

**PHUONG ANH
INTERNATIONAL JOINT
STOCK COMPANY**

No: 11/2025/CBTT-PAS

THE SOCIALIST REPUBLIC OF VIETNAM
Independence – Freedom – Happiness

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HungYen, April 2, 2025

**DISCLOSURE OF INFORMATION ON THE WEBSITE OF THE STATE
SECURITIES COMMISSION**

To : - Hanoi Stock Exchange

Company: **PHUONG ANH INTERNATIONAL JOINT STOCK COMPANY**

Stock Code: PAS

Head Office Address: No. 60, Pham Ngu Lao Street, Tu My Ward, Phung Chi Kien, My Hao Town, Hung Yen Province

Phone: 0221 394 82 68

Fax:

Person Responsible for Information Disclosure: Doan Thi Thu Thuy

Phone (Mobile, Office, Home): 0335724136

Type of information disclosure ☒ 24h ☐ 72h ☐ Extraordinary ☐ On demand ☐ Periodic

Content of Disclosed Information (*):

Phuong Anh International Joint Stock Company announces the invitation letter and meeting documents for the Annual General Meeting of Shareholders in 2025.

This information has been disclosed on the company's official website on April 2, 2025, at the following link: <http://www.phuonganhgroupp.com.vn>

We hereby confirm that the information disclosed is true, and we take full responsibility for the content of the disclosed information under the law.

Attachments:

- Content of the disclosed information and related documents.

Authorized Person for Information Disclosure
(Signature, Full Name, Title, Seal)



Doan Thi Thu Thuy

Hung Yen, April 2, ..., 2025

INVITATION TO THE 2025 ANNUAL GENERAL SHAREHOLDERS' MEETING

To: Esteemed Shareholders of Phuong Anh International Joint Stock Company,

The Board of Directors of Phuong Anh International Joint Stock Company (PAS) respectfully announces and invites our esteemed shareholders to attend the Annual General Shareholders' Meeting for the year 2025. The details of the meeting are as follows:

1. **Time:** 08:30 AM, April 25, 2025
2. **Venue:** 3rd Floor, Ecogarden Restaurant Service Center, Pho Noi Street, Pho Noi B Textile and Garment Industrial Park, Lieu Xa Commune, Yen My District, Hung Yen Province, Vietnam.
3. **Eligibility to Attend:** All shareholders holding PAS shares as per the shareholder list on March 24, 2025, or those with valid proxy authorization.
4. **Confirmation of Attendance:** To ensure proper organization of the meeting, shareholders are requested to confirm their direct attendance or proxy authorization (using the attached form) by sending it to the Company via fax, email, or post no later than 4:00 PM on April 16, 2025.
5. **Meeting Documents:** Shareholders are kindly requested to review and download the meeting documents from the Company's website at: www.phuonganhgroup.com.vn.
6. **Required Documents for Attendance:** Shareholders or authorized representatives attending the meeting must bring the following documents:
 - Original Identity Card, Passport, or Citizen Identification Card (valid);
 - A valid proxy authorization form in accordance with the Company's format.

Notes:

- The proxy can only be granted once, and the proxy holder is not allowed to authorize a third party;
- Shareholders are responsible for their own travel, accommodation, and other expenses.

7. **For further details about the meeting, shareholders may contact:**

PHUONG ANH INTERNATIONAL JOINT STOCK COMPANY

No. 60 Pham Ngu Lao Street, Tu My Hamlet, Phung Chi Kien Ward, My Hao Town, Hung Yen Province, Vietnam.

Mrs. **Doan Thi Thu Thuy** – Legal Department

Phone: 0221.3948166

Sincerely!

ON BEHALF OF THE BOARD OF
DIRECTORS,
CHAIRMAN



NGUYEN HUNG CUONG

**PHUONG ANH INTERNATIONAL
JOINT STOCK COMPANY**

THE SOCIALIST REPUBLIC OF VIETNAM
Independence – Freedom – Happiness

Hung Yen, April 2, 2025



AGENDA
ANNUAL GENERAL MEETING OF SHAREHOLDERS 2025
PHUONG ANH INTERNATIONAL JOINT STOCK COMPANY

Time of Organization: **08:30 AM, April 25, 2025**

Venue: 3rd Floor, Ecogarden Service Center - Restaurant, Pho Noi, Pho Noi B Textile Industrial Park, Lieu Xa Commune, Yen My District, Hung Yen Province

Estimated Time	Agenda Item
08:00 - 08:15	<ul style="list-style-type: none">- Welcoming delegates and shareholders, verifying shareholder status, and registering for the meeting.- Distributing meeting materials and voting cards to shareholders.
08:15 - 08:20	<ul style="list-style-type: none">- Organize and prepare for the General Meeting.- Declare the reasons for the meeting and introduce the participants.
08:20 - 08:30	<ul style="list-style-type: none">- Report on the shareholder eligibility verification and declare that the meeting is valid to proceed
08:30 - 08:35	<ul style="list-style-type: none">- Introducing and approving the list of the Presidium and Secretariat.- Introducing and approving the list of the Vote Counting Committee
08:35 - 08:45	<ul style="list-style-type: none">- Approve the agenda and working regulations of the General Meeting.
08:45 - 09:45	<ul style="list-style-type: none">- Approve the business results report for 2024 and the business plan for 2025.- Approve the reports of: the Board of Directors, the Supervisory Board, the Executive Board, and Independent Members of the Board of Directors for 2024.- Approve the audited financial statements for 2024 and choose the auditing firm for the 2025 financial statements.- Approve the profit distribution and dividend plan for 2024, and the profit distribution and dividend plan for 2025.- Approve the remuneration payment plan for members of the Board of Directors and Supervisory Board for 2024 and the remuneration payment plan for 2025.

	<ul style="list-style-type: none"> - Approve the proposal to dismiss and elect additional members of the Board of Directors for the 2021-2026 term. - Approve the proposal to authorize the Board of Directors to carry out specific tasks. - Discuss other matters requiring shareholder approval at the meeting.
09:45 – 10:15	- Break
10:15 - 10:30	- Discuss and vote on the issues presented at the meeting.
10:30 - 10:45	- Announcing the voting results.
10:45 - 11:00	<ul style="list-style-type: none"> - Approving the resolutions and minutes of the meeting. - Declaring the meeting adjourned.



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ATTENDANCE CONFIRMATION FORM
FOR ATTENDING THE 2025 ANNUAL GENERAL SHAREHOLDERS'
MEETING PHUONG ANH INTERNATIONAL JOINT STOCK COMPANY

To: The Organizing Committee of the 2025 Annual General Shareholders'
Meeting Phuong Anh International Joint Stock Company

Full name:

Citizen Identity Card/Passport/Business Registration No:.....

Date of issue: Place of Issue

Address:

Representative (if applicable):

Citizen Identity Card of Representative:

Date of issue: Place of Issue

Phone number of Representative:..... Fax number:.....

I/We hereby confirm my/our participation at the 2025 Annual General Shareholders' Meeting of Phuong Anh International Joint Stock Company, which will be held at 08:30 AM on April 25, 2025, with the number of voting shares as follows:
..... shares, as of the shareholder list closing date on March 24, 2025. In there:

- The number of shares owned is: shares
- The number of shares authorized for proxy is shares

(Attached: Proxy Authorization Form).

I/We commit to fully complying with the regulations of the General Meeting.

....., Date: ..., Month: ..., Year 2025

SHAREHOLDER

(Signature, full name and seal)



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HungYen,, 2025

**POWER OF ATTORNEY
FOR ATTENDING THE 2025 ANNUAL GENERAL SHAREHOLDERS' MEETING PHUONG
ANH INTERNATIONAL JOINT STOCK COMPANY**

To: The Organizing Committee of the 2025 Annual General Shareholders'
Meeting Phuong Anh International Joint Stock Company

1. PRINCIPAL

- Full name:
- Citizen Identity Card/Passport/Business Registration No:
- Date of issue: Place of Issue:
- Address:
- Telephone: Fax/Email:
- Total number of shares owned:
- Representative (in case the shareholder is an organization):
- Citizen Identity Card/Passport No:
- Date of issue: Place of Issue:
- Telephone:

2. ATTORNEY-IN-FACE

- Full name:
- Citizen Identity Card/Passport/Business Registration No:
- Date of issue: Place of Issue:
- Address:
- Telephone: Fax/Email:

Alternatively, authorization may be granted to one of the following members of the Board of Directors of PAS:

<input type="checkbox"/>	Mr. Nguyen Hung Cuong – Chairman Number of shares authorized:	<input type="checkbox"/>	Mrs. Nguyen Thi Ngoc Ha – Member Number of shares authorized:
<input type="checkbox"/>	Mrs. Luu Thi Thu Thuy – Member Number of shares authorized:	<input type="checkbox"/>	Mr. Tran Duy Cuong – Member Number of shares authorized:
<input type="checkbox"/>	Mrs. Le Hoang Yen – Member Number of shares authorized:		

3. CONTENT OF AUTHORIZATION:

The authorized party is hereby granted the authority to represent the Grantor in attending the 2025 Annual General Shareholders' Meeting of Phuong Anh International Joint Stock Company, scheduled to be held on April 25, 2025, and to exercise all rights and obligations at the meeting in accordance with the number of shares granted in this authorization.

4. DURATION OF THE POWER OF ATTORNEY

This Power of Attorney is effective from the date of signing until the conclusion of the 2025 Annual General Shareholders' Meeting of Thanh Nam Group Joint Stock Company.

We take full responsibility for this authorization and commit to strictly complying with the current legal regulations.

ATTORNEY-IN-FACT
(Signature, full name and seal)

PRINCIPAL
(Signature, full name and seal)



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**NOMINATION/CANDIDACY LETTER FOR BOARD OF DIRECTORS
MEMBERS**

**To: Organizing Committee of the 2025 Annual General Meeting of
Shareholders Phuong Anh International Joint Stock Company**

I/We are shareholders of Phuong Anh International Joint Stock Company

No.	Full name	ID card number/Passport number	Number of shares held
1			
2			
3			
4			
5			

Currently holding/representing the ownership of shares, accounting for
.....% of the total voting shares at Phuong Anh International Joint Stock Company.

I/We agree to nominate/stand for election for the following individuals:

No.	Full name	ID card number/Passport number	Address
1			
2			
3			

Running for Election to the Board of Directors of Phuong Anh International Joint Stock
Company at the 2025 Annual General Meeting of Shareholders (Resume and valid copies of

related diplomas and certificates of candidates are to be submitted along with this Nomination/Application Letter).

I/We commit to taking full responsibility for the accuracy, honesty, and legality of this nomination/candidacy.

SHAREHOLDERS SIGN AND STAMP (IF ANY)

Shareholder	Signature	Seal



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**NOMINATION/CANDIDACY LETTER FOR SUPERVISORY BOARD
MEMBER**

**To: Organizing Committee of the 2025 Annual General Meeting of
Shareholders Phuong Anh International Joint Stock Company**

I/We are shareholders of Phuong Anh International Joint Stock Company

No.	Full name	ID card number/Passport number	Number of shares held
1			
2			
3			
4			
5			

Currently holding/representing the ownership of shares, accounting for
.....% of the total voting shares at Phuong Anh International Joint Stock Company.

I/We agree to nominate/stand for election for the following individuals:

No.	Full name	ID card number/Passport number	Address
1			
2			
3			

Participating in candidacy for the election of members of the Supervisory Board of Phuong Anh International Joint Stock Company at the 2025 Annual General Meeting of Shareholders (The candidates' resumes and certified copies of relevant diplomas and certificates are enclosed with this Nomination/Candidacy Letter).

I/We commit to taking full responsibility for the accuracy, honesty, and legality of this nomination/candidacy.

SHAREHOLDERS SIGN AND STAMP (IF ANY)

Shareholder	Signature	Seal

Hanoi, April 25, 2025



VOTING BALLOT

ISSUES AT THE 2025 ANNUAL GENERAL MEETING OF SHAREHOLDERS

Shareholder/Representative:

Number of Shares:

	Voting content	Agree	Do not agree	Abstention
1.	Approve the 2024 business results report and the 2025 business plan	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
2.	Approve the Board of Directors' report for 2024.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
3.	Approve the Supervisory Board's report for 2024.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
4.	Approve the Independent Board Member's report for 2024.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
5.	Approve the audited financial statements for 2024 and select the auditing firm for the 2025 financial statements.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
6.	Approve the profit and dividend distribution plan for 2024 and the profit and dividend distribution plan for 2025.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
7.	Approve the remuneration plan for Board of Directors and Supervisory Board members for 2024 and the remuneration plan for 2025	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
8.	Approve the proposal for the members to the Board of Directors and the Supervisory Board for the 2021 – 2026 term.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
9.	Approve the proposal to authorize the Board of Directors to perform certain specific tasks.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Shareholder/Representative

(Sign and full name)



FEEDBACK FORM

Regarding the Organization and Agenda Items at the 2025 Annual General Meeting of Shareholders of Phuong Anh International Joint Stock Company

I. SHAREHOLDER INFORMATION:

Full name:

Citizen Identification Number/Business Registration

Certificate:.....

As the legal representative (for organizations):

Address :

II. CONTENT OF SUGGESTIONS:

Suggestion Topic:

.....

.....

.....

Content of feedback:

.....

.....

.....

.....

.....

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.....

.....

Shareholder/Representative

Sign and full name

Notes:

- Shareholders who wish to provide feedback or make a statement at the General Meeting must submit their feedback form to the Company's Secretariat before the discussion begins.



PHUONG ANH INTERNATIONAL JOINT STOCK COMPANY 2025

BALLOT FOR SUPERVISORY BOARD MEMBERS

Full name :

Total number of represented
shares :

Total number of votes :

☐

Equally distributed among the
candidates

☐

Cumulative voting

STT	Full name of the candidate	Number of votes
1		
2		
3		
4		
5		

Shareholder/Representative
Sign and full name



PHUONG ANH INTERNATIONAL JOINT STOCK COMPANY 2025

BALLOT FOR BOARD OF DIRECTORS MEMBERS

Full name :

Total number of represented
shares :

Total number of votes :

☐

Equally distributed among the
candidates

☐

Cumulative voting

STT	Full name of the candidate	Number of votes
1		
2		
3		
4		
5		

Shareholder/Representative
Sign and full name

HungYen, April 2, 2025

NO: 01/2025/QC-ĐHĐCĐ-PAS

REGULATIONS

ON THE ORGANIZATION OF THE 2025 ANNUAL GENERAL SHAREHOLDERS' MEETING PHUONG ANH INTERNATIONAL JOINT STOCK COMPANY

Chapter I

GENERAL PROVISIONS

Article 1. Scope of Application

These regulations govern the organization of the 2025 Annual General Shareholders' Meeting of Phuong Anh International Joint Stock Company (PAS).

Article 2. This regulation specifically stipulates the rights and obligations of the parties involved in the meeting, as well as the conditions and procedures for holding the Annual General Meeting.

Article 3. Shareholders and other participants are responsible for complying with the provisions of these regulations.

Chapter II

RIGHTS AND OBLIGATIONS OF PARTICIPANTS

Article 4. Rights and Obligations of Shareholders Attending the General Meeting

4.1. Conditions for Attending the Meeting:

All shareholders owning PAS shares as per the shareholder list provided by the Vietnam Securities Depository and Clearing Corporation, which was closed as of March 22, 2025, or those with valid proxies.

4.2. Rights and Obligations of Eligible Shareholders Attending the Meeting:

a. Shareholders or authorized representatives attending the meeting must bring the following documents:

- Original and valid ID card, Passport, or Citizen ID card.
- Valid Proxy Authorization (in case of attending by proxy).

(In case the shareholder is an individual, the authorization document must be signed by the shareholder. In case of a legal entity, it must be stamped and signed by the legal representative).

After presenting the documents to the Shareholder Eligibility Verification Committee, the shareholder or authorized representative will receive a Voting Card, which represents the voting shares corresponding to the number of shares owned or registered for the meeting.



- b. Shareholders may authorize a representative to attend and vote at the General Meeting. The authorized representative may not delegate the proxy to others.
- c. Shareholders wishing to speak at the meeting must obtain approval from the Chairperson and keep their comments brief and focused on the key topics of discussion as per the agenda.
- d. Shareholders have the right to vote on all issues within the scope of the General Meeting, as defined in the Company's Charter.
- e. Shareholders and representatives, after listening to the reports, will discuss and vote on the issues presented.
- f. During the meeting, shareholders must comply with the guidance of the Chairperson, behave politely, and not disrupt the meeting.
- g. Shareholders or authorized representatives arriving after the meeting has started must register and will still be allowed to vote on remaining issues of the agenda. Previous votes will remain valid.

Article 5. Rights and Obligations of the Chairperson and the Presidium

- 5.1 The Chairman of the Board of Directors (or another appointed member) will be designated as the Chairperson of the meeting and must be approved by the General Meeting.
- 5.2 Tasks of the Presidium:
 - a. To manage the meeting according to the approved agenda and regulations. Ensure the meeting is orderly and represents the majority opinion of the shareholders.
 - b. To guide discussions and votes on the issues in the agenda.
 - c. To present drafts and necessary documents for approval.
 - d. To answer any issues raised by the shareholders.
- 5.3 The Presidium has the right to:
 - a. Require all meeting participants to undergo security checks or other security measures;
 - b. Request the competent authorities to maintain order during the meeting; ask those who do not comply with the rights of the Presidium, intentionally disturb the order, obstruct the normal progress of the meeting, or fail to follow security check requirements to leave the General Meeting of Shareholders (GMOS);
 - c. The Presidium has the right to postpone the GMOS that has the required number of registered participants to a later time or change the meeting location in the following cases:
 - The meeting venue does not have enough seats for all participants;
 - A participant is obstructing or disturbing the order; there is a risk of the meeting not being conducted fairly and legally. The maximum postponement time is no more than three (3) days from the scheduled opening date;

- Addressing other issues that arise during the organization of the General Meeting.

Article 6. Rights and Obligations of the Shareholder Eligibility Verification Committee

The Shareholder Eligibility Verification Committee for the Annual General Shareholders' Meeting is established by the Board of Directors of PAS. The Committee will receive the documents from shareholders or their authorized representatives attending the meeting to verify their eligibility and cross-check with the shareholder list approved as of March 22, 2025. The Committee will distribute relevant documents, Voting Cards/Forms, and report to the General Meeting on the results of the shareholder eligibility verification before the meeting officially proceeds.

Article 7. Rights and Obligations of the Secretariat

- 7.1. The Chairperson will introduce the Secretariat and organize its approval by the meeting.
- 7.2. The Secretariat's duties include:
 - a. To record the meeting's discussions and decisions accurately.
 - b. To assist the Presidium in publicizing the draft minutes and resolutions of the meeting.
 - c. To collect questions from shareholders.
 - d. ông có tổng số phiếu biểu quyết tương ứng với tổng số .

Article 8. Rights and Obligations of the Vote Counting Committee

- 8.1. The Chairperson will introduce the Vote Counting Committee and organize its approval by the meeting.
- 8.2. The Vote Counting Committee has the right and obligation to:
 - a. Supervise the voting process.
 - b. Announce the voting results to the Chairperson and the Secretariat.
 - c. Receive shareholder questions.

Chapter III

CONDUCTING THE MEETING

Article 9. Conditions for Conducting the Meeting

The General Meeting will proceed when shareholders present represent more than 50% of the total voting shares, as per the shareholder list confirmed by the Vietnam Securities Depository and Clearing Corporation on March 22, 2025.

Article 10. Meeting Order

- 10.1. Shareholders and representatives must wear appropriate and formal attire.
- 10.2. Upon entering the meeting hall, attendees must comply with the seating arrangements made by the Organizing Committee.
- 10.3. Attendees are prohibited from talking privately, smoking, or using mobile phones during the meeting. All mobile phones should be turned off or set to silent.
- 10.4. Shareholders or representatives are responsible for attending the meeting from start to finish. If leaving early, they must inform the Organizing Committee. Failure to do so



implies agreement with all decisions made during the meeting.

Article 11. Meeting Agenda

The General Meeting will discuss and approve the following items in turn:

- Approval of the 2024 Business Performance Report and the 2025 Business Plan;
- Approval of the reports from: the Board of Directors, the Supervisory Board, the Executive Board, and the Independent Board Members for the year 2024;
- Approval of the audited Financial Report for the year 2024, and the selection of the auditing firm for the 2025 financial statements;
- Approval of the profit distribution and dividend plan for 2024, as well as the profit distribution and dividend plan for 2025;
- Approval of the remuneration plan for Board of Directors members, Supervisory Board members for 2024 and the remuneration plan for 2025;
- Approval of the proposal for the dismissal, election, and appointment of additional Board of Directors members, Supervisory Board members for the term 2021-2026.;
- Approval of the proposal to authorize the Board of Directors to carry out specific tasks;
- And other issues for discussion at the General Meeting

Article 12. Voting Process

- 12.1. All contents in the agenda of the General Meeting must be approved by public voting of all shareholders attending the General Meeting by Voting Card according to the number of shares owned/represented and authorized. Each shareholder is given 01 Voting Card, which clearly states: Full name of shareholder/authorized person; Number of shares entitled to vote (owned/represented and/or authorized) of the shareholder and has the seal of PAS.
- 12.2. Voting Methods:
 - a. a. Shareholders vote (approve/disapprove/abstain) by raising their Voting Cards.
 - b. b. After voting, the Vote Counting Committee will announce the results..
- 12.3. Voting Rules:
 - a. Each common share carries one vote. Shareholders arriving after the time of announcement of vote counting results will not be allowed to vote.
 - b. Issues are approved if they receive the required number of votes from attending shareholders, as stipulated by the Company's Charter and the Law on Enterprises.
 - c. Other issues directly proposed at the meeting will be approved according to current laws and the Company's Charter.

Chapter IV

CLOSING THE MEETING

Article 13. Minutes and Resolutions of the General Meeting

- 13.1. Minutes and resolutions must be completed and approved before the meeting is adjourned.
- 13.2. The minutes and resolutions of the annual General Meeting must be kept by Phuong Anh International Joint Stock Company.

Article 14. Effectiveness

These regulations consist of 14 articles and are publicly read before the General Meeting and take effect immediately upon approval by the 2025 Annual General Meeting.

**ON BEHALF OF THE BOARD OF
DIRECTORS,
CHAIRMAN**



NGUYEN HUNG CUONG



NO: 02/2025/QC-ĐHĐCĐ-TNI

HungYen, April 2, 2025

**REGULATIONS ON THE NOMINATION, CANDIDACY, AND ELECTION OF
MEMBERS OF THE BOARD OF DIRECTORS AND THE SUPERVISORY BOARD
AT THE 2025 ANNUAL GENERAL MEETING OF SHAREHOLDERS**

PHUONG ANH INTERNATIONAL JOINT STOCK COMPANY

- *Based on the 2020 Enterprise Law and its implementing guidelines;*
- *Based on the 2019 Securities Law and its implementing guidelines;*
- *Based on the Charter of Organization and Operations of Phuong Anh International Joint Stock Company;*
- *Based on the Program of the General Shareholders' Meeting of Anh International Joint Stock Company.*

The 2025 Annual General Meeting of Shareholders of Anh International Joint Stock Company will conduct the election of members for the Board of Directors and Supervisory Board as outlined below:

Article 1: Objective

1. Ensure compliance with the law and practices in Vietnam.
2. Ensure the principles of transparency, democracy, and the legal rights of all shareholders.
3. Ensure the focus and stability of the Extraordinary Shareholders' Meeting.

Article 2: Scope of Application and Subjects

1. The election of members of the Board of Directors (BOD) and the Supervisory Board (SB) of Phuong Anh International Joint Stock Company at the 2025 Annual General Meeting of Shareholders shall be conducted in accordance with the provisions outlined in this Regulation.
2. This Regulation applies to all shareholders who own shares in Phuong Anh International Joint Stock Company or those who have been authorized to attend the meeting in a valid manner.

Article 3: Number and Standards for Members of the Supervisory Board (SB)

1. The number of SB members: 03 members, or a different number if the Annual General Meeting decides otherwise, but ensuring that the SB consists of at least 03 members and no more than 05 members as stipulated by the Company Charter.
2. The term of office for SB members is no more than five (05) years; SB members may be re-elected without any limit on the number of terms.
3. SB members must meet the following standards:
 - a. Have at least a university degree in one of the fields of economics, finance, accounting, auditing, law, business administration, or a related field relevant to the company's business operations, with at least 03 years of working experience;

- the Head of the Supervisory Board must have at least 05 years of work experience;
- b. Have full legal capacity and not be prohibited from establishing or managing a business according to the provisions of the Enterprise Law.
 - c. SB members must not be related to the members of the Board of Directors, CEO, or other senior managers of the Company.
 - d. Other standards and conditions as stipulated by relevant laws and the Company Charter.

Article 4: Right to Nominate and Stand for Election to the Supervisory Board (SB)

1. Before and during the Annual General Meeting, shareholders holding at least 1% of voting shares for a continuous period of at least six (06) months have the right to pool their voting rights to nominate candidates for the SB. The number of candidates each group can nominate depends on the number of candidates decided by the meeting and the ownership percentage of each group:
 - Shareholders or shareholder groups holding 5% to under 10% of the total voting shares may nominate one (01) candidate;
 - Shareholders holding 10% to under 30% may nominate up to two (02) candidates;
 - Shareholders holding 30% to under 40% may nominate up to three (03) candidates;
 - Shareholders holding 40% to under 50% may nominate up to four (04) candidates;
 - Shareholders holding 50% or more may nominate the full number of candidates.
2. If the number of candidates for the Supervisory Board is still insufficient after nominations, the current Supervisory Board may nominate additional candidates or organize the nomination as per the internal governance mechanism of the company.

Article 5: The Right to Nominate and Stand for Candidacy as a Member of the Board of Directors

1. Before and during the Annual General Meeting of Shareholders, shareholders holding voting shares for a continuous period of at least six (06) months have the right to combine their voting rights to nominate candidates for the Board of Directors. The number of candidates that each group is entitled to nominate depends on the number of candidates decided by the General Meeting and the shareholding ratio of each group:

- Shareholders or groups of shareholders holding 5% to less than 10% of the total voting shares are entitled to nominate one (01) candidate.
 - Shareholders or groups of shareholders holding 10% to less than 30% are entitled to nominate up to two (02) candidates.
 - Shareholders or groups of shareholders holding 30% to less than 40% are entitled to nominate up to three (03) candidates.
 - Shareholders or groups of shareholders holding 40% to less than 50% are entitled to nominate up to four (04) candidates.
 - Shareholders or groups of shareholders holding 50% to less than 60% are entitled to nominate up to five (05) candidates.
 - Shareholders or groups of shareholders holding 60% to less than 70% are entitled to nominate up to six (06) candidates.
 - Shareholders or groups of shareholders holding 70% to 80% are entitled to nominate up to seven (07) candidates.
 - Shareholders or groups of shareholders holding 80% or more are entitled to nominate the full number of candidates.
2. In the event that the number of candidates for the Board of Directors through nominations and candidacies is still insufficient, the current Board of Directors may nominate additional candidates or organize nominations according to the mechanism specified by the Company in the Internal Regulation on Corporate Governance.

Article 6: Documents for Nominations and Candidacies for the BOD, SB:

1. Documents for nominations and candidacies to the BOD, SB include the following:
 - a. Nomination letter or candidacy letter for the BOD, SB (according to the template in the meeting documents);
 - b. Curriculum vitae of the candidate with a photo (according to the template in the meeting documents);
 - c. Shareholding certificate confirming the number of shares held by the shareholder (if self-nominating) or the shareholder group (if nominating) continuously for the last 6 months, or equivalent documents from the securities company where the shareholder's account is held (as of March 22, 2025 – the closing date for shareholder list to convene the AGM).
 - d. Valid copy of ID card/Passport or Citizen ID;
 - e. Valid copy of diplomas, qualifications, and certificates proving the candidate's academic and professional qualifications;
 - f. Power of attorney and/or meeting minutes of the group, along with the shareholder group's list (if the candidate is nominated by the group).

2. Nominations and candidacies must be submitted to Phuong Anh International Joint Stock Company before 16:00 on April 14, 2025, at the following address:

PHUONG ANH INTERNATIONAL JOINT STOCK COMPANY

Address: No. 60, Pham Ngu Lao Street, Tu My Residential Area, Phung Chi Kien Ward, My Hao Town, Hung Yen Province

Phone: 022. 13 94 8166

Article 7: Selecting candidates

Based on the nomination and candidacy applications of shareholders, shareholder groups and the attached documents of the candidates, Phuong Anh International Joint Stock Company will make a list of candidates who meet the prescribed conditions to be elected as members of the Board of Directors (BOD) and the Supervisory Board (SB).

Article 8: Selection of Candidates

1. The election of members of the Board of Directors (BOD) and the Supervisory Board (SB) of Phuong Anh International Joint Stock Company will be conducted through direct voting/secret ballot at the General Meeting, using the cumulative voting method.
2. Each shareholder is entitled to a total number of votes corresponding to the total number of shares they own, multiplied by the number of members to be elected to the BOD and SB, as approved by the General Meeting of Shareholders.
3. Shareholders have the right to allocate all of their voting rights to one candidate or distribute their votes among several candidates.
4. The total number of votes cast for candidates by a shareholder shall not exceed the total number of votes allowed for that shareholder (calculated by the number of shares owned multiplied by the number of members to be elected).

Article 9: Organizing and Monitoring the Election

1. Establishing the Vote Counting Committee:
 - a) The Vote Counting Committee, on behalf of the General Shareholders' Meeting, will organize and monitor the election according to the provisions of this Regulation;
 - b) The Vote Counting Committee will consist of 03 members, including 01 chairman and 02 members, elected by the General Shareholders' Meeting based on the proposal of the Chairman. Members of the Vote Counting Committee must not be candidates for the SB; the Committee will set up a 06-member support team to assist in fulfilling its duties.
2. The Vote Counting Committee must ensure integrity, objectivity, and confidentiality regarding the vote counting and election process.
3. The members of the Vote Counting Committee must not have their names listed as candidates for the Supervisory Board (SB). This regulation ensures objectivity, fairness, and transparency during the election process, preventing conflicts of interest or bias in the vote counting;
4. The Vote Counting Committee is responsible for:
 - a) Verifying and announcing the list of SB candidates;
 - b) Communicating the election rules and guiding shareholders on the voting process;
 - c) Distributing and collecting the ballots;

- d) Monitoring the voting process of shareholders or their representatives;
- e) Conducting the vote counting, preparing the vote count report, and announcing the results at the General Shareholders' Meeting;
- f) Handing over the vote count report and all ballots to the meeting secretary;
- g) Resolving any complaints or objections related to the candidates or election results (if any) with the Chairman, reporting to the General Shareholders' Meeting for final decision.
- h) The Vote Counting Committee is fully accountable before the law and the General Shareholders' Meeting for compliance with this Regulation and the accuracy of the vote count.

Article 10: Ballots and Voting Procedures

1. Ballots:

- a) The ballot paper is issued by Phuong Anh International Joint Stock Company, printed in a uniform format, with the Company's official seal; it includes the total number of shares owned/represented and the total voting rights.
- b) Shareholders or their authorized representatives will be issued one (01) ballot for the BOD and SB elections (ownership and authorization).
- c) Shareholders or their authorized representatives receiving the ballot must fill in all required information on the ballot paper;

2. Voting Procedure:

- a) If agreeing to vote for a candidate, the shareholder/authorized representative should write the number of votes they wish to cast for that candidate in the "Number of Votes" column next to the corresponding candidate's name.
- b) If not voting for a candidate, the shareholder/authorized representative should write "0" or cross out the "Number of Votes" column for that candidate.
- c) Shareholders/authorized representatives may allocate their votes to one or more candidates, vote for all candidates, or choose not to vote for any candidate.
- d) The total number of votes cast for candidates by a shareholder/authorized representative must not exceed the total number of votes allowed for that shareholder/representative (calculated by the number of shares owned and the number of members to be elected).

3. A ballot will be considered valid if it satisfies the following conditions:

- a) The ballot votes for candidates whose names appear in the list and within the number of members to be elected, as approved by the General Meeting of Shareholders;
- b) The total number of votes cast is less than or equal to the total number of votes allowed for that shareholder (calculated by the number of shares owned and the number of members to be elected);
- c) It does not fall under the invalid cases specified in Clause 4 of this Article.

4. A ballot will be considered invalid if it falls under any of the following situations:

- a) The ballot is not issued by Phuong Anh International Joint Stock Company and/or lacks the Company's official seal;
- b) The ballot contains corrections, erasures, or additions that do not comply with the rules (if there is a mistake, a new ballot must be issued);



- c) The ballot contains additional names or names that are incorrect or not on the list of candidates approved by the General Meeting of Shareholders before voting;
- d) The total number of votes cast for candidates exceeds the total number of votes allowed for that shareholder (including both ownership and authorized votes);
- e) The ballot is not signed or lacks the full name of the shareholder/authorized representative;
- f) The ballot does not indicate the number of votes cast for any candidate.

Article 11: Vote Counting and Announcement of Results

1. The Vote Counting Committee will check the ballot box in the presence of shareholders.
2. Voting starts after ballots are distributed and ends when the last shareholder casts their vote.
3. After voting ends, the Vote Counting Committee will immediately begin counting the votes in the voting room.
4. The results will be recorded and announced to the General Shareholders' Meeting by the Chairman of the Vote Counting Committee.

Article 12: Determining the Election Results

1. For members of the Board of Directors (BOD): The candidates elected to the BOD will be determined based on the number of votes, starting from the highest number of votes received and continuing downwards, until the required number of members, as approved by the General Meeting of Shareholders, is reached.
2. For members of the Supervisory Board (SB): The candidates elected to the SB will be determined in the same manner, starting from the candidate with the highest number of votes and continuing downwards, until the required number of members, as approved by the General Meeting of Shareholders, is reached.
3. In case of a tie: If two or more candidates receive the same number of votes for the last position on the Board of Directors or the Supervisory Board, a re-election will be held among the candidates with the tied votes.
4. If there are insufficient members elected: If the election does not result in the required number of members for the Board of Directors and/or the Supervisory Board, the General Meeting will proceed to a second round of voting among the remaining candidates.
5. If the election is still insufficient after the second round: If, after the second round, there are still not enough members, the General Meeting will vote to either conduct a third round of voting or leave the positions vacant in the Board of Directors or the Supervisory Board and elect additional members at the next General Meeting, as decided by the Chairman of the Meeting.

Article 13: Vote Counting Report

1. After the vote counting, the Vote Counting Committee must prepare a Vote Counting Minutes.
2. The Vote Counting Minutes must include the following key contents:

- a. The time and place of preparing the Vote Counting Minutes;
 - b. The composition of the Vote Counting Committee;
 - c. The purpose and content of the voting process;
 - d. The total number of shareholders attending the meeting, the total number of shareholders voting, the voting rights ratio of shareholders voting compared to the total voting rights of shareholders attending the meeting (according to the cumulative voting method), the number and percentage of valid votes, invalid votes, and blank votes; the number and percentage of voting rights for each candidate for the BOD, SB; accompanied by an appendix listing the shareholders who participated in the election;
 - e. The election results;
 - f. Signatures of the members of the Vote Counting Committee.
3. The entire Vote Counting Minutes must be announced by the Vote Counting Committee to the General Meeting and recorded in the Meeting's Resolution.

Article 14: Shareholders' Right to Question

Shareholders or their representatives have the right to question or complain about the election and vote counting process. The Chairman and the Vote Counting Committee must respond and clarify any concerns, and these will be recorded in the minutes of the General Shareholders' Meeting.

Article 15: Effectiveness of the Regulations

Any matters not detailed in these regulations shall be governed by the relevant current laws.

These regulations take effect once approved by the General Shareholders' Meeting and only apply to the election of members to the Supervisory Board at the Annual General Meeting in 2025.

**ON BEHALF OF THE BOARD OF
DIRECTORS,
CHAIRMAN**



NGUYỄN HUNG CUONG

REPORT
ON THE SUMMARY OF BUSINESS OPERATIONS IN 2024
AND THE BUSINESS PLAN AND TASKS FOR 2025

To: The General Shareholders' Meeting of Phuong Anh International Joint Stock Company

- Pursuant to the Enterprise Law 2020 and its implementing documents;
- Pursuant to the Charter on the Organization and Operation of Phuong Anh International Joint Stock Company;
- Pursuant to the 2024 Audit Report provided by UHY Auditing and Consulting Co., Ltd.

The Board of Directors of Phuong Anh International Joint Stock Company hereby reports to the Shareholders' General Meeting on the business results for the year 2024 and the production and business plan for the year 2025 of the Company as follows

I. Summary of Business Operations in 2024

The steel industry showed signs of recovery in 2024 after a long period of decline. The gap between production and consumption has narrowed. According to the Vietnam Steel Association (VSA), the domestic steel market saw positive impacts from the demand for galvanized sheets and construction steel used for rebuilding homes and repairing projects damaged by Typhoon Yagi and other storms in central Vietnam in September 2024.

Furthermore, the real estate market showed some signs of recovery. The steel industry also rebounded amid global anti-dumping investigations initiated by other countries. The export rate of finished steel products in the first 11 months of the year decreased to 28%, down from 31% in the same period last year.

Looking back at a difficult and turbulent 2024, with the determination to overcome challenges from the Board of Directors and the Executive Board, the company has achieved the following business results:

- Revenue:

Unit: VND

NO	Item	Plan 2024	Actual 2024	Achievement (%)
1	Total Revenue	1,500,000,000,000	1,068,182,064,178	71,2%

2	Net Profit After Tax	8,000,000,000	2,913,806,355	36,4%
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The company achieved revenue of VND 1,068 billion, reaching 71.2% of the target, and net profit after tax of VND 2.9 billion, fulfilling 36,4% of the plan. The steel sector remains the core business, accounting for the majority of the company's revenue. Of the total revenue, stainless steel reached VND 265 billion; cold rolled steel reached VND 92 billion; hot rolled steel reached VND 80 billion; galvanized steel reached VND 153 billion; color-coated steel reached VND 376 billion; other steel products and miscellaneous revenue accounted for VND 101 billion.

- Financial Indicators:

Unit: VND

No.	Indicators	As of 31/12/2024	As of 01/01/2023
1	ASSETS		
1.1	Current Assets	643,042,921,576	341,049,946,887
1.2	Non-Current Assets	179,178,438,415	363,328,228,129
	Total Assets	822,221,359,991	704,378,175,016
2	LIABILITIES AND EQUITY		
2.1	Shareholder Equity	451,305,638,948	336,376,260,327
2.2	Owner's Equity	370,915,721,043	368,001,914,688
	Total Equity and Liabilities	822,221,359,991	704,378,175,015

The steel market in Vietnam in 2024 showed positive recovery signals. However, the industry still faces many challenges such as competition with imported steel, rising input material prices, and anti-dumping lawsuits. In the context of a fluctuating market, steel businesses need to actively adapt, enhance competitiveness, and leverage both domestic and international market opportunities to ensure sustainable development.

II. Business Plan and Tasks for 2025

In 2024, Vietnam's steel industry faced significant challenges, with the market remaining subdued. However, by the end of the year, positive signs of recovery emerged. Looking ahead to 2025, the steel industry is expected to recover and grow at a higher rate. Steel production and consumption in 2025 are forecast to reach 32.9 million tons (up 12%) and 32.5 million tons (up 11%) compared to 2024, driven by growth in civil construction and low inventory levels in the sector.

Additionally, 2025 is expected to be a pivotal year for the steel industry, with hopes for continued recovery in steel prices. Moreover, the recently approved amendments to the Land Law and the Real Estate Business Law will help address legal obstacles in the real estate

market, especially regarding land valuation, compensation, and site clearance, which will support investors in accelerating project implementation and increasing market supply.

Based on these developments, the company has set the following business targets for 2025:

1. Key Financial Targets:

Unit: million VND

Indicator	Plan	
	Parent Company	Consolidated
Revenue	1,695,000	1,700,000
Profit before tax	10,000	12,000
Profit after tax	8,000	9,600

2. Key Tasks

2.1. Commercial Activities

The company will focus on strengthening its commercial operations, which are critical to generating revenue and profits. The management team aims to:

- ✓ Enhance efforts to monitor and track developments in export market demand to develop timely and proactive preparation plans. Focus on developing a business plan for the steel sector (especially pushing the development of the stainless steel segment) to maximize market exploitation according to regional/industrial zone plans, expand customer portfolios, and focus on leveraging customer block connections.
- ✓ Direct and supervise effective inventory management, closely monitor raw material price fluctuations, and implement appropriate regulation policies.
- ✓ Keep updated on global and domestic economic fluctuations, particularly trends in exchange rates and interest rates, to develop effective cash flow management policies.
- ✓ Monitor global and domestic economic changes, especially exchange rate and interest rate trends, to implement effective policies and restructure the organizational structure appropriately.

2.3. Other Activities

- ✓ Seek investment opportunities in the real estate market, which is expected to show positive signals in 2025. Collaborate to enhance production and business development, expand product consumption markets through methods such as capital contribution, purchasing shares of other companies, and forming joint ventures or partnerships with individuals or organizations interested in investment and development cooperation.
- ✓ Strengthen legal procedures to seek approval for the investment policy of the project in Son Tra, Da Nang.
- ✓ Carry out legal procedures to request approval for the renovation of the hotel project in Quang Ninh.
- ✓ Explore and operate the apartment-hotel project in Da Nang.
- ✓ Invest in, renovate, and operate the resort villa project in Quoc Oai.

III. Implementation Solutions for the 2025 Business Plan

In order to achieve the objectives set for 2025, the management focuses on the following solutions:

1. Management and Control Activities

- Enhance leadership and operational management to ensure smooth operations and achieve growth targets.
- Continue to develop short-term, medium-term, and long-term strategies to create a solid ecosystem for the organization, enhancing revenue, brand value, trust, and reputation.
- Execute the business plans approved by the General Meeting of Shareholders and the Board of Directors.
- Monitor, measure, and evaluate business activities to propose improvements to the Board of Directors..

2. Financial and Accounting Work

- Control and approve financial policies, adjusting company costs as necessary.
- Approve or directly make decisions aligned with company policies and legal regulations.
- Assess and approve projects and proposals from departments to minimize risks for the business

3. Training and Human Resource Development

- Define strategies and management frameworks to guide the organization in fulfilling its vision and mission.
- Establish a streamlined management structure, ensuring that each department's tasks and objectives align with the company's goals.
- Review recruitment plans, compensation policies, staff appointments, and performance evaluations, ensuring alignment with the company's objectives.

This is the report on the 2024 business performance and the 2025 business plan.

We respectfully submit this report for approval by the General Meeting of Shareholders.

ON BEHALF OF THE BOARD OF

MANAGEMENT

GENERAL DIRECTOR



TRAN DUY CUONG

REPORT
ON THE SUMMARY OF BUSINESS OPERATIONS IN 2024
AND THE BUSINESS PLAN AND TASKS FOR 2025

To: The General Shareholders' Meeting of Phuong Anh International Joint Stock Company

- Pursuant to the Enterprise Law 2020 and its implementing documents;
- Pursuant to the Charter on the Organization and Operation of Phuong Anh International Joint Stock Company;
- Pursuant to the 2024 Audit Report provided by UHY Auditing and Consulting Co., Ltd.

Report of the Board of Directors of Phuong Anh International Joint Stock Company (PAS) to the Annual General Meeting of Shareholders in 2025 on the performance of the Board of Directors in 2024 and the direction of tasks for the year 2025:

A. ACTIVITIES OF THE BOARD OF DIRECTORS IN 2024

1. Board of Directors Personnel

In 2024, the Board of Directors consisted of 05 members. The composition and positions of the members are as follows:

No.	Full name	Position	Notes
1	Nguyen Hung Cuong	Chairman of the Board	Executive member
2	Tran Duy Cuong	Board Member, General Director	Executive member
3	Nguyen Thi Ngoc Ha	Board Member	Non-executive member (resigned on 02/04/2025)
4	Le Hoang Yen	Board Member	Independent member (resigned on 02/04/2025)
5	Luu Thi Thu Thuy	Board Member	Non-executive member

2. Meetings of the Board of Directors

In 2024, the Board of Directors and its members consistently prioritized the interests of the shareholders and the Company. They performed their duties in accordance with the law and the Company's Charter, ensuring the Company operated effectively, stably, and developed continuously.

The Board of Directors of Phuong Anh International Joint Stock Company held regular and extraordinary meetings. The Board adopted resolutions and decisions promptly and appropriately according to the actual operational situation of the Company, complying with the resolutions approved by the General Meeting of Shareholders.

The contents of the meetings in 2024 are outlined in the following resolutions and decisions:

No	Date	Content	Approval Rate
1.	27/02/2024	Approving the collateralization of assets/credit arrangements with VPBank	100%
2.	27/02/2024	Approving the final registration date for shareholders to attend the 2024 AGM	100%
3.	08/04/2024	Approving the collateralization of assets/credit arrangements with Sacombank	100%
4.	02/05/2024	Approving the transaction of buying and selling goods with Saigon Steel Joint Stock Company	100%
5.	21/05/2024	Approving the plan to transfer shares in Thanh Lam Real Estate Joint Stock Company	100%
6.	04/06/2024	Changing the capital management person at Thanh Lam Real Estate Joint Stock Company	100%
7.	28/06/2024	Approving the purchase of real estate in Ho Chi Minh City	100%
8.	28/06/2024	Approving the cancellation of the land transfer contract in Quốc Oai, Hanoi	100%
9.	03/07/2024	Selecting the audit unit for 2024	100%
10.	05/07/2024	Approving the cancellation of real estate transactions in Ho Chi Minh City	100%
11.	18/07/2024	Approving the signing of a credit agreement with SHB Vinh Phuc	100%

12.	08/10/2024	Approving and authorizing the signing with Saigon Thuong Tin Commercial Joint Stock Bank - Hanoi Branch	100%
13.	07/10/2024	Approving the appointment of a representative to manage the capital at Thành Lâm Real Estate LLC	100%
14.	12/10/2024	Approving the transfer of shares in Vuon Dao Hạ Long Hotel Joint Stock Company	100%
15.	15/11/2024	Approving the collateralization of assets/credit arrangements with Vietnam Prosperity Bank for 250 billion VND	100%
16.	13/12/2024	Approving the transfer of shares in Kiến Đại Dương Hotel Joint Stock Company.	100%
17.	27/12/2024	Approving the Investment Authorization Agreement for Mr. Nguyen Hung Cuong	100%

3. Evaluation of the Board of Directors on the Management Team's Performance in 2024

In 2024, the Board of Directors highly appreciated the proactive, flexible, and creative determination of the Management Team and all employees in organizing and implementing business activities. They successfully carried out internal management tasks, ensuring the Company met its targets and aligned with the proposed strategy. The Board also acknowledged the efforts of the Management Team in implementing business operations and internal management. The directions and instructions from the Board were executed promptly, thoroughly, and with a high level of responsibility.

4. Financial and Accounting Oversight:

Following the resolutions approved at the 2024 Annual General Meeting of Shareholders, the Board of Directors focused on enhancing supervision, inspection, and monitoring of compliance with laws, implementation of goals, strategies, and plans, and evaluating the effectiveness of the Company's activities. Supervision was carried out through weekly/monthly/quarterly meetings and special or extraordinary meetings. The Board of Directors remained closely involved, guiding operations, and addressing emerging issues under its authority promptly.

5. General Evaluation:

Based on the Company's Charter and Governance Regulations, in 2024, the Board of Directors monitored the General Director and other executives in carrying out resolutions from the General Meeting of Shareholders and the Board, as well as managing daily operations. The Board's oversight was consistently tight and regular. Despite the challenges facing the economy and the steel industry, the Board, Management Team, and all employees worked diligently and united to accomplish the plans set out. While the Company did not meet all of its targets for 2024, it has laid a solid foundation for 2025 to strive for new expectations.



B. REMUNERATION, OPERATIONAL EXPENSES, AND OTHER BENEFITS OF THE BOARD OF DIRECTORS AND MEMBERS IN 2024

No	Content	Remuneration per month (VND)	Operational Expenses and Other Benefits in 2024	Total Annual Remuneration (VND)
1	Remuneration for Chairman of the Board	5.000.000	0	60.000.000
2	Remuneration for Board Members (4 members)	2.000.000	0	96.000.000
	Total		0	156.000.000

C. BOARD OF DIRECTORS' ACTIVITIES PLAN FOR 2025

1. Plan for 2025 :

Unit: VND million

Indicator	Plan	
	Parent Company	Consolidated
Revenue	1,695,000	1,700,000
Profit before tax	10,000	12,000
Profit after tax	8,000	9,600

In the event of complex market developments or significant impacts on the Company's operations, the Board of Directors proposes that the General Meeting of Shareholders authorize the Board to decide on the production and business plan for 2025 based on actual conditions.

2. Key Tasks for 2025

Directors has developed strategies and directions for the Company's business activities as follows:

2.1. Products and Business Areas:

- Focus on expanding the business of galvanized steel, cold-rolled steel, and stainless steel.
- Strengthen processing services, especially through expanding markets and implementing after-sales policies for traditional customers, as well as special policies for potential and new customers.
- Improve product quality and processing services at the factory.
- Expand production and business activities, seek new locations and implement related procedures for launching new product projects via acquisitions, mergers, or joint ventures with potential partners.
- Authorize the Board to proceed with legal procedures for real estate projects in Da Nang, Quang Ninh, and Quốc Oai.

- 2.2. Monitoring the market closely to respond to large price fluctuations and taking timely actions.
- 2.3. Effectively controlling costs
- 2.4. Developing the capacity of the human resources team through self-training and participation in professional development courses.

The above is the report on the governance and operational results of the business in 2024 and the business plan for 2025. The Board of Directors respectfully submits this to the General Meeting of Shareholders for review, suggestions, and approval.

**ON BEHALF OF THE BOARD OF
DIRECTORS
CHAIRMAN**



NGUYEN HUNG CUONG



REPORT OF THE SUPERVISORY BOARD

To: The General Shareholders' Meeting of Phuong Anh International Joint Stock Company

- Pursuant to the Enterprise Law 2020 and its implementing documents;
- Pursuant to the Charter on the Organization and Operation of Phuong Anh International Joint Stock Company;
- Pursuant to the 2024 Audit Report provided by UHY Auditing and Consulting Co., Ltd.

The Supervisory Board of Phuong Anh International Joint Stock Company (PAS) hereby reports on the activities and performance of the Supervisory Board in the year 2024 and the operational plan for 2025 as follows:

PART A: RESULTS OF MONITORING AND SUPERVISION IN 2024

I. Activities of the Supervisory Board in 2024

1. Organizational Work

In 2024, the Supervisory Board of the Company consisted of 03 members as follows:

No	Full Name	Position
1	Nguyen Thi Thu Hang	Head of the Supervisory Board
2	Le Hong Quan	Member
3	Pham Xuan Bac	Member

2. Operational Activities of the Supervisory Board in 2024

- After the Annual General Meeting of Shareholders, the Supervisory Board held meetings to assign tasks to each member, implementing the Board's functions and duties, and developing an updated action plan.
- The Board supervised the compliance with the Company's Charter and the relevant legal regulations in managing and operating the Company's production and business activities.

- The Board monitored the implementation of resolutions from the General Meeting of Shareholders and the Board of Directors in 2024.
- The Board participated in the Company's operational activities by attending meetings of the Board of Directors, the Executive Board, and reviewing periodic reports from functional departments to stay updated on the business situation, providing suggestions and recommendations within the scope of responsibility and authority.

II. Results of Monitoring the Implementation of the Business Plan in 2024

1. Key Business Indicators

Unit: VND

No	Indicator	2024 Plan	2024 Actual	Execution Rate (%)
1	Total Revenue	1,500,000,000,000	1,068,182,064,178	71,2%
2	Net Profit After Tax	8,000,000,000	2,913,806,355	36,4%

2. Financial and Accounting Work

- The Company has fully complied with its tax obligations, including corporate income tax and personal income tax, ensuring no tax arrears.
- The Company has adhered to the national regulations and internal accounting rules. Financial reports were completed on time, and required public information was disclosed as per regulations
- The Supervisory Board reviewed the financial statements before and after the audit
- The Board checked evidence to verify information in the financial reports, assessed compliance with the current accounting standards, and reviewed the principles and methods of accounting used, as well as the presentation of financial statements.
- The Board evaluated each item in the financial reports and inspected the accounting books, vouchers, inventory records, asset management, capital, liabilities, and other related documents.
- The Supervisory Board reviewed the audit report and management letter from the independent audit firm.

After evaluation, the Supervisory Board concluded:

Overall, the Company has complied with the Accounting Law, the current accounting standards, and Vietnam's generally accepted accounting principles. The creation, circulation, use, and storage of accounting documents are in line with legal, reasonable, and valid practices. The preparation, recording, and use of accounting books have been done in a timely manner in accordance with the regulations.

III. Results of Evaluating the 2024 Financial Reports

- The financial report truthfully and fairly reflects the financial situation of the Company as of December 31, 2024, as well as the results of its operations and cash flow for the

fiscal year ending on the same date. This complies with accounting standards, Vietnamese corporate accounting regulations, and legal requirements for the preparation and presentation of financial statements.

- The Company has properly recorded, opened accounting books, and classified economic transactions according to the accounting standards issued by the Ministry of Finance.
- The Company has submitted and disclosed periodic information in accordance with securities market regulations.
- The 2024 financial report was audited as per the provisions of the Articles of Association and the resolutions from the General Meeting of Shareholders 2024, conducted by UHY Auditing and Consulting Company.

IV. Monitoring Results of the Board of Directors and Executive Board Members

1. Monitoring of the Board of Directors (BOD)

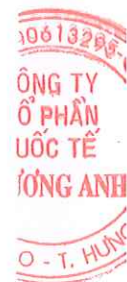
- The BOD held regular and extraordinary meetings, either in-person or through written resolutions, to address issues within their authority according to the Company's internal regulations and the Charter.
- The Supervisory Board agreed with the BOD's report on business activities and profit distribution plans to be submitted to the Annual General Meeting.
- The Supervisory Board appreciated the BOD's timely leadership in driving the Company's production and business activities.

2. Monitoring of the Executive Board

- The Executive Board adhered closely to the BOD's directives in organizing production and business operations. The Board continued to restructure the personnel organization, define labor quotas, and ensure alignment with the Company's business situation.

V. Monitoring the Coordination Between the Supervisory Board, BOD, and Executive Board:

- The Supervisory Board has closely monitored the operations of the BOD and the Executive Board to ensure compliance with legal regulations, the Company's Charter, and internal regulations to safeguard shareholder interests.
- The Supervisory Board has not observed any violations of the obligations or responsibilities of the Company's managers. The BOD and CEO have effectively managed and operated the Company according to the resolutions passed by the General Meeting of Shareholders.
- The Supervisory Board worked in close cooperation with the BOD and Executive Board to ensure the effective implementation of shareholders' resolutions, upholding shareholder rights and interests.
- The BOD and CEO have supported and facilitated the Supervisory Board in executing its responsibilities, ensuring the Board received all necessary management information, and the feedback from the BOD and CEO to the Supervisory Board was timely and complete.



VI. Supervisory Board Remuneration

The remuneration for the Supervisory Board members in 2024 is as follows:

No	Description	Remuneration per Month (VND)	Other Costs & Benefits (2024)	Total Annual Remuneration (VND)
1	Head of the Supervisory Board	2.000.000	-	24.000.000
2	Supervisory Board Members (2)	1.000.000	-	24.000.000
	Total			48.000.000

VII. Recommendations

- We recommend that the Annual General Meeting of Shareholders approve the 2024 audited financial statements of the Company.
- We request the BOD and Executive Board to continue implementing solutions to improve corporate governance, especially in managing investments to enhance business performance.
- We propose streamlining the organizational structure and optimizing the human resources to reduce costs for the Company.
- We recommend calculating the cash flow and capital structure in a more detailed and scientific manner, balancing the funding sources and interest rates to maximize business effectiveness.

PHẦN B: SUPERVISORY BOARD OPERATING PLAN FOR 2025

Based on the Company's Charter and the 2025 business plan, the Supervisory Board has outlined the following operational plan:

- Conduct a review of the structure, functions, and duties of the internal audit and control department to ensure alignment with the Company's restructuring efforts.
- Monitor compliance with state policies, laws, regulations, and internal guidelines.
- Supervise the development of internal management regulations, processes, and procedures.
- Review the organizational structure and labor allocation of the Company, focusing on restructuring, recruitment, staffing, and compensation practices.
- Monitor the implementation of the Company's business plan.
- Oversee the capital requirement and cash flow plan to support business operations.
- Supervise the preparation and review of financial reports for shareholder meetings.
- Ensure that the Company's public information disclosures are timely, transparent, and aligned with shareholder interests

This is the report on the activities of the Supervisory Board in 2024 and the operational plan for 2025. We respectfully submit this report to the General Meeting of Shareholders for approval.

ON BEHALF OF THE SUPERVISORY
BOARD,
HEAD OF THE SUPERVISORY BOARD



NGUYEN THI THU HANG



PHUONG ANH
INTERNATIONAL JOINT
STOCK COMPANY

Số: 04/2025/BC-ĐHĐCĐ-PAS

THE SOCIALIST REPUBLIC OF VIETNAM
Independence – Freedom – Happiness

HungYen, April 2, 2025

**REPORT OF INDEPENDENT MEMBER
EVALUATING THE OPERATION OF THE BOARD OF
DIRECTORS IN 2024**

**To: The Board of Directors, General Meeting of Shareholders of Phuong Anh
International Joint Stock Company**

1. Organizational Structure

- In 2024, the Board of Directors (BOD) consists of 05 members, including 01 independent member. All members of the Board of Directors have fully and actively participated in the activities of planning, compliance monitoring, strategic feedback, and ensuring the company's governance standards are well maintained.

2. Board of Directors Meetings

- In 2024, the Board of Directors organized 17 meetings. These meetings were convened and conducted with a clear schedule, with full preparation of documents, in compliance with the company's Charter and legal regulations.
- The meetings were convened and conducted with specific schedules, and the documents were carefully prepared in accordance with established principles. The topics discussed in the meetings were thoroughly debated, reviewed, and evaluated by the Board of Directors in order to come up with the best directions and solutions for the company.
- Issues related to business strategies, market expansion, and the development of management systems were regularly reviewed, discussed, and tightly controlled between the Board of Directors and the CEO during regular meetings.

3. Governance and Supervision Results

- Overall, the Board of Directors has effectively carried out the supervision of the CEO to ensure that the company's operations are always tightly controlled and in line with strategic directions. Decisions are adjusted promptly when necessary.
- Board members attended both regular and extraordinary meetings of the CEO. The decisions made by the CEO were analyzed, debated, and consulted by the Board of Directors to provide optimal solutions for the company's interests. Through this, the Board of Directors remained well-informed about the company's operations, identified emerging issues, and was promptly updated with the most relevant real-time requirements.
- Board members have been proactive and responsible in supporting the CEO and management team; they have conducted several sessions to share experiences and insights with other management levels.

- The Board of Directors has placed special emphasis on risk management solutions, helping the management team identify potential issues early, thereby assisting the company in maintaining its sustainability and stability while protecting investor interests

4. Conclusion

According to the Board of Directors' activity plan, the tasks carried out by the Board in 2024 were focused in accordance with the resolutions of the General Meeting of Shareholders, complying with the Company's Charter, Governance Regulations, and corporate governance best practices. All members of the Board of Directors demonstrated a deep sense of responsibility and high professionalism. The Board of Directors has worked closely with the CEO to implement activities that effectively support the role of building sustainable values for the company.

Independent Member of the BOD



Le Hoang Yen

No: 01/2025/TT-ĐHĐCĐ-TNI

HungYen, April 2, 2025

PROPOSAL

(Approval of the audited financial report for the year 2024 and selection of the auditing firm for the 2025 financial report)

To: The General Shareholders' Meeting of Phuonh Anh International Joint Stock Company

- Pursuant to the Enterprise Law 2020 and its implementing documents;
- Pursuant to the Charter on the Organization and Operation of Phuong Anh International Joint Stock Company.
- Based on the audited financial report for the year 2024 of Phuong Anh International Joint Stock Company.

1. The Board of Directors (BOD) respectfully submits to the Annual General Meeting of Shareholders (AGM) in 2025 for approval the audited financial report for the year 2024 of Phuong Anh International Joint Stock Company as follows:

The 2024 financial statements of the Company have been audited by UHY Auditing and Consulting Co., Ltd. in accordance with the applicable standards, reviewed by the Company's Supervisory Board, and published by the Board of Directors on the Company's website. The published documents include:

- Report of the Board of Directors;
- Independent Audit Report;
- Balance Sheet as of December 31, 2024;
- 2024 Profit and Loss Statement;
- Cash Flow Statement;
- Notes to the Financial Statements.

2. The Board of Directors respectfully submits to the General Meeting of Shareholders for a vote to authorize the Board of Directors of Phuong Anh International Joint Stock Company to select the auditing firm for the 2025 financial report from the list of auditing firms that are eligible to provide audit services, as approved by the State Securities Commission.

The Board of Directors respectfully requests the AGM to review and approve.

**ON BEHALF OF THE BOARD OF
DIRECTORS
CHAIRMAN**



NGUYEN HUNG CUONG

PROPOSAL

(Profit and Dividend Distribution Plan for 2024 and Profit and Dividend Distribution Plan for 2025)

To: The General Shareholders' Meeting of Phuong Anh International Joint Stock Company

- Pursuant to the Enterprise Law 2020 and its implementing documents;
- Pursuant to the Charter on the Organization and Operation of Phuong Anh International Joint Stock Company.
- Based on the audited financial report for the year 2024 of Phuong Anh International Joint Stock Company.

To ensure the long-term benefits for shareholders, the Board of Directors (BOD) respectfully submits the following proposal to the Annual General Meeting (AGM) of Shareholders in 2025 for approval regarding the profit distribution and dividend payment for 2024, and the distribution and dividend payment plan for 2025 of Phuong Anh International Joint Stock Company:

1. Profit Distribution Plan for 2024

No.	Content	Rate (%)	Amount (VND)
1	Profit before tax in 2024		5,331,173,485
2	Corporate income tax to be paid		2,417,367,130
3	Profit after tax in 2024		2,913,806,355
4	Provision for funds	15%	437,070,953
4.1	Provision for reward and welfare fund (5%)	5%	123,836,770
4.2	Provision for investment and development fund (10%)	15%	247,673,540
5	Profit after tax and fund provision in 2024		2,476,735,402
6	Retained profit from previous years		86,946,208,990
7	Total remaining profit		89,422,944,392

2. Profit Distribution and Dividend Payment Plan for 2025

- **Global Situation:**

- **Global Situation:**

In the face of unpredictable global changes, there are both advantages and prospects, but also the possibility of a downturn that could negatively affect the Vietnamese economy in general and Phuong Anh's business situation in particular. Therefore, the Board of Directors respectfully submits to the AGM the proposal to authorize the BOD to distribute profits for 2025 based on the following expected plans.

- First, the global economy will maintain steady growth.
- Second, the technological rivalry between the U.S. and China is expected to intensify, especially in strategic sectors like 5G, semiconductors, AI, and cloud computing.
- Third, unpredictable geopolitical tensions, with many risks for the global economy. The forecast for the Russia-Ukraine conflict in 2025 suggests that tensions may continue.
- Instability in the Middle East is, according to many experts, significantly impacting the global economy, and its effects may intensify in 2025

- **Situation in Vietnam**

In the face of unpredictable global changes, there are both advantages and prospects, but also the possibility of a downturn that could negatively affect the Vietnamese economy in general and Phuong Anh's business situation in particular. Therefore, the Board of Directors respectfully submits to the AGM the proposal to authorize the BOD to distribute profits for 2025 based on the following expected plans:

- Reinvesting to expand production and business.
- Investing in real estate to create long-term cash flow.
- Allocating funds for risk reserve.
- Paying dividends to shareholders or investors.
- Increasing capital by retaining profits from previous periods.

We respectfully submit this proposal for the General Meeting's consideration and vote.

**ON BEHALF OF THE BOARD OF
DIRECTORS**

CHAIRMAN



NGUYEN HUNG CUONG

PROPOSAL

(Payment of remuneration to members of the Board of Directors and the Supervisory Board in 2024 and the remuneration payment plan for the Board of Directors and the Supervisory Board in 2025)

To: The General Shareholders' Meeting of Phuong Anh International Joint Stock Company

The Board of Directors respectfully submits to the Annual General Meeting of Shareholders in 2025 for approval the remuneration levels for the members of the Board of Directors and the Supervisory Board of Phuong Anh International Joint Stock Company as follows:

I. Finalization of Remuneration for the Board of Directors and Supervisory Board for 2024:

Based on the business results of 2024, the Board of Directors proposes to the Annual General Meeting of Shareholders in 2025 the payment plan for remuneration to the members of the Board of Directors and the Supervisory Board for the 2024 fiscal year as follows:

Unit: VND

No.	Position	Quantity	Months	Monthly Remuneration	Total Remuneration for 2024
1	Chairman of the Board of Directors	1	12	5.000.000	60.000.000
2	Members of the Board of Directors	4	12	2.000.000	96.000.000
3	Chairman of the Supervisory Board	1	12	2.000.000	24.000.000
4	Members of the Supervisory Board	2	12	1.000.000	24.000.000
	Total	8			204.000.000

II. Remuneration Payment Plan for the Board of Directors and Supervisory Board for 2025:

Based on the 2025 business plan, the Board of Directors proposes to approve the remuneration payment plan for the Board of Directors and the Supervisory Board for 2025 as follows:

Unit: VND

No.	Position	Quantity	Months	Monthly Remuneration	Total Remuneration for 2024
1	Chairman of the Board of Directors	1	12	5.000.000	60.000.000
2	Members of the Board of Directors	4	12	2.000.000	96.000.000
3	Chairman of the Supervisory Board	1	12	2.000.000	24.000.000
4	Members of the Supervisory Board	2	12	1.000.000	24.000.000
	Total	8			204.000.000

The Board of Directors respectfully submits this plan to the Annual General Meeting of Shareholders in 2025 for consideration and approval.

**ON BEHALF OF THE BOARD OF
DIRECTORS
CHAIRMAN**



NGUYEN HUNG CUONG

PROPOSAL

(Dismissal of Board of Directors Members and the Election of Additional Members to the Board of Directors for the Term 2021 - 2026)

To: The General Shareholders' Meeting of Phuonh Anh International Joint Stock Company

- Pursuant to the 2020 Enterprise Law and its guiding documents;
- Pursuant to the 2019 Securities Law and its guiding documents;
- Pursuant to the Charter on the Organization and Operation of Phuong Anh International Joint Stock Company;

Pursuant to the provisions of the Enterprise Law and the Charter on the Organization and Operation of the Company, in order to ensure effective corporate governance, the Board of Directors of Phuong Anh International Joint Stock Company respectfully submits the following matters to the Annual General Meeting of Shareholders for approval:

1. Dismissal of Board Members

On April 2, 2025, the following members of the Board of Directors submitted their resignation letters to the Company's headquarters:

Mrs. Le Hoang Yen submitted a resignation letter for the position of independent board member due to personal reasons.

Mrs. Nguyen Thi Ngoc Ha submitted a resignation letter for the position of board member due to personal reasons.

In accordance with the Company's Charter, the Board of Directors submits to the General Meeting of Shareholders for approval the dismissal of Mrs. Le Hoang Yen as a member of the Board and Mrs. Nguyen Thi Ngoc Ha as an independent member of the Board.

2. Supplementary Election of Board Members

Due to the resignation of the two board members, in order to ensure the required number of board members in accordance with the Company's Charter and legal regulations, the Board of Directors respectfully proposes the supplementary election of independent board members as follows:

No.	Board Member Name	Position
1	Pham Thi Hang	Independent Board Member
2	Vu Lan Phuong	Board Member

The Board of Directors respectfully submits the above proposals to the General Meeting of Shareholders for consideration and approval..

**ON BEHALF OF THE BOARD OF
DIRECTORS**

CHAIRMAN



NGUYEN HUNG CUONG

PROPOSAL

(Approval of the Proposal for the Dismissal and Supplementary Election of Members of the Supervisory Board for the Term 2021 – 2026)

To: The General Shareholders' Meeting of Phuong Anh International Joint Stock Company

- Pursuant to the Enterprise Law 2020 and its implementing documents;
- Pursuant to the Charter on the Organization and Operation of Phuong Anh International Joint Stock Company.
- Based on the audited financial report for the year 2024 of Phuong Anh International Joint Stock Company.

Pursuant to the provisions of the Enterprise Law and the Charter of Organization and Operation of the Company, in order to ensure effective governance, the Board of Directors of Phuong Anh International Joint Stock Company respectfully presents the following matters for approval by the General Meeting of Shareholders:

1. Dismissal of Supervisory Board Members

On April 2, 2025, the following individuals submitted their resignation letters to the Company's headquarters for personal reasons, stating they could no longer continue to perform their duties:

No.	Supervisory Board Member	Position	Date of Appointment	Date of Resignation Letter
1	Le Hong Quan	Member of the Supervisory Board	20/04/2023	02/04/2025
2	Pham Xuan Bac	Member of the Supervisory Board	20/04/2023	02/04/2025

In accordance with the Company's Charter, the Board of Directors proposes to the General Meeting of Shareholders for the approval of the dismissal of the above individuals.

2. Supplementary Election of Supervisory Board Members

Since two members of the Supervisory Board have submitted their resignation letters, in order to ensure sufficient number of members as stipulated in the Company's Charter, the Board of Directors respectfully submits the proposal for the supplementary election of members as follows:

3. Introduction of Nominees for the Board of Directors and Supervisory Board

The Board of Directors introduces the following nominees for the Supervisory Board for the term 2021-2026: Nominees for the Supervisory Board: Ms. Dang Thi Sen, Ms. Ha Thi An

The resumes of the candidates are attached to this proposal.

The Board of Directors respectfully submits these matters for the General Meeting of Shareholders' consideration and approval.

**ON BEHALF OF THE BOARD OF
DIRECTORS
CHAIRMAN**



NGUYEN HUNG CUONG

PROPOSAL

(Authorization for the Board of Directors to Perform Certain Specific Tasks)

To: The General Shareholders' Meeting of Phuong Anh International Joint Stock Company

- Pursuant to the Enterprise Law 2020 and its implementing documents;
- Pursuant to the Charter on the Organization and Operation of Phuong Anh International Joint Stock Company.
- Based on the audited financial report for the year 2024 of Phuong Anh International Joint Stock Company.

In order to ensure flexibility in the management and operation of the Company, provide timely directions to help the Company seize business opportunities, enhance competitiveness, ensure the flexibility of the Company's business operations in compliance with current regulations, and maximize the benefits for shareholders, the Board of Directors respectfully submits to the General Shareholders' Meeting for approval the authorization for the Board of Directors to proactively decide and carry out certain rights and obligations that fall under the authority of the General Shareholders' Meeting, as follows:

1. Authorization for the Board of Directors to decide on certain tasks in the business operations, organizational structure, management, and production activities of the Company:

a) Implement adjustments and changes to the organizational structure and management system of the Company to align with legal regulations and the Company's operational scale at each period. Additionally, implement adjustments, amendments, and supplements to the regulations regarding the organization and activities of the Board of Directors to ensure compliance with legal changes and the actual operations of the Company.

b) Implement adjustments, amendments, and supplements to the business sectors in accordance with legal regulations and the Company's business activities; as well as carry out related legal procedures for modifying and supplementing business sectors (including, but not limited to, amendments to the Business Registration Certificate, modifications to the Charter, and other related legal procedures).

c) Decide on amendments and supplements to the Charter of Phuong Anh International Joint Stock Company in line with the contents approved at the 2025 Annual General Shareholders' Meeting and legal regulations.

d) Implement the establishment of subsidiaries, buy/sell, transfer/receive shares or capital contributions, and liquidate subsidiaries of the Company to align with the Company's development orientation and comply with current legal regulations.

e) Decide on investments or sales of Company assets or transactions with a value equal to or greater than 35% of the total asset value as stated in the Company's most recent quarterly financial statements, when the Board of Directors deems these investments, sales, or transactions necessary and likely to bring economic value to the Company

2. Authorization for the Board of Directors to decide on certain tasks in the field of real estate investment and business:

a) Implement the transfer of part or all of the assets and/or cooperate, form joint ventures, or establish partnerships with partners to invest in and implement the Company's projects (including projects that have been approved, are being implemented, or are in the process of preparation for investment).

b) Authorize the Board of Directors to continue carrying out legal procedures for the real estate projects in Da Nang, Quang Ninh, and Quoc Oai.

For tasks that have already been authorized by the General Shareholders' Meeting, the Board of Directors has the authority to delegate, assign, or further authorize the Chairman of the Board/CEO to carry out as necessary, based on practical work demands. The Board of Directors and the CEO are responsible for reporting the results of the tasks carried out within the scope of authorization to the General Shareholders' Meeting at the next meeting.

We respectfully submit this for the General Shareholders' Meeting's consideration and approval./.

**ON BEHALF OF THE BOARD OF
DIRECTORS
CHAIRMAN**



NGUYEN HUNG CUONG

THE SOCIALIST REPUBLIC OF VIETNAM
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RESIGNATION LETTER
INDEPENDENT MEMBER OF THE BOARD OF DIRECTORS

**To: The General Shareholders' Meeting and the Board of Directors of
Phuong Anh Intenational Joint Stock Company**

Ful name: **Le Hoang Yen** - Position: Independent Member of the Board of Directors

ID number số: 001195007393... Date of issue: 06/04/2024.....

Issued by: The Department of Administrative Management of Social Order

I respectfully present the following matter to the General Meeting of Shareholders and the Board of Directors of Phuong Anh International Joint Stock Company:

Based on Resolution No. 01/2024/NQ-ĐHĐCĐ-PAS dated April 24, 2024, by the General Meeting of Shareholders of Phuong Anh International Joint Stock Company, I was elected as an Independent Member of the Board of Directors. However, due to my personal plans in the near future, I am unable to continue participating and fulfilling the tasks assigned by the Board of Directors of the Company. Therefore, I am writing this letter to respectfully request that the General Meeting of Shareholders and the Board of Directors allow me to resign from the position of Independent Member of the Board of Directors of the Company, effective immediately upon approval at the 2025 Annual General Meeting of Shareholders, in accordance with the relevant legal regulations.

I hope to receive the attention, consideration, and approval of the General Shareholders' Meeting and the Board of Directors of the Company.

Sincerely thank you..

Hung Yen, April 2....., 2025

THE APPLICANT



Le Hoang Yen

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RESIGNATION LETTER
INDEPENDENT MEMBER OF THE BOARD OF DIRECTORS

To: The General Shareholders' Meeting and the Board of Directors of
Phuong Anh Intenational Joint Stock Company

Ful name: **Nguyen Thi Ngoc Ha** - Position: Member of the Board of Directors

ID number số: 0331.89.005897..... Date of issue: 03/11/2020.....

Issued by: The Department of Administrative Management of Social Order

I respectfully present the following matter to the General Meeting of Shareholders and the Board of Directors of Phuong Anh International Joint Stock Company:

Based on Resolution No. 01/2021/NQ-DHDCD-PAS dated June 29, 2021, of the Shareholders' General Meeting of Phuong Anh International Joint Stock Company, I was elected as a Member of the Board of Directors. However, due to personal plans in the near future, I am unable to continue participating and fulfilling the responsibilities assigned to me by the Board of Directors of the Company. Therefore, I am writing this letter to respectfully request the Shareholders' General Meeting and the Board of Directors of the Company to allow me to resign from the position of Member of the Board of Directors of the Company immediately after the approval in the 2025 Annual General Meeting of Shareholders, in accordance with the legal regulations.

I hope to receive the attention, consideration, and approval of the General Shareholders' Meeting and the Board of Directors of the Company.

Sincerely thank you..

Hung Yen, April 2, 2025

THE APPLICANT



Nguyen Thi Ngoc Ha

THE SOCIALIST REPUBLIC OF VIETNAM
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RESIGNATION LETTER
FROM THE POSITION OF SUPERVISORY BOARD MEMBER

**To: The General Shareholders' Meeting and the Board of Directors of
 Phuong Anh International Joint Stock Company**

Ful name: **LE HONG QUAN** - Position: Supervisory Board Member

ID number số: 038089029068 Date of issue: 22/09/2021

Issued by: The Department of Administrative Management of Social Order

I am writing this letter to present to the General Shareholders' Meeting and the Board of Directors of the Company the following matter:

Based on Resolution No. 01/2023/NQ-ĐHĐCĐ-TNI dated 20/04/2023 of the General Shareholders' Meeting of Phuong Anh International Joint Stock Company, I was elected as a member of the Supervisory Board. However, due to personal plans in the near future, I will not be able to continue participating and fulfilling the tasks assigned to me by the Supervisory Board of the Company. Therefore, I respectfully request the General Shareholders' Meeting and the Board of Directors of the Company to allow me to resign from the position of Supervisory Board Member immediately after approval at the Annual General Shareholders' Meeting in 2025, in accordance with the law.

I hope to receive the attention, consideration, and approval of the General Shareholders' Meeting and the Board of Directors of the Company.

Sincerely thank you..

HungYen, April 2, 2025

THE APPLICANT



Le Hong Quan

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RESIGNATION LETTER
FROM THE POSITION OF SUPERVISORY BOARD MEMBER

**To: The General Shareholders' Meeting and the Board of Directors of
Phuong Anh International Joint Stock Company**

Ful name: **PHAM XUAN BAC** - Position: Supervisory Board Member

ID number số: 033094000958 Date of issue: 25/04/2021

Issued by: The Department of Administrative Management of Social Order

I am writing this letter to present to the General Shareholders' Meeting and the Board of Directors of the Company the following matter:

Based on Resolution No. 01/2023/NQ-ĐHĐCĐ-TNI dated 20/04/2023 of the General Shareholders' Meeting of Phuong Anh International Joint Stock Company, I was elected as a member of the Supervisory Board. However, due to personal plans in the near future, I will not be able to continue participating and fulfilling the tasks assigned to me by the Supervisory Board of the Company. Therefore, I respectfully request the General Shareholders' Meeting and the Board of Directors of the Company to allow me to resign from the position of Supervisory Board Member immediately after approval at the Annual General Shareholders' Meeting in 2025, in accordance with the law.

I hope to receive the attention, consideration, and approval of the General Shareholders' Meeting and the Board of Directors of the Company.

Sincerely thank you..

HungYen, April 2, 2025

THE APPLICANT



Pham Xuan Bac

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CURRICULUM VITAE

1. Full name: **VU LAN PHUONG**
2. Gender: Female
3. Date of Birth: 01/02/1984
4. Place of Birth: Ha Noi
5. ID Card Number (or Passport Number): 001184043491
Issued on: 23/07/2024 Issued by: Police Department for Administrative Management
of Social Order and Security
6. Nationality: Vietnamese Ethnicity: Kinh
7. Permanent Address: Thuan Quang – Duong Xa – Gia Lam – Ha Noi
8. Phone Number: 0343712345
9. Professional Qualification: Bachelor of Foreign Languages
10. Current Position in the Company: Director of Steel Business Division
11. Current Position in Other Organizations: None
12. Work History:

Time	Organization	Position
2019-2025	Phuong Anh International Joint Stock Company	Director of Steel Business Division

13. Legal Violations: None
14. Ownership of Securities by the Individual and Related Persons in the Company:
 - Personal ownership: 0 shares, accounting for 0% of the charter capital.
 - Representative ownership: 0
 - Ownership of related persons (full name, relationship, number of shares, percentage ownership): 0
15. Debts Owed to the Company: None
16. Compensation and Other Benefits Received from the Company: None
17. Related Interests with the Company: None

I hereby affirm that the above statements are completely true. If any of them are found to be false, I accept full legal responsibility..

HungYen, April 2, 2025

NGƯỜI KHAI



Vu Lan Phuong

SOCIALIST REPUBLIC OF VIETNAM

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CURRICULUM VITAE

1. Full name: **PHAM THI HANG**
2. Gender: Female
3. Date of Birth: 21/09/1993
4. Place of Birth: Thuong Hien, Kien Xuong, Thai Binh Province
5. ID Card Number (or Passport Number): 034193009547
Issued on: 25/4/2021 Issued by: Police Department for Administrative Management of Social Order and Security
6. Nationality: Vietnamese Ethnicity: Kinh
7. Permanent Address: Vp6 Linh Dam Peninsula, Hoang Liet Ward, Hoang Mai District, Hanoi
8. Phone Number: 0987864193
9. Professional Qualification: Accounting
10. Current Position in the Company: None
11. Current Position in Other Organizations: None
12. Work History:

Time	Organization	Position
2023 – 2025	Thanh Nam Group Joint Stock Company	Administrative and Human Resources Specialist

13. Legal Violations: None
14. Ownership of Securities by the Individual and Related Persons in the Company:
 - Personal ownership: 0 shares, accounting for 0% of the charter capital.
 - Representative ownership: 0
 - Ownership of related persons (full name, relationship, number of shares, percentage ownership): 0
15. Debts Owed to the Company: None
16. Compensation and Other Benefits Received from the Company: None
17. Related Interests with the Company: None

I hereby affirm that the above statements are completely true. If any of them are found to be false, I accept full legal responsibility..

HungYen, April 2, 2025

NGƯỜI KHAI

Pham Thi Hang

SOCIALIST REPUBLIC OF VIETNAM

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CURRICULUM VITAE

1. Full name: **HA THI AN**
2. Gender: Female
3. Date of Birth: 27/03/1990
4. Place of Birth: Tan Huong Commune, Ninh Giang District, Hai Duong Province
5. ID Card Number (or Passport Number): 030190017511
Issued on: 07/05/2023 Issued by: Police Department for Administrative Management of Social Order and Security
6. Nationality: Vietnamese Ethnicity: Kinh
7. Permanent Address: Hoang Lat, Vu Xa, Luc Nam, Bac Giang Province
8. Phone Number: 0985.174.812
9. Professional Qualification: Head of Internal Audit Department
10. Current Position in the Company: None
11. Current Position in Other Organizations: None
12. Work History:

Time	Organization	Position
2015 – 2025	Phuong Anh International Joint Stock Company	Administrative and Human Resources Specialist

13. Legal Violations: None
14. Ownership of Securities by the Individual and Related Persons in the Company:
 - Personal ownership: 0 shares, accounting for 0% of the charter capital.
 - Representative ownership: 0
 - Ownership of related persons (full name, relationship, number of shares, percentage ownership): 0
15. Debts Owed to the Company: None
16. Compensation and Other Benefits Received from the Company: None
17. Related Interests with the Company: None

I hereby affirm that the above statements are completely true. If any of them are found to be false, I accept full legal responsibility..

HungYen, April 2, 2025

NGƯỜI KHAI



Ha Thi An

SOCIALIST REPUBLIC OF VIETNAM

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CURRICULUM VITAE

1. Full name: **DANG THI SEN**
2. Gender: Female
3. Date of Birth: 21/05/1996
4. Place of Birth: Dao Duong Commune, An Thi District, Hung Yen Province
5. ID Card Number (or Passport Number): 033196007570
Issued on: September 7, 2022 Issued by: Police Department for Administrative Management of Social Order and Security
6. Nationality: Vietnamese Ethnicity: Kinh
7. Permanent Address: Phan Duong Village, Dao Duong Commune, An Thi District, Hung Yen Province
8. Phone Number: 0824.030.997
9. Professional Qualification: Bachelor's degree in Youth Work
10. Current Position in the Company: None
11. Current Position in Other Organizations: None
12. Work History::

Time	Organization	Position
2018 – 2025	Phuong Anh International Joint Stock Company	Sales Admin

13. Legal Violations: None
14. Ownership of Securities by the Individual and Related Persons in the Company:
 - Personal ownership: 0 shares, accounting for 0% of the charter capital.
 - Representative ownership: 0
 - Ownership of related persons (full name, relationship, number of shares, percentage ownership): 0
15. Debts Owed to the Company: None
16. Compensation and Other Benefits Received from the Company: None
17. Related Interests with the Company: None

I hereby affirm that the above statements are completely true. If any of them are found to be false, I accept full legal responsibility..

HungYen, April 2, 2025

NGƯỜI KHAI

Dang Thi Sen

DRAFT RESOLUTION
2025 ANNUAL GENERAL SHAREHOLDERS' MEETING
PHUONG ANH INTERNATIONAL JOINT STOCK COMPANY

- Pursuant to the Law on Enterprises 2020;
- Pursuant to the Securities Law 2019;
- Pursuant to the Charter of Phuong Anh International Joint Stock Company;
- Pursuant to the Minutes of Meeting No. 01/2025/BB-DHDCD-PAS of the 2025 Annual General Shareholders' Meeting of Phuong Anh International Joint Stock Company, dated April 25, 2025.

RESOLVES:

Article 1: Approving the business results report for 2024 and the business plan for 2025.

Article 2: Approving the reports from: the Board of Directors, the Supervisory Board, and Independent Board Members for 2024.

Article 3: Approving the audited financial report for 2024 and selecting the auditing firm for the 2025 financial audit.

The General Shareholders' Meeting agrees to authorize the Board of Directors to proactively select the auditing firm for the 2025 financial audit from a list of qualified auditing firms approved by the State Securities Commission.

Article 4: Approving the profit distribution plan and dividend distribution for 2024 and the profit and dividend distribution plan for 2025.

Article 5: Approving the remuneration plan for the members of the Board of Directors and Supervisory Board for 2024 and the remuneration plan for 2025.

Article 6: Approving the proposal to dismiss and elect additional members of the BOD, SB for the 2021-2026 term

6.1 Approving the dismissal of the following Board Members for the 2021-2026 term

No.	Name of Board Member	Position
1	Mrs. Le Hoang Yen	Independent Board Member
2	Mrs. Nguyen Thi Ngoc Ha	Board Member

6.2 Approving the election of additional Board Members for the 2021-2026 term:

No.	Name of Board Member to be	Position
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	appointed	
1		Independent Board Member
2		Board Member

Article 7: Approving the proposal to dismiss and elect additional members of the Supervisory Board for the 2021-2026 term

7.1. Approving the dismissal of the following Supervisory Board members

No.	Name of Member	Position
1	Le Hong Quan	Supervisory Board Member
2	Pham Xuan Bac	Supervisory Board Member

7.2 Approving the election of additional Supervisory Board members for the 2021-2026 term

STT	Name of Member to be appointed	Position
1		Supervisory Board Member
2		Supervisory Board Member

Article 8: Approving the proposal to authorize the Board of Directors to perform certain specific tasks.

Article 9: Implementation clause

This resolution has been approved by the General Shareholders' Meeting and is effective from April 25, 2025.

The Board of Directors, the CEO, the Supervisory Board, and relevant parties are responsible for executing the tasks assigned by the General Shareholders' Meeting as outlined in this resolution to ensure the interests of the Company's shareholders and comply with the legal regulations.

**ON BEHALF OF THE GENERAL
SHAREHOLDERS' MEETING
The Chairperson**

Recipient list:

- CEO (for implementation);
- Board Members;
- Supervisory Board Members;
- Archive: Board of Directors.

NGUYEN HUNG CUONG