the Board of Directors: None

III SUPPLEMENTING CONTENT RELATED TO THE BOARD OF DIRECTORS' ACTIVITY REPORT AT THE ANNUAL GENERAL MEETING OF SHAREHOLDERS IN 2022, 2023 AND 2024

Pursuant to Inspection Conclusion No. 22/KL-TT dated April 4, 2025 of the State Securities Commission on the inspection at Dua Fat Group Joint Stock Company, the Board of Directors of the Company has reviewed and requested to report to the 2025 Annual General Meeting of Shareholders the additional contents in the Board of Directors' Activity Report at the 2022, 2023 and 2024 Annual General Meeting of Shareholders, specifically as follows:

1. Supplementing content in the Board of Directors' Activity Report at the 2022 Annual General Meeting of Shareholders

- Transactions between a company, subsidiary, or company in which a public company controls 50% or more of the charter capital with a member of the Board of Directors and related persons of that member:

S T T	Name of organization/individual	Relationship with the company	Certificate Number *, date of issue, place of issue	Head office address/Contact address	Time of transaction with the company	Resolution No. Resolution / Decision of the General Meeting of Shareholders / Board of Directors... approved (if any, specify the date of issue).	Content, quantity, total transaction value
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1	Vinh Hoa Company Limited	Subsidiary	0106882263	6th Floor, Viet A Building, No. 9 Duy Tan Street, Dich Vong Hau Ward, Cau Giay District, Hanoi City, Vietnam	April 21, 2022	220421.01/2022/N Q-HĐQT dated April 21, 2022	Contract to lend the Company an amount of 3,227,000,000 VND
2	Tran Thi Hong Nhung	Wife of the Chairman of the Board of Directors	001181011626 issued by the Department of Residence Registration and National Population Management on February 17, 2016	BT1-A36, Van Quan Urban Area, Ha Dong, Hanoi.	07/20/2022	220714.02/2022/N Q-HĐQT dated July 14, 2022	Contract for transferring shares of Fat Racing Design JSC, total value 900,000,000 VND
3	Nguyen Manh Toan	Representative of the Company's capital at Fat Racing Design JSC	022079012971 issued on September 7, 2021 by the Department of Administrative Police for Social Order	Group 27 Phu Thanh Tay, Yen Thanh, Uong Bi city, Quang Ninh province	07/20/2022	220718.02/2022/N Q-HĐQT dated July 18, 2022	Contract for transfer of shares of Country Investment and Construction Joint Stock Company, total value of 5,100,000,000 VND

- Transactions between companies in which a member of the Board of Directors is a founding member or a business manager within the last 3 years prior to the transaction are as follows:

ST T	Name of organization/individual	Relationship with the company	Certificate Number *, date of issue, place of issue	Head office address/Contact address	Time of transaction with the company	Resolution/Decision No. approved by the General Meeting of Shareholders/Board of Directors... (if any, clearly state the date of issue) .	Transaction content
1.	Spile Foundation Joint Stock Company	Member of the Board of Directors of Spile Foundation JSC and also member of the Board of Directors of Duafat	0107652618	No. 42, Lot 9, Van Phu Urban Area, Phu La Ward, Ha Don District, Hanoi	01/03/2022	220103.01.20233/NQ-HĐQT dated January 3, 2022	Contract No. 0301/HĐNT/2022/SP-DDF for the purchase and sale of VTP labor protection equipment and supplies to serve Party B.

ST T	Name of organiza tion/indi vidual	Relationshi p with the company	Certificat e Number *, date of issue, place of issue	Head office address/Cont act address	Time of transaction with the company	Resolution/Decision No. approved by the General Meeting of Shareholders/Board of Directors... (if any, clearly state the date of issue) .	Transaction content
		Group JSC					
2.	Spile Foundat ion Joint Stock Compan y	Member of the Board of Directors of Spile Foundatio n JSC and also member of the Board of Directors of Duafat Group JSC	01076526 18	No. 42, Lot 9, Van Phu Urban Area, Phu La Ward, Ha Don District, Hanoi	04/01/2022	220103.01.20233/NQ -HĐQT dated January 3, 2022	Contract Principle No. 0401/HĐTM/2022/SP -DF: Machine Rental S00301 S00305 S00310
3.	Spile Foundat ion Joint Stock Compan y	Member of the Board of Directors of Spile Foundatio n JSC and also member of the Board of Directors of Duafat Group JSC	01076526 18	No. 42, Lot 9, Van Phu Urban Area, Phu La Ward, Ha Don District, Hanoi	04/01/2022	220103.01.20233/NQ -HĐQT dated January 3, 2022	Contract Principle No. 0401.2022/HĐNT/SP- DF accepts to repair CCDC machinery and equipment according to Party B's order
4.	Spile Foundat ion Joint Stock Compan y	Member of the Board of Directors of Spile Foundatio n JSC and also member of the Board of Directors of Duafat Group JSC	01076526 18	No. 42, Lot 9, Van Phu Urban Area, Phu La Ward, Ha Don District, Hanoi	April 15, 2022	220103.01.20233/NQ -HĐQT dated January 3, 2022	Buying and selling CCDC for bored pile construction with details and unit prices

ST T	Name of organization/individual	Relationship with the company	Certificate Number *, date of issue, place of issue	Head office address/Contact address	Time of transaction with the company	Resolution/Decision No. approved by the General Meeting of Shareholders/Board of Directors... (if any, clearly state the date of issue) .	Transaction content
5.	Spile Foundation Joint Stock Company	Member of the Board of Directors of Spile Foundation JSC and also member of the Board of Directors of Duafat Group JSC	01076526 18	No. 42, Lot 9, Van Phu Urban Area, Phu La Ward, Ha Don District, Hanoi	10/01/2020	220103.01.20233/NQ- HDQT dated January 3, 2022	Principle contract No. 01.2020/HDNT/SP- DF for purchase and sale of construction materials
6.	Spile Foundation Joint Stock Company	Member of the Board of Directors of Spile Foundation JSC and also member of the Board of Directors of Duafat Group JSC	01076526 18	No. 42, Lot 9, Van Phu Urban Area, Phu La Ward, Ha Don District, Hanoi	April 22, 2022	220402.01/2022/NQ- HDQT dated April 2, 2022	Sales contract No. 2204/HDMB/SP-DF Purchase and sale of auxiliary materials
7.	Spile Foundation Joint Stock Company	Member of the Board of Directors of Spile Foundation JSC and also member of the Board of Directors of Duafat Group JSC	01076526 18	No. 42, Lot 9, Van Phu Urban Area, Phu La Ward, Ha Don District, Hanoi	April 23, 2022	220402.01/2022/NQ- HDQT dated April 2, 2022	Sales contract No. 2304/HDMB/SP-DF Purchase and sale of auxiliary materials
8.	Spile Foundation Joint Stock Company	Member of the Board of Directors	01076526 18	No. 42, Lot 9, Van Phu Urban Area, Phu La	April 26, 2022	220402.01/2022/NQ- HDQT dated April 2, 2022	Sales contract No. 2604/HDMB/SP-DF Purchase and sale of auxiliary materials

ST T	Name of organization/individual	Relationship with the company	Certificate Number , date of issue, place of issue	Head office address/Contact address	Time of transaction with the company	Resolution/Decision No. approved by the General Meeting of Shareholders/Board of Directors... (if any, clearly state the date of issue) .	Transaction content
	Company	of Spile Foundation JSC and also member of the Board of Directors of Duafat Group JSC		Ward, Ha Don District, Hanoi			
9.	Spile Foundation Joint Stock Company	Member of the Board of Directors of Spile Foundation JSC and also member of the Board of Directors of Duafat Group JSC	01076526 18	No. 42, Lot 9, Van Phu Urban Area, Phu La Ward, Ha Don District, Hanoi	05/02/2022	220503.01/2022/NQ- HĐQT dated May 3, 2022	Sales contract No. 0205/HDMB/SP-DF Purchase and sale of auxiliary materials
10.	Spile Foundation Joint Stock Company	Member of the Board of Directors of Spile Foundation JSC and also member of the Board of Directors of Duafat Group JSC	01076526 18	No. 42, Lot 9, Van Phu Urban Area, Phu La Ward, Ha Don District, Hanoi	05/04/2022	220503.01/2022/NQ- HĐQT dated May 3, 2022	Sales contract No. 0405/HDMB/SP-DF Purchase and sale of auxiliary materials
11.	Spile Foundation Joint Stock Company	Member of the Board of Directors of Spile Foundation JSC and also member of	01076526 18	No. 42, Lot 9, Van Phu Urban Area, Phu La Ward, Ha Don District, Hanoi	May 15, 2022	220503.01/2022/NQ- HĐQT dated May 3, 2022	Sales contract No. 1505.01/HDMB/SP- DF Purchase and sale of auxiliary materials

ST T	Name of organiza tion/indi vidual	Relationshi p with the company	Certificat e Number *, date of issue, place of issue	Head office address/Cont act address	Time of transaction with the company	Resolution/Decision No. approved by the General Meeting of Shareholders/Board of Directors... (if any, clearly state the date of issue).	Transaction content
		the Board of Directors of Duafat Group JSC					
12.	Spile Foundat ion Joint Stock Compan y	Member of the Board of Directors of Spile Foundatio n JSC and also member of the Board of Directors of Duafat Group JSC	01076526 18	No. 42, Lot 9, Van Phu Urban Area, Phu La Ward, Ha Don District, Hanoi	May 15, 2022	220503.01/2022/NQ- HĐQT dated May 3, 2022	Sales contract No. 1505.02/HDMB/SP- DF Purchase and sale of auxiliary materials
13.	Spile Foundat ion Joint Stock Compan y	Member of the Board of Directors of Spile Foundatio n JSC and also member of the Board of Directors of Duafat Group JSC	01076526 18	No. 42, Lot 9, Van Phu Urban Area, Phu La Ward, Ha Don District, Hanoi	06/02/2022	220601.01/2022/NQ- HĐQT dated June 1, 2022	Sales contract No. 0206/HDMB/SP-DF Purchase and sale of construction materials
14.	Spile Foundat ion Joint Stock Compan y	Member of the Board of Directors of Spile Foundatio n JSC and also member of the Board of Directors of Duafat	01076526 18	No. 42, Lot 9, Van Phu Urban Area, Phu La Ward, Ha Don District, Hanoi	04/06/2022	220601.01/2022/NQ- HĐQT dated June 1, 2022	Sales contract No. 0406/HDMB/SP-DF Sales of construction materials

ST T	Name of organization/individual	Relationship with the company	Certificate Number , date of issue, place of issue	Head office address/Contact address	Time of transaction with the company	Resolution/Decision No. approved by the General Meeting of Shareholders/Board of Directors... (if any, clearly state the date of issue) .	Transaction content
		Group JSC					
15.	Spile Foundation Joint Stock Company	Member of the Board of Directors of Spile Foundation JSC and also member of the Board of Directors of Duafat Group JSC	01076526 18	No. 42, Lot 9, Van Phu Urban Area, Phu La Ward, Ha Don District, Hanoi	06/07/2022	220601.01/2022/NQ- HDQT dated June 1, 2022	Sales contract No. 0706/HDMB/SP-DF Purchase and sale of construction materials
16.	Spile Foundation Joint Stock Company	Member of the Board of Directors of Spile Foundation JSC and also member of the Board of Directors of Duafat Group JSC	01076526 18	No. 42, Lot 9, Van Phu Urban Area, Phu La Ward, Ha Don District, Hanoi	06/08/2022	220601.01/2022/NQ- HDQT dated June 1, 2022	Sales contract No. 0806/HDMB/SP-DF Sales of construction materials
17.	Spile Foundation Joint Stock Company	Member of the Board of Directors of Spile Foundation JSC and also member of the Board of Directors of Duafat Group JSC	01076526 18	No. 42, Lot 9, Van Phu Urban Area, Phu La Ward, Ha Don District, Hanoi	June 12, 2022	220601.01/2022/NQ- HDQT dated June 1, 2022	Sales contract No. 1206/HDMB/SP-DF Purchase and sale of construction materials

ST T	Name of organization/individual	Relationship with the company	Certificate Number *, date of issue, place of issue	Head office address/Contact address	Time of transaction with the company	Resolution/Decision No. approved by the General Meeting of Shareholders/Board of Directors... (if any, clearly state the date of issue).	Transaction content
18.	Spile Foundation Joint Stock Company	Member of the Board of Directors of Spile Foundation JSC and also member of the Board of Directors of Duafat Group JSC	01076526 18	No. 42, Lot 9, Van Phu Urban Area, Phu La Ward, Ha Don District, Hanoi	June 15, 2022	220601.01/2022/NQ- HDQT dated June 1, 2022	Sales contract No. 1506/HDMB/SP-DF Sales of construction materials
19.	Spile Foundation Joint Stock Company	Member of the Board of Directors of Spile Foundation JSC and also member of the Board of Directors of Duafat Group JSC	01076526 18	No. 42, Lot 9, Van Phu Urban Area, Phu La Ward, Ha Don District, Hanoi	June 20, 2022	220601.01/2022/NQ- HDQT dated June 1, 2022	Sales contract No. 2006/HDMB/SP-DF Sales of construction materials
20.	Spile Foundation Joint Stock Company	Member of the Board of Directors of Spile Foundation JSC and also member of the Board of Directors of Duafat Group JSC	01076526 18	No. 42, Lot 9, Van Phu Urban Area, Phu La Ward, Ha Don District, Hanoi	June 23, 2022	220601.01/2022/NQ- HDQT dated June 1, 2022	Sales contract No. 2306/HDMB/SP-DF Purchase and sale of construction materials
21.	Spile Foundation Joint Stock Company	Member of the Board of Directors	01076526 18	No. 42, Lot 9, Van Phu Urban Area, Phu La	June 17, 2022	220601.01/2022/NQ- HDQT dated June 1, 2022	Buy and sell auxiliary materials, labor protection

ST T	Name of organization/individual	Relationship with the company	Certificate Number *, date of issue, place of issue	Head office address/Contact address	Time of transaction with the company	Resolution/Decision No. approved by the General Meeting of Shareholders/Board of Directors... (if any, clearly state the date of issue).	Transaction content
	Company	of Spile Foundation JSC and also member of the Board of Directors of Duafat Group JSC		Ward, Ha Don District, Hanoi			
22.	Spile Foundation Joint Stock Company	Member of the Board of Directors of Spile Foundation JSC and also member of the Board of Directors of Duafat Group JSC	01076526 18	No. 42, Lot 9, Van Phu Urban Area, Phu La Ward, Ha Don District, Hanoi	May 15, 2022	220601.01/2022/NQ- HĐQT dated June 1, 2022	Sales contract No. 1504/HDMB/SP-DF Purchase and sale of auxiliary materials
23.	Spile Foundation Joint Stock Company	Member of the Board of Directors of Spile Foundation JSC and also member of the Board of Directors of Duafat Group JSC	01076526 18	No. 42, Lot 9, Van Phu Urban Area, Phu La Ward, Ha Don District, Hanoi	From 01/07/2022 to 31/12/2022	220103.01.2022/NQ- HĐQT dated January 3, 2022	Contract Principle No. 0710/HĐNT/2021/SP- DF_ accepts repair of machinery and equipment according to Party B's order
24.	Spile Foundation Joint Stock Company	Member of the Board of Directors of Spile Foundation JSC and also member of	01076526 18	No. 42, Lot 9, Van Phu Urban Area, Phu La Ward, Ha Don District, Hanoi	From 01/07/2022 to 31/12/2022	220103.01.2022/NQ- HĐQT dated January 3, 2022	Contract of principles for purchase and sale of materials No. 2004/HDNT/2022 DF-SP: purchase and sale of goods, equipment and materials for

ST T	Name of organization/individual	Relationship with the company	Certificate Number *, date of issue, place of issue	Head office address/Contact address	Time of transaction with the company	Resolution/Decision No. approved by the General Meeting of Shareholders/Board of Directors... (if any, clearly state the date of issue) .	Transaction content
		the Board of Directors of Duafat Group JSC					construction

2. Supplementing content in the Board of Directors' Activity Report at the 2023 Annual General Meeting of Shareholders

- Remuneration , operating expenses and other benefits of the Board of Directors and each member of the Board of Directors are as follows:

STT	Full name	Position	remuneration (copper)	Salary, bonus (copper)
Remuneration, salary, bonus of Board of Directors members in 2022:				
1	Mr. Le Duy Hung	Chairman of the Board	0	385,200,000
2	Ms. Nguyen Thi Thuy Linh	Board Member	0	179,237,888
3	Mr. Nguyen Canh Trung	Board Member	0	0
Total			0	564,437,888

3. Supplementing content in the Board of Directors' Activity Report at the 2024 Annual General Meeting of Shareholders

- Remuneration , operating expenses and other benefits of the Board of Directors and each member of the Board of Directors are as follows:

STT	Full name	Position	remuneration (copper)	Salary, bonus (copper)
Remuneration, salary, bonus of Board of Directors members in 2023:				
1	Mr. Le Duy Hung	Chairman of the Board	0	38 4 . 0 00,000
2	Ms. Nguyen Thi Thuy Linh	Board Member	0	17 6 , 000,000
3	Mr. Nguyen Canh Trung	Board Member	0	0

STT	Full name	Position	remuneration (copper)	Salary, bonus (copper)
Total			0	560,000,000

IV BOARD OF DIRECTORS' 2025 ACTIVITY PLAN

In 2025, the Board of Directors will focus on promoting the direction of a number of the Company's activities as follows:

- The Board of Directors' activities are always based on respect for legal regulations, with the principles of integrity, honesty and respect to ensure good implementation of the resolutions of the Annual General Meeting of Shareholders;
- Develop the Company's production and business operation orientation according to the Resolution of the 2025 Shareholders' Meeting to ensure the successful completion of the 2025 plan targets and achieve high growth;
- Innovation in salary and bonus policies , employee policies, decentralization mechanisms, and administrative procedure reform;
- Improve financial management and human resource management skills, thoroughly apply science and technology and management software to production and business activities;
- Building quality management system , human resource management according to ISO standards;
- Send members of the Board of Directors, the General Director and some other key positions in the Company to attend training courses on corporate governance;
- Establish debt collection subcommittees to speed up debt collection and avoid capital misappropriation;
- Care, share and protect the maximum legitimate interests of shareholders as well as care about the income , benefits and working conditions of all employees in the Company.

Above is the report of the Company's Board of Directors in 2024, the plan and direction of operation for 2025, respectfully submitted to the General Meeting of Shareholders for study, consideration and approval.

Respectfully report to the 2025 Annual General Meeting of Shareholders!

**Board of Directors
CHAIRPERSON**

LE DUY HUNG