

No.: 01.../2025/BB-DHĐCĐ

Phu Tho, June 25th, 2025

**MEETING MINUTES
2025 ANNUAL GENERAL MEETING OF SHAREHOLDERS (“AGM”)**

Name of company : **SONG HONG ALUMINUM SHALUMI GROUP JOIN STOCK COMPANY (“COMPANY”)**

Stock code : **NSH**

Business registration : 2600213532 was issued by the Department of Planning and number Investment of Phu Tho for the first time on 07/10/2004 and was amended for the 17th time on 18/04/2025

Head office address : Hong Ha Street, Tho Son Ward, Viet Tri, Phu Tho

Telephone : 021 03862644 Fax: 021 03862708

Time : From 08:30 on June 25th, 2025

Venue : 2nd floor hall, Administration Building, Song Hong Aluminum Shalumi Group Joint Stock Company, Hong Ha Street, Tho Son Ward, Viet Tri, Phu Tho.

A. PARTICIPANTS ATTENDING AGM, THE VALIDITY OF AGM:

1. Participants attending the AGM

- **Shareholders:** All shareholders currently holding shares of the Company as of the record date of May 27th, 2025. *(The list of shareholders entitled to attend the 2025 Annual General Meeting of Shareholders, as of May 27th, 2025, is provided by the Vietnam Securities Depository and Clearing Corporation.)*
- **Members of the Board of Directors, the Board of Supervisors, the Board of Management, and members of the Organizing Committee of the General Meeting.**

2. The validity of the AGM

At 08:30 AM, the AGM heard a report by Mr. Tran Giang Nam, Head of the Shareholder Eligibility Verification Committee, on the results of the shareholder eligibility verification as follows:

- The total number of shareholders of the Company as of the record date May 27th, 2025 for the list of shareholders entitled to attend the AGM is **1,559** shareholders, owning: **20,693,437** shares with voting rights, accounting for **100%** of the total shares with voting rights .

+ The number of shareholders attending the AGM is **64** shareholders, representing ownership rights and authorizations to attend corresponding to **12,132,349** shares, equivalent to **12,132,349** ballots, accounting for **58.6290%** of the total shares with voting rights.

+ The number of shareholders not attending is **1,495** shareholders, representing ownership rights and authorizations to attend corresponding to **8,561,088** shares, accounting for **41.3710%** of the total shares with voting rights.

- According to the Enterprise Law No. 59/2020/QH14 passed by the National Assembly on June 17th, 2020, and the Charter on the Organization and Operation of the Company, the number of shareholders attending in person and by proxy entitled to participate in the 2025 Annual General Meeting of Shareholders of the Company, as well as the ratio of shares held by the attending shareholders/shareholder representatives, ensure that the General Meeting of Shareholders proceeds in a valid manner.

B. MEETING AGENDA:

I. OPENING

The AGM heard Mr. Nguyen Anh Hao – the MC, representing the Organizing Committee, deliver the opening speech of the AGM.

II. AGM APPROVES THE PRESIDIUM, SECRETARIAT, AND VOTE COUNTING COMMITTEE

- The Presidium includes:

- | | |
|---------------------------|---|
| + Mrs. Pham Thi Quynh Thu | - Chairwoman of the BOD - Chairwoman of the AGM |
| + Mr. Le Van Thang | - CEO - Member of the Presidium |
| + Mr. Nguyen Minh Ke | - Vice president - Member of the Presidium |

The results of the voting to elect the personnel of the Presidium:

- | | | |
|--|----------------------|-------------------|
| - Voting method | : Raise voting cards | |
| - Total valid ballots: 12,132,349 ballots | | : Percentage 100% |
| + Total approval ballots: 12,132,349 ballots | | : Percentage 100% |
| + Total disapproval ballots: 0 ballots | | : Percentage 0% |
| + Total abstaining ballots: 0 ballots | | : Percentage 0% |
| - Total invalid ballots: 0 ballots | | : Percentage 0% |

- Secretariat:

- | | |
|----------------------|-----------------------|
| + Mr. Nguyen Anh Hao | - Head of Secretariat |
| + Mrs. Ta Thi Lan | - Member |

The results of the voting to elect the personnel of the Secretariat:

- | | | |
|--|----------------------|-------------------|
| - Voting method | : Raise voting cards | |
| - Total valid ballots: 12,132,349 ballots | | : Percentage 100% |
| + Total approval ballots: 12,132,349 ballots | | : Percentage 100% |
| + Total disapproval ballots: 0 ballots | | : Percentage 0% |
| + Total abstaining ballots: 0 ballots | | : Percentage 0% |
| - Total invalid ballots: 0 ballots | | : Percentage 0% |

Thus, the AGM has adopted this content with a 100% approval rate.

- Vote Counting Committee includes:

- + Mr. Tran Giang Nam - Head of the Committee
- + Mr. Nguyen Duc Long - Member of the Committee
- + Mrs. Nguyen Duy Minh - Member of the Committee

The results of the voting to elect the personnel of the Vote Counting Committee:

- Voting method : Raise voting cards
- Total valid ballots: 12,132,349 ballots : Percentage 100%
- + Total approval ballots: 12,132,349 ballots : Percentage 100%
- + Total disapproval ballots: 0 ballots : Percentage 0%
- + Total abstaining ballots: 0 ballots : Percentage 0%
- Total invalid ballots: 0 ballots : Percentage 0%

Thus, the AGM has adopted this content with a 100% approval rate.

III. AGM APPROVES THE MEETING AGENDA AND THE WORKING AND VOTING REGULATIONS

The AGM heard the Chairwoman of the BOD, present the Meeting Agenda and the Working and Voting Regulations for approval of the AGM.

❖ The AGM votes to approve the Meeting Agenda:

- Voting method : Raise voting cards
- Total valid ballots: 12,132,349 ballots : Percentage 100%
- + Total approval ballots: 12,132,349 ballots : Percentage 100%
- + Total disapproval ballots: 0 ballots : Percentage 0%
- + Total abstaining ballots: 0 ballots : Percentage 0%
- Total invalid ballots: 0 ballots : Percentage 0%

Thus, the AGM has adopted the Meeting Agenda with a 100% approval rate.

❖ The AGM votes to approve the Working and Voting Regulations of the 2025 Annual General Meeting of Shareholders:

- Voting method : Raise voting cards
- Total valid ballots: 12,132,349 ballots : Percentage 100%
- + Total approval ballots: 12,132,349 ballots : Percentage 100%
- + Total disapproval ballots: 0 ballots : Percentage 0%
- + Total abstaining ballots: 0 ballots : Percentage 0%
- Total invalid ballots: 0 ballots : Percentage 0%

Thus, the AGM has adopted the approve the Working and Voting Regulations of the 2025 Annual General Meeting of Shareholders with a 100% approval rate.

IV. REPORTS AND PROPOSALS AT THE AGM

1. Mrs. Pham Thi Quynh Thu – Chairwoman of the BOD, Chairman of the AGM presents the following content:

- Report on the activities and supervision of the Board of Directors in 2024 and the plan for 2025.

2. Mr. Luu Duc Giang – Board of Supervisors members present the contents:

- The Board of Supervisors' Report submitted to the 2025 Annual General Meeting of Shareholders.

- Proposal regarding the authorization for the Board of Directors to select an auditing company for the 2025 Financial Statements.

3. Mr. Le Van Thang - Board of Directors - General Director presented the contents:

- The Report of the General Director at the 2025 Annual General Meeting of Shareholders;

- Proposal regarding the approval of the audited 2024 Financial Statements.

4. Mr. Nguyen Minh Ke – Vice president presented the Report on the contents :

- Proposal regarding the approval of the remuneration for the Board of Directors, Board of Supervisors and Secretary of the Board of Directors;

- Proposal regarding the approval of the profit distribution and fund allocation plan;

- Proposal regarding the approval of the election of members of the Board of Directors and Board of Supervisor of the Company for the 2025 - 2030 term.

V. ELECTION OF MEMBERS OF THE BOARD OF DIRECTORS AND BOARD OF SUPERVISOR OF THE COMPANY FOR THE 2025 - 2030 TERM.

1. The General Meeting of Shareholders listened to Mr. Le Van Thang – member of the Presidium present on the members of the Board of Directors and Board of Supervisors for the term 2025 - 2030.

Mr. Le Van Thang spoke:

+ The 2020-2025 term of the Board of Directors and the Board of Supervisors of the Company has ended. The Board of Directors of Song Hong Shalumi Aluminum Group Joint Stock Company has notified shareholders about the candidacy and nomination to participate in the election of members of the Board of Directors and the Board of Supervisors for the 2025-2030 term in accordance with the provisions of the Enterprise Law 2020 and the Company's Charter.

+ By the prescribed deadline, the Board of Directors has received 05 nomination dossiers for members of the Board of Directors and 03 nomination dossiers for members of the Board of Supervisors sent to the Company. The dossiers fully meet the requirements according to the Nomination Notice. The list of candidates for the Board of Directors and Board of Supervisors is as follows:

+ List of candidates for the Board of Directors:

- ✓ Mrs. Pham Thi Quynh Thu
- ✓ Mr. Nguyen Minh Ke
- ✓ Mr. Le Van Thang
- ✓ Mrs. Do Thi Thanh Tung

✓ Mr. Vu Hong Quan

+ List of candidates for the Board of Supervisors:

- ✓ Mr. Luu Duc Giang
- ✓ Ms. Pham Thi Ngoan
- ✓ Ms. Nguyen Thi Thanh Huong

- At the General Meeting of Shareholders, Shareholder/Group of Shareholders did not nominate additional candidates for the Board of Directors and Board of Supervisors .
- Mr. Le Van Thang – member of the Presidium asked for the General Meeting of Shareholders' opinions to vote to approve the contents of the Proposal on the election of members of the Board of Directors and Board of Supervisors for the term 2025 - 2030.

❖ General Meeting of Shareholders voted to approve the term of office of members of the Board of Directors and Board of Supervisors as 5 years (2025 – 2030)

- Voting method : Raise voting cards
- Total valid ballots: 12,132,349 ballots : Percentage 100%
- + Total approval ballots: 12,132,349 ballots : Percentage 100%
- + Total disapproval ballots: 0 ballots : Percentage 0%
- + Total abstaining ballots: 0 ballots : Percentage 0%
- Total invalid ballots: 0 ballots : Percentage 0%

Thus, the General Meeting of Shareholders approved the term of office of the members of the Board of Directors and the Board of Supervisors for 5 years (2025 - 2030) with 100% approval rate.

❖ The General Meeting of Shareholders voted to approve the number of members elected of the Board of Directors for the 2025-2030 term as 05 members.

- Voting method : Raise voting cards
- Total valid ballots: 12,132,349 ballots : Percentage 100%
- + Total approval ballots: 12,132,349 ballots : Percentage 100%
- + Total disapproval ballots: 0 ballots : Percentage 0%
- + Total abstaining ballots: 0 ballots : Percentage 0%
- Total invalid ballots: 0 ballots : Percentage 0%

Thus, the General Meeting of Shareholders approved the number of elected members of the Board of Directors for the 2025 - 2030 term as 05 members with 100% approval rate.

❖ The General Meeting of Shareholders voted to approve the number of members elected to the Board of Supervisors for the 2025-2030 term as 03 members.

- Voting method : Raise voting cards
- Total valid ballots: 12,132,349 ballots : Percentage 100%
- + Total approval ballots: 12,132,349 ballots : Percentage 100%
- + Total disapproval ballots: 0 ballots : Percentage 0%

- + Total abstaining ballots: 0 ballots : Percentage 0%
- Total invalid ballots: 0 ballots : Percentage 0%

Thus, the General Meeting of Shareholders approved the number of elected members of the Board of Supervisors for the 2025 - 2030 term as 03 members with 100% approval rate.

❖ The General Meeting of Shareholders voted to approve the list of candidates nominated for the Board of Directors for the 2025 - 2030 term as follows:

- ✓ Mrs. Pham Thi Quynh Thu
- ✓ Mr. Nguyen Minh Ke
- ✓ Mr. Le Van Thang
- ✓ Mrs. Do Thi Thanh Tung
- ✓ Mr. Vu Hong Quan
- Voting method : Raise voting cards
- Total valid ballots: 12,132,349 ballots : Percentage 100%
- + Total approval ballots: 12,132,349 ballots : Percentage 100%
- + Total disapproval ballots: 0 ballots : Percentage 0%
- + Total abstaining ballots: 0 ballots : Percentage 0%
- Total invalid ballots: 0 ballots : Percentage 0%

Thus, the General Meeting of Shareholders approved the list of candidates nominated for the Board of Directors for the 2025-2030 term with 100% approval rate.

❖ The General Meeting of Shareholders voted to approve the list of candidates nominated for the Board of Supervisors for the 2025 - 2030 term as follows:

- ✓ Mr. Luu Duc Giang
- ✓ Ms. Pham Thi Ngoan
- ✓ Ms. Nguyen Thi Thanh Huong
- Voting method : Raise voting cards
- Total valid ballots: 12,132,349 ballots : Percentage 100%
- + Total approval ballots: 12,132,349 ballots : Percentage 100%
- + Total disapproval ballots: 0 ballots : Percentage 0%
- + Total abstaining ballots: 0 ballots : Percentage 0%
- Total invalid ballots: 0 ballots : Percentage 0%

Thus, the General Meeting of Shareholders approved the list of candidates nominated for the Board of Supervisors for the 2025-2030 term with 100% approval rate.

2. The General Meeting of Shareholders listened to Mr. Tran Giang Nam - Head of the Vote Counting Committee present the Election rules for the election of members of the Board of Directors and the Board of Supervisors of the Company for the term 2025 – 2030.

- *Voting method* : *Raise voting cards*
- *Total valid ballots: 12,132,349 ballots* : *Percentage 100%*
 - + *Total approval ballots: 12,132,349 ballots* : *Percentage 100%*
 - + *Total disapproval ballots: 0 ballots* : *Percentage 0%*
 - + *Total abstaining ballots: 0 ballots* : *Percentage 0%*
- *Total invalid ballots: ballots* : *Percentage 0%*

Thus, the General Meeting of Shareholders approved the Election rules with 100% approval rate.

3. The General Meeting of Shareholders elected members of the Board of Directors and the Board of Supervisors of the Company for the 2025 - 2030 term by cumulative voting and secret ballot. The Ballot Counting Committee guides shareholders to vote and put the Ballot into the Ballot Box. The Ballot Counting Committee proceeds to count the votes.

VI. DISCUSSION AND VOTING

1. Discussion

Shareholders don't have opinions.

2. After the discussion concluded, the Chairwoman requested that the shareholders cast their votes on the reports and proposals presented at the General Meeting by completing the ballots and placing them into the designated ballot box.

VII. BREAK TIME

VIII. VOTE COUNTING RESULTS

Mr. Tran Giang Nam - Head of the Vote Counting Committee presented the Report on the results of the ballot counting with the results as follows:

1. **Content 01:** Approval of the Report on the activities and supervision of the Board of Directors in 2024 and the plan for 2025 No. 01/2025/BC-HĐQT dated 03/06/2025 with the following main contents:

✓ Approved the 2025 business plan with the following specific key targets:

No.	Indicators	Unit	Value
1	Net revenue	VND billion	1,250
2	Profit after enterprise income tax	VND billion	8.5
3	Average income/person/month	VND thousand	9
4	Dividend Yield /Charter capital	%	3%

Voting results:

- *Voting method* : *Ballots*
- *Total valid ballots: 12,132,349 ballots* : *Percentage 100%*

- + Total approval ballots: 12,132,349 ballots : Percentage 100%
- + Total disapproval ballots: 0 ballots : Percentage 0%
- + Total abstaining ballots: 0 ballots : Percentage 0%
- Total invalid ballots: 0 ballots : Percentage 0%

2. Thus, the General Meeting has adopted this content with a 100% approval rate **Content 02:** Approval of the Board of Supervisors' Report submitted to the 2025 Annual General Meeting of Shareholders No. 02/2025/BC-BKS dated 03/06/2025.

Voting results:

- Voting method : Ballots
- Total valid ballots: 12,132,349 ballots : Percentage 100%
- + Total approval ballots: 12,132,349 ballots : Percentage 100%
- + Total disapproval ballots: 0 ballots : Percentage 0%
- + Total abstaining ballots: 0 ballots : Percentage 0%
- Total invalid ballots: 0 ballots : Percentage 0%

Thus, the General Meeting has adopted this content with a 100% approval rate.

3. **Content 03:** Approval of the Report of the General Director at the 2025 Annual General Meeting of Shareholders No. 01/2025/BC-BTGĐ dated 03/06/2025.

Voting results:

- Voting method : Ballots
- Total valid ballots: 12,132,349 ballots : Percentage 100%
- + Total approval ballots: 12,132,349 ballots : Percentage 100%
- + Total disapproval ballots: 0 ballots : Percentage 0%
- + Total abstaining ballots: 0 ballots : Percentage 0%
- Total invalid ballots: 0 ballots : Percentage 0%

Thus, the General Meeting has adopted this content with a 100% approval rate.

4. **Content 04:** Approval of the audited 2024 Financial Statements according to the report No. 03/2025/ĐHĐCĐ-NSH dated 03/06/2025 with the following basic indicators:

No.	Indicators	31/12/2024 (VND)
1	Total assets	912,241,314,817
2	Liabilities	674,126,920,187
3	Owner's equity	238,114,394,630
4	Net revenue	1,012,994,256,509
5	Net profit from operating activities	2,763,088,070
6	Profit after enterprise income tax	1,874,395,707

Voting results:

- Voting method : Ballots

- Total valid ballots: 12,132,349 ballots : Percentage 100%
- + Total approval ballots: 12,132,349 ballots : Percentage 100%
- + Total disapproval ballots: 0 ballots : Percentage 0%
- + Total abstaining ballots: 0 ballots : Percentage 0%
- Total invalid ballots: 0 ballots : Percentage 0%

Thus, the General Meeting has adopted this content with a 100% approval rate.

5. Content 05: Approval of the remuneration of the Board of Directors, the Board of Supervisors and the Secretary of the Board of Directors according to the proposal No. 04/2025/ĐHĐCĐ-NSH dated 03/06/2025, specifically as follows:

- Approved 2024 remuneration settlement of the Board of Directors, Board of Supervisors, and Secretary of the Board of Directors:

No.	Position	Month	Remuneration level VND/person/month	Number of person	Total of 12 months (VND)
1	BOD members	12	2,000,000	05	120,000,000
2	BOS (01 Member of the BOS cum the Secretary of the BOD)	12	1,000,000	03	36,000,000
Total					156,000,000

- Approved the remuneration plan of the Board of Directors, Board of Supervisors, and Secretary of the Board of Directors in 2025:

No.	Position	Remuneration level (VND/person/month)	Number of members
1	BOD members	2,000,000	05
2	BOS members	1,000,000	02
3	Secretary of the BOD cum Member of the BOS	1,000,000	01

Voting results:

- Voting method : Ballots
- Total valid ballots: 12,132,349 ballots : Percentage 100%
- + Total approval ballots: 12,132,349 ballots : Percentage 100%
- + Total disapproval ballots: 0 ballots : Percentage 0%
- + Total abstaining ballots: 0 ballots : Percentage 0%
- Total invalid ballots: 0 ballots : Percentage 0%

Thus, the General Meeting has adopted this content with a 100% approval rate.

6. Content 06: Approval of the profit distribution plan and funds allocation according to the

proposal No. 05/2025/ĐHĐCĐ-NSH dated 03/06/2025 as follows:

Indicators	Value (VND)
1. Profit after tax in 2024:	1,874,395,707
2. The planned profit distribution is as follows:	
+ <i>Deduction for Development Investment Fund</i>	1,374,395,707
+ <i>Deduction for Financial Reserve Fund</i>	500,000,000
+ <i>Deduction for Welfare Reward Fund</i>	0
+ <i>Dividends to shareholders</i>	0
3. Remaining undistributed profit after allocation:	

Voting results:

- *Voting method* : *Ballots*
- *Total valid ballots: 12,132,349 ballots* : *Percentage 100%*
 - + *Total approval ballots: 12,132,349 ballots* : *Percentage 100%*
 - + *Total disapproval ballots: 0 ballots* : *Percentage 0%*
 - + *Total abstaining ballots: 0 ballots* : *Percentage 0%*
- *Total invalid ballots: 0 ballots* : *Percentage 0%*

Thus, the General Meeting has adopted this content with a 100% approval rate.

- 7. Content 07:** Approval of the proposal regarding the authorization for the Board of Directors to select an auditing company for the 2025 Financial Statements according to proposal No. 01/2025/ĐHĐCĐ-NSH dated 03/06/2025.

The General Meeting of Shareholders approved the authorization for the Company's Board of Directors to select an audit unit for the Company's 2025 Financial Statements and assigned the Company's General Director to sign an audit service contract with the selected auditing company.

Voting results:

- *Voting method* : *Ballots*
- *Total valid ballots: 12,132,349 ballots* : *Percentage 100%*
 - + *Total approval ballots: 12,132,349 ballots* : *Percentage 100%*
 - + *Total disapproval ballots: 0 ballots* : *Percentage 0%*
 - + *Total abstaining ballots: 0 ballots* : *Percentage 0%*
- *Total invalid ballots: 0 ballots* : *Percentage 0%*

Thus, the General Meeting has adopted this content with a 100% approval rate.

IX. REPORT ON VOTE COUNTING RESULTS FOR ELECTION OF MEMBERS OF THE BOARD OF DIRECTORS AND BOARD OF SUPERVISORY FOR THE TERM 2025 - 2030

Mr. Tran Giang Nam - Head of the Vote Counting Committee reported the results of the vote counting for the election of members of the Board of Directors and Board of Supervisors for the 2025 - 2030 term as follows:

- Results of election of BOD members for 2025 – 2030 term:

No.	Elected candidate	Elected position	Number of votes	Percentage (%)	Result
1	Pham Thi Quynh Thu	BOD Member	15,026,304	123.8532%	Elected
2	Nguyen Minh Ke	BOD Member	11,398,134	93.9483%	Elected
3	Le Van Thang	BOD Member	11,418,134	94.1131%	Elected
4	Do Thi Thanh Tung	BOD Member	11,421,039	94.1371%	Elected
5	Vu Hong Quan	BOD Independent Member	11,398,134	93.9483%	Elected

- Results of election of BOS members for term 2025 - 2030:

No.	Elected candidate	Elected position	Number of votes	Percentage (%)	Result
1	Luu Duc Giang	BOS Member	11,410,715	94.052%	Elected
2	Pham Thi Ngoan	BOS Member	11,410,715	94.052%	Elected
3	Nguyen Thi Thanh Huong	BOS Member	13,575,617	111.896%	Elected

- The General Meeting of Shareholders voted to approve the Report on the results of the vote counting for the election of members of the Board of Directors and the Board of Supervisory for the 2025-2030 term:

- *Voting method* : *Raise voting cards*

- *Total valid ballots: 12,132,349 ballots* : *Percentage 100%*
- + *Total approval ballots: 12,132,349 ballots* : *Percentage 100%*
- + *Total disapproval ballots: 0 ballots* : *Percentage 0%*
- + *Total abstaining ballots: 0 ballots* : *Percentage 0%*
- *Total invalid ballots: 0 ballots* : *Percentage 0%*

Thus, the General Meeting of Shareholders approved the Report on the results of the vote counting for the election of members of the Board of Directors and the Board of Supervisors for the 2025-2030 term with 100% approval rate.

- Newly elected members of the Board of Directors and Board of Supervisors introduced at the Annual General Meeting of Shareholders.
- The Chairwoman of the Annual General Meeting of Shareholders requested that shareholders take a 5-minute break so that the Board of Directors can meet to elect the Chairman of the Board of Directors and the Board of Supervisors can meet to elect the Head of the Board of Supervisors .

- Chairwoman of the Annual General Meeting of Shareholders announced the results :
- The Chairwoman of the Company's Board of Directors for the 2025-2030 term is Mrs. Pham Thi Quynh Thu
- The Head of the Company's Board of Supervisors for the 2025-2030 term is Ms. Nguyen Thi Thanh Huong

X. APPROVAL OF THE MEETING MINUTES AND RESOLUTIONS OF THE GENERAL MEETING

Mr. Nguyen Anh Hao - Head of the Secretariat of the Annual General Meeting of Shareholders read the full text of the Minutes and Resolution of the 2025 Annual General Meeting of Shareholders for the AGM to vote and approve.

Voting results:

- Voting method : Ballots
- Total valid ballots: 12,132,349 ballots : Percentage 100%
 - + Total approval ballots: 12,132,349 ballots : Percentage 100%
 - + Total disapproval ballots: 0 ballots : Percentage 0%
 - + Total abstaining ballots: 0 ballots : Percentage 0%
- Total invalid ballots: 0 ballots : Percentage 0%

Thus, the General Meeting has adopted Meeting Minutes and Resolutions of the General Meeting with a 100% approval rate.

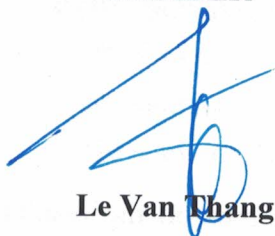
C. CLOSING

Mrs. Pham Thi Quynh Thu - Chairwoman of the AGM delivered the closing remarks of the meeting.

The 2025 Annual General Meeting of Shareholders of Song Hong Aluminum Shalumi Group Joint Stock Company concluded at 11:45 on the same day ./.

THE PRESIDIUM

MEMBER



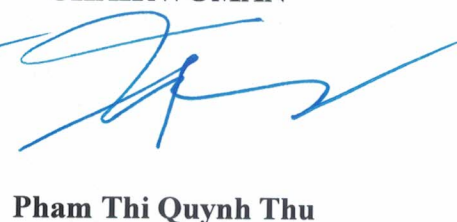
Le Van Thang

MEMBER



Nguyen Minh Ke

CHAIRWOMAN



Pham Thi Quynh Thu

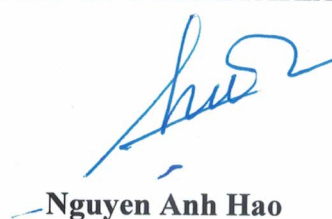
SECRETARIAT

MEMBER



Ta Thi Lan

HEAD OF SECRETARIAT



Nguyen Anh Hao

No.: 01./2025/NQ-DHĐCĐ

Phu Tho, June 25th, 2025

**2025 ANNUAL GENERAL MEETING OF SHAREHOLDER SONG
HONG ALUMINUM SHALUMI GROUP JOINT STOCK COMPANY**

Pursuant to:

- Law on Enterprise No. 59/2020/QH14 passed by the National Assembly of the Socialist Republic of Vietnam on 17/06/2020;
- Charter of Organization and Operation of Song Hong Aluminum Shalumi Group Joint Stock Company;
- Meeting Minutes of the 2025 Annual General Meeting of Shareholders of Song Hong Aluminum Group Joint Stock Company No. 01./2025/BB-DHĐCĐ dated 25/06/2025.

RESOLUTIONS

Article 1. General Meeting of Shareholders (“GMS”) Song Hong Aluminum Joint Stock Company (“**Company**”) voted to approve the following Resolutions:

- Resolution 01:** Approval of the Report on the activities and supervision of the Board of Directors in 2024 and the plan for 2025 No. 01/2025/BC-HĐQT dated 03/06/2025 with the following main contents:
 - Approved the 2025 business plan with the following specific key targets:

No.	Indicators	Unit	Value
1	Net revenue	VND billion	1,250
2	Profit after enterprise income tax	VND billion	8.5
3	Average income/person/month	VND thousand	9
4	Dividend Yield /Charter capital	%	3%

- Resolution 02:** Approval of the Board of Supervisors' Report submitted to the 2025 Annual General Meeting of Shareholders No. 02/2025/BC-BKS dated 03/06/2025.
- Resolution 03:** Approval of the Report of the Board of Directors at the 2025 Annual General Meeting of Shareholders No. 01/2025/BC-BTGD dated 03/06/2025.
- Resolution 04:** Approval of the audited 2024 Financial Statements according to the report No. 03/2025/ĐHĐCĐ-NSH dated 03/06/2025 with the following basic indicators:

No.	Indicators	31/12/2024 (VND)
1	Total assets	912,241,314,817

No.	Indicators	31/12/2024 (VND)
2	Liabilities	674,126,920,187
3	Owner's equity	238,114,394,630
4	Net revenue	1,012,994,256,509
5	Net profit from operating activities	2,763,088,070
6	Profit after enterprise income tax	1,874,395,707

5. Resolution 05: Approval of the remuneration of the Board of Directors, the Board of Supervisors and the Secretary of the Board of Directors according to the proposal No. 04/2025/DHDCĐ-NSH dated 03/06/2025, specifically as follows:

- Approved 2024 remuneration settlement of the Board of Directors, Board of Supervisors, and Secretary of the Board of Directors:

No.	Position	Month	Remuneration level VND/person/month	Number of person	Total of 12 months (VND)
1	BOD members	12	2,000,000	5	120,000,000
2	BOS (01 Member of the BOS cum Secretary of the BOD)	12	1,000,000	03	36,000,000
Total					156,000,000

- Approved the remuneration plan of the Board of Directors, Board of Supervisors, and Secretary of the Board of Directors in 2025:

No.	Position	Remuneration level (VND/person/month)	Number of members
1	BOD members	2,000,000	05
2	BOS members	1,000,000	02
3	Secretary of the BOD cum Member of the BOS	1,000,000	01

6. Resolution 06: Approval of the profit distribution plan and funds allocation according to the proposal No. 05/2025/DHDCĐ-NSH dated 03/06/2025 as follows:

Indicators	Value (VND)
1. Profit after tax in 2024:	1,874,395,707
2. The planned profit distribution is as follows:	
+ Deduction for Development Investment Fund	1,374,395,707
+ Deduction for Financial Reserve Fund	500,000,000
+ Deduction for Welfare Reward Fund	0
+ Dividends to shareholders	0
3. Remaining undistributed profit after allocation:	

7. Resolution 07: Approval of the proposal regarding the authorization for the Board of Directors to select an auditing company for the 2025 Financial Statements according to proposal No. 01/2025/ĐHĐCĐ-NSH dated 03/06/2025.

The General Meeting of Shareholders approved the authorization for the Company's Board of Directors to select an audit unit for the Company's 2025 Financial Statements and assigned the Company's General Director to sign an audit service contract with the selected auditing company.

Article 2: The Meeting approved the election of members of the Board of Directors and Board of Supervisors for the 2025-2030 term.

- Approved the term of the members of the Board of Directors and the Board of Supervisors to be 5 years (2025 - 2030).
- Approved the number of elected members of the Board of Directors for the term 2025 - 2030 to be 05 members
- Approved the number of elected members of the Board of Supervisors for the term 2025 - 2030 to be 03 members
- The General Meeting of Shareholders conducted the election of members of the BOD and the BOS of the Company for the term 2025 - 2030 by cumulative voting and secret ballot.

Results of election of BOD members for 2025 – 2030 term

No.	Elected candidate	Elected position	Number of votes	Percentage (%)	Result
1	Pham Thi Quynh Thu	BOD Member	15,026,304	123.8532%	Elected
2	Nguyen Minh Ke	BOD Member	11,398,134	93.9483%	Elected
3	Le Van Thang	BOD Member	11,418,134	94.1131%	Elected
4	Do Thi Thanh Tung	BOD Member	11,421,039	94.1371%	Elected
5	Vu Hong Quan	BOD Member	11,398,134	93.9483%	Elected

Results of election of BOS members for term 2025 - 2030

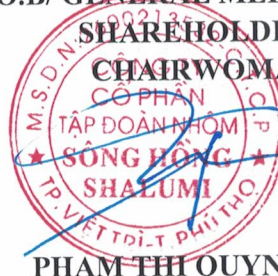
No.	Elected candidate	Elected position	Number of votes	Percentage (%)	Result
1	Luu Duc Giang	BOS Member	11,410,715	94.052%	Elected
2	Pham Thi Ngoan	BOS Member	11,410,715	94.052%	Elected
3	Nguyen Thi Thanh Huong	BOS Member	13,575,617	111.896%	Elected

Article 3: This Resolution takes effect from the date of signing. Shareholders, Board of Directors, Board of Supervisors, General Director, Heads and Deputy Heads of departments and units under the Company and related individuals are responsible for implementing this Resolution./.

Recipients:

- Shareholders (to implement);
- BOD, BOS (to acknowledge and follow);
- BOM (to implement);
- Archived: Office;

**O.B/ GENERAL MEETING OF
SHAREHOLDERS
CHAIRWOMAN**



PHAM THI QUYNH THU

No.: 02/2025/BC-BKS

Phu Tho, June 3rd, 2025



BOARD OF SUPERVISORS' REPORT
SONG HONG ALUMINUM SHALUMI GROUP JOINT STOCK COMPANY
2025 ANNUAL GENEAL MEETING OF SHAREHOLDERS

Dear all Shareholders,

- Pursuant to Law on Enterprise no. 59/2020/QH14 dated 17/6/2020;
- Pursuant to Law on Securities no. 54/2019/QH14 dated 26/11/2019;
- Pursuant to the functions, duties and powers of the Board of Supervisors as stipulated in the Charter of Song Hong Aluminum Shalumi Group Joint Stock Company;
- Pursuant to 2024 Financial Statements of Song Hong Aluminum Shalumi Group Joint Stock Company audited by UHY Auditing and Consulting Company Limited.

The Board of Supervisors would like to report to the 2025 Annual General Meeting of Shareholders on the supervision results of the 2024 financial year with the following main contents:

I. Board of Supervisors' activity in 2024

1. 2024 Board of Supervisors has 03 members including:

- Mr.: Nguyen Ngoc Chien – Head of Board of Supervisors
- Ms. Pham Thi Ngoan – Member of Board of Supervisors
- Mr. Luu Duc Giang – Member of Board of Supervisors

2. Board of Supervisors' activities in 2024:

- Supervised and inspected the management and implementation of the 2024 profit plan of the Board of Directors (BOD) and the Board of Management, inspected the legality and reasonableness of business activities in 2024 according to the resolutions of the 2024 General Meeting of Shareholders.
- Inspected and supervised the issuance of resolutions and decisions of the BOD and the Board of Management.
- Inspected the reasonableness, legality, honesty and level of prudence in organizing accounting, statistics and financial reporting. Reviewed the 6-month report and the 2024 Financial Statement of the Company which have been reviewed and audited by UHY Auditing and Consulting Company Limited.
- In 2024, the Board of Supervisors held meetings of the Board of Supervisors, including assessing the accounting and financial activities, business performance, governance and operation of the Company in the first 6 months and the whole year of 2024.

- Remuneration and operating expenses of the Board of Supervisors in 2024:

Regarding the remuneration of the Board of Supervisors in 2024: In accordance with the Resolution of the 2024 Annual General Meeting of Shareholders, the remuneration of the Board of Supervisors was:

$$1,000,000 \text{ VND/person/month} \times 3 \text{ persons} = \text{VND } 36,000,000$$

Regarding the operating expenses of the Board of Supervisors in 2024: The operating expenses of the Board of Supervisors in 2024 complied with the provisions of the Company Charter and the Company's Governance Regulations.

II. Results of the Board of Supervisors' inspection and supervision activities

1. Company's finance and accounting situation

The Board of Supervisors highly appreciated the selection of UHY Auditing and Consulting Company Limited as the auditing company. The Company has fully complied with the requirements of current Vietnamese accounting standards and corporate accounting regimes in organizing financial accounting work, performing accounting, bookkeeping and preparing full quarterly financial reports, ensuring accuracy, honesty and legality.

The Board of Supervisors confirms the financial figures presented in the Report of the Board of Directors submitted to the General Meeting of Shareholders, the current financial situation of the Company and related companies.

Key figures on the financial situation as of 31/12/2024 are as follows:

Unit: VND

Financial indicators	31/12/2023	31/12/2024
I. Total assets	902,805,607,387	912,241,314,817
1. Short-term assets	755,627,533,333	779,580,637,754
2. Long-term assets	147,178,074,054	132,660,677,063
II. Total capital	902,805,607,387	912,241,314,817
1. Liabilities	666,565,608,464	674,126,920,187
2. Owner's equity	236,239,998,923	238,114,394,630

Total assets, total capital as of 31/12/2024 is VND 912,241,314,817, increased 1% (equivalent VND 9,435,707,430) compared to 2023; Company's owner's equity as of 31/12/2024 is VND 238,114,394,630.

2. Company's business performance

In 2024, all activities of the Company complied with the Law on Enterprise, Law on Securities, the Company's Charter, and other legal provisions. Production and business results and accounting data have been strictly checked, ensuring the accuracy and legality of data recording.

Business results table of some indicators as of 31/12/2024:

Unit: VND

Business indicators	2023	2024
Net revenue	1,068,598,981,036	1,012,994,256,509
Profit before enterprise tax	2,463,053,378	2,665,705,864
Profit after enterprise tax	902,524,692	1,874,395,707
Basic earnings/share (EPS)	44	91

The Company has fully complied with current legal regulations on information disclosure on the stock market.

3. Report on the assessment of transactions between the company, subsidiaries, companies in which the public company controls 50% or more of the charter capital with members of the Board of Directors, General Director (Director), other executives of the company and related persons of that entity; transactions between the company and companies in which members of the Board of Directors, General Director (Director), other executives of the enterprise are founding members or enterprise managers within the last 3 years before the time of the transaction: None.

4. Supervise the implementation of the 2024 General Meeting of Shareholders' Resolution

Implementation of the 2024 business plan: From the beginning of the year, the Company's Board of Directors has been determined to implement it. However, due to fluctuations in the non-ferrous metal market, the real estate market as well as the conflict and war situation in Europe, the circulation of goods domestically and internationally is difficult, so the plan targets of the Resolution of the 2024 Annual General Meeting of Shareholders have not been achieved, specifically:

Unit: VND

No.	Indicators	2024 Plan	2024 Actual	% Plan
1	Net revenue	1,283,000,000,000	1,012,994,256,509	79
2	Profit after enterprise tax	8,500,000,000	1,874,395,707	22

5. Supervise the Board of Directors, General Director and other executives of the enterprise.

- In exercising the powers and duties of the Board of Supervisors as stipulated in the Company Charter, the Board of Supervisors has supervised the Board of Directors and the Board of Management in the management and operation of the Company, promptly reflected and recorded the Company's activities to provide advice and recommendations to the Board of Directors and the Board of Management in regular meetings.

- Through the supervision process, members of the Board of Directors and the Board of Management have made great efforts in directing and operating the Company's activities, developing orientations and implementing resolutions on key issues of the Company. The resolutions and decisions of the Board of Directors were consistent with the functions and powers prescribed by law and the Company Charter.

6. Evaluate the coordination of activities between the Board of Supervisors, the Board of Directors, the General Director and shareholders.

- In the spirit of cooperation and support, the members of the Board of Directors, the Board of Supervisors and the Board of Management have regularly exchanged work in accordance with the provisions of law, the Company's Charter and the Company's internal regulations. The Board of Directors and the Board of Management always create favorable conditions for the Board of Supervisors to fully perform its functions and duties.

- In urgent cases, members of the Board of Directors, the Board of Supervisors and the Board of Management could immediately inform the Chairman of the Board of Directors or the Head of the Board of Supervisors or the General Director to handle the work promptly and effectively.

- The Board of Supervisors was provided with information, reports and documents by the Board of Directors and the Board of Management in a timely manner as required to serve the supervision work of the Board of Supervisors.

- The Board of Directors encouraged and facilitated members of the Board of Directors, the Board of Supervisors, the Board of Management, officers holding management positions, and employees to participate in training courses, conferences, seminars, and surveys at home and abroad to improve professional qualifications and enhance management and operational knowledge. Participation in training courses and seminars did not affect the general work of the Company.

III. Operational direction of the Board of Supervisors in 2025

Based on the activities of the Board of Supervisors in 2024 and the Company's production and business plan in 2025. The Board of Supervisors proposes the following 2025 operating plan:

+ Fully perform the functions and tasks of the Board of Supervisors as prescribed in the Company's charter, the Board of Supervisors' regulations and the State's laws;

+ Participate in Board of Directors meetings to grasp and accurately evaluate production and business activities and management processes in the Company;

+ Participate in and supervise the implementation of the 2025 production and business plan;

+ Appraise the production and business results report, financial report, and management assessment report of the Board of Directors in 2025. Analyze and evaluate the financial situation, management situation, capital use, operational efficiency and debt payment capacity of the Company;

+ Implement periodic inspection and supervision according to the charter or ad hoc if necessary.

IV. Conclusion and recommendations

The Company's activities during the past year complied with the Law on Enterprises, the Law on Securities, the Company's Charter, relevant regulations and complied with the Resolutions of the General Meeting of Shareholders and the Resolutions of the Board of Directors. The Company's information disclosure activities also complied with relevant regulations applicable to listed enterprises.

In 2025, the Board of Supervisors recommends the Board of Directors and the Board of Management as follows:

- Maintain stability and increase the efficiency of existing business groups, focus on the strategy of developing export products and diversifying markets;
- Have appropriate investment strategies, carefully deploy new investment areas;
- Import and purchase aluminum scrap and other materials reasonably in each stage to reduce product costs;
- Plan and have policies to supplement and improve the quality of human resources to meet the increasing demand of production and business activities;
- Improve the EPS profit ratio (currently low).

Above is the entire report on the activities of the Board of Supervisors in 2024 and the direction of activities in 2025, respectfully submitted to the General Meeting of Shareholders for consideration and approval.

Best wishes for a successful Meeting!

**O.B/ BOARD OF SUPERVISORS
MEMBER OF THE BOARD OF
SUPERVISORS**

Luu Duc Giang

**BOARD OF MANAGEMENT’S REPORT
SONG HONG ALUMINUM SHALUMI GROUP JOINT STOCK COMPANY
AT 2025 ANNUAL GENERAL MEETING OF SHAREHOLDERS**

Dear Shareholders!

On behalf of the Board of Management of Song Hong Aluminum Shalumi Group Joint Stock Company, the General Director would like to warmly welcome and thank all Shareholders for taking the time to attend today's General Meeting of Shareholders.

Pursuant to the provisions of law, pursuant to the Charter of Song Hong Aluminum Shalumi Joint Stock Company, pursuant to Resolution 04/2025/NQ-HĐQT dated 6/5/2025 of the Board of Directors of the Company on approving the plan to organize the Annual General Meeting of Shareholders in 2025.

I would like to report to the General Meeting of Shareholders on the management, business results of production and business in 2024 and the 2025 Business Plan of the Company with the following contents:

**FIRST PART:
MANAGEMENT WORK, PRODUCTION AND
BUSINESS PERFORMANCE RESULTS IN 2024**

I. RESULTS ACHIEVED:

1. Advantages: In 2024, with the consensus on building the year's orientation and close direction of the Board of Directors in the flexible business regulation strategy, adding more product lines, penetrating deeply into niche product markets and upgrading and developing prominent multimedia brands nationwide. The strategy of researching new products and continuously developing the Aluminum Industry Product Ecosystem has brought about multi-layered market results of customer tastes in different product segments, the strategy of manufacturing high-quality aluminum products with Anode color plating technology and electrostatic painting technology, warranty and changing brand positioning along with product quality, customer service and improving solutions to bring to the customer market to accompany development.

❖ The Company's products are rich and diverse, so the product lines are flexible: Raw aluminum, Industrial aluminum, Interior and exterior aluminum, Aluminum processing and manufacturing, Aluminum produced according to design, Aluminum applied in the fields of Health, Education, Household appliances, Civil ... with the aim of implementing the proposed business plan without being deeply affected when real estate construction is stagnant. In the Company's medium-term and long-term development plan, the Company's Board of Directors always closely follows the goals, flexibly adjusts action strategies and makes maximum use of the capacity of the Enterprise, of employees, and

at the same time uses all operational strategic thinking to implement the production and business plan for each month, quarter, and year of 2024 despite the developments of the inflationary economy on a large scale in the world and Vietnam.

❖ **Disadvantages:** 2024 was a difficult year for the world economy with a decline in GDP growth, trade and investment. Exchange rates fluctuated highly, bank interest rates were adjusted up continuously, the real estate and construction markets had tight capital sources, bonds were weak in liquidity, raw aluminum prices changed continuously during the year and the construction materials industry's slow purchasing power led to fierce competition in the market on price reduction. All production and business plans have been adjusted flexibly, regularly and continuously to respond to unpredictable fluctuations. Economic inflation and recession in various industries forced long-term business strategies to be divided into small pieces for implementation, which means dividing goals and plans into small pieces.

2. Company's production and business activities

2.1. Business results in 2024:

2024 Business Performance Evaluation Table

<i>No.</i>	<i>Indicators</i>	<i>Unit</i>	<i>2024 Plan</i>	<i>2024 Operation</i>	<i>2023 Operation</i>	<i>Compare to 2023 (%)</i>	<i>Compare to 2024 Plan (%)</i>
1	Net revenue	Billion VND	1,283	1,013	1,068	95%	79%
2	Profit after tax	Billion VND	8.5	1.87	0.9	208%	22%
3	Average salary /person/month	Million VND	8.5	8.7	8.5	102%	102%
4	Dividends to shareholders	%	3	0	0		

2.2. Investment:

- In 2024, the Company invested in purchasing machinery and equipment and repairing several fixed assets, with a total investment of: VND 1,925.1 million; *Of which:*

- **Newly purchased fixed assets:** VND 1,609.3 million; Including:
 - + Mold Nitrogen Furnace VND 400.5 million;
 - + 02 heat exchangers VND 204.8 million;
 - + CNC Machine VND 404.8 million;
 - + Paint blender VND 349.6 million;
 - + Paint mixer VND 209.6 million;
- **Repair and renovation of machinery and equipment:** VND 315.8 million; Including:

- + Hydraulic pump repair VND 42,2 million;
- + Truck 3756 overhaul VND 154 million;
- + 04 stainless steel filters VND 119,6 million;

The above investment was a proactive factor aimed at supplementing technological equipment, upgrading machinery systems in production to improve product quality, produce new products, meet export and domestic orders, diversify products,

2.3. Organization of life, work, salary and regimes and policies;

**** Organization of life:***

The Company always aims to care for employees to ensure sustainable employment, improve living standards, and improve working conditions for employees;

The Company's office is spacious, fully equipped, and dynamic. The Company's environment and landscape are planned to be green, clean, and beautiful. The workplace in the Workshops is spacious, clean, and beautiful, ensuring noise and vibration within the permitted standards, with a cool ventilation system, clean air, adequate light, and clean water for employees to work, and implementing the 5S management principles at the workplace. Create motivation and encourage groups and individuals to compete in creative work and complete assigned tasks well.

**** Job secure, salary and benefits, policies;***

- 100% of employees have signed labor contracts with the General Director of the Company in accordance with the provisions of the Labor Law;

The Company always maintains stable employment and income, no outstanding wages and policies for employees;

- In 2024, the Company paid insurance policies of: **VND 5,335 million;**

Social insurance, health insurance, unemployment insurance, occupational accident insurance, and health care for employees are fully implemented, on time, and without insurance arrears.

- The Company always cares for the health and life of employees, implementing social security policies and regimes for employees. Meals on shift have a rich menu, ensuring cleanliness, food safety and hygiene, and adequate nutrition.

The total amount of meals for employees in 2024 is: **VND 857.8 million.**

In order to restore labor, encourage and add spirit, health and joy in work and life, in June 2024, the Company organized a vacation tour for all employees in Sapa, with a total amount of **VND 231.2 million.**

- The Company's female employees are cared for: They are assigned jobs that are suitable for their health, creating favorable conditions for them to complete their work well and take care of their home.

- On the holidays of 8/3 and 20/10, the Company's leaders and the Company's Trade Union organized meetings and give gifts, contributing to encouraging female employees to be more excited and motivated in production and labor.

- The Trade Union's work in the Company was always directed towards the employees, harmonizing the relationship between employees and employers. Ensuring the legitimate rights and interests of both parties, harmonizing the relationship for mutual

development, maintaining stability in the Company's production and business activities. All employees, parents, spouses, and sick children are all visited by the Trade Union.

- On Children's Day and Mid-Autumn Festival, the Company organized meetings and presented gifts to children of staff and employees and children with excellent academic achievements at all levels. At the end of the school year, the Company organized a reward for children with excellent academic achievements with the amount of: VND 35.5 million.

- In cases of illness and maternity, the Company paid attention, promptly resolved the regimes, and visited and encouraged them fully.

- In 2024, the Company has been approved by the Social Insurance to pay for sickness and maternity with the amount of: **VND 141.6 million.**

- Employees and their families facing sudden difficulties were all considered for timely subsidies by the Company's Trade Union at a level of VND 500,000 /time/person; War invalids, families of martyrs, and soldiers who have transferred to work at the unit are visited and given gifts on 27/7; 22/12 and on Lunar New Year.

- Labor safety and hygiene, fire prevention:

The Company paid attention to and provides labor protection equipment for workers and uniforms for the office block. With the goal of improving working conditions and environment. Preventing labor accidents and occupational diseases for people; Timely recovery and maintenance of health and working capacity so that workers can work with peace of mind and stay with the Company. In the past year, there were no serious labor accidents, fire prevention and fighting work was ensured.

- + Cost of purchasing uniforms, PPE, gloves, masks, etc., amount of VND 100 million

- + Cost of internal and external environmental monitoring: VND 50 million.

- + Consulting, sampling, analysis and environmental impact assessment: VND 340 million

- Security and order in the Company were strictly maintained; 24/7 protection, all year round to prevent theft of property and negative incidents.

2.4. Emulation movements and technical innovation initiatives:

Promoting the spirit of competition, aiming to improve labor productivity, effectively managing arising costs to increase competitive advantages in product prices.

In 2024, the Company had 03 technical innovation initiatives of the Rolling Press on mold renovation, Restoration of old, thick molds... and Heating the Pressing Box; awarded an initiative of VND 9 million.

The Company constantly improved new high-quality product designs to suit the needs of domestic customers and exports abroad.

The Company's Powder Coating Aluminum Lines are certified by PPG paint companies (of the US PPG Group), Jotun (an international brand from Norway) ..., qualified to produce Aluminum with a warranty from 10 years to 30 years. Shalumi's high-tech anode aluminum has a quality warranty from 20 years to 50 years. Shalumi's high-quality products are not only diverse in color and design, but also ensure weather resistance, anti-oxidation and fading, adaptability to the marine environment, and

environmental friendliness, etc. The Company's market has spread throughout the provinces and cities of the country and is exported to the US and some EU countries, etc.

II. TENTATIVE PROFIT DISTRIBUTION:

Indicators	Value (VND)
1. 2024 Profit after tax:	1,874,395,707
2. Wkhsolqchgsurilwjlwlexwlrq#lv#v#r#r#z v:	
###: #G hgxfwlrq#ru#G hyh#r#p hq#G yhw#p hq#I xqg	1,374,395,707
###: #G hgxfwlrq#ru#I lqdgfld#Jhvhu#h#I xqg	500,000,000
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In the context of the world economy in general and Vietnam in particular being affected by inflation, economic recession, and economic war between strong countries. In the context of real estate and construction still facing difficulties, the construction materials industry, including the aluminum industry, faces many challenges. The Company needs to allocate development investment funds and financial reserve funds to focus resources on developing production and business with solid internal strength.

III. OVERALL ASSESSMENT:

Over the past year, the direction and production management of the Board of Directors has been correct, expanding the export market abroad and manufacturing with high-end Anode products, affirming the core capacity of product manufacturing, human resources, market capacity, financial capacity to be ready to seize growth opportunities and welcome major customer partners to cooperate and develop in the domestic and international markets in the following years.

- **Sales:** Looking back at 2024, it can be said that it was a challenging year. The world war affected many aspects of economic and social life, causing the production and business of the entire economic sector, the entire Aluminum industry in the country to be affected in general and the production and sales of the Company in particular.

The domestic market has many new aluminum factories, the competition for domestic aluminum bar market share is fierce; the inflation situation has increased to the highest level in decades, forcing governments to tighten monetary policies; leading to increased bank interest rates in the last months of the year, creating a volatile business environment. With courage, intelligence and experience, the Board of Directors has promoted all capabilities, made outstanding efforts to regulate business plans, and boost aluminum bar exports to foreign markets.

- **Trade:** New products and marketing:

The in-depth investment in research and development of new products in the right direction and targeted marketing have been effective, the Company's aluminum profile products have many strengths in competitive advantages in today's fierce market.

The Company focuses on promoting high-end aluminum bar products with Anode and anodizing technology, bringing high-end Song Hong Aluminum products under the brand name Shalumi. Shalumi Luxury, Shalumi Anode, capturing customer tastes, boosting domestic consumption and boosting exports to the world market.

- Human resources:

In 2024, the Company restructured its human resources in terms of both quantity and quality. Reduced redundant positions; Employees in the Company were trained, retrained, and developed to improve their qualifications, ensure employment, and the average income of the entire Company reached a high average level. Employees in the Company understood their responsibilities and their role in contributing to the Company's development.

- Production:

The Company's main input materials were aluminum ingots (aluminum ingots and aluminum billets), accounting for nearly 80% of the product manufacturing cost structure. The Company's current aluminum ingot supply source still must import aluminum ingots from foreign countries, including Malaysia, Singapore, India, Australia, Taiwan, Singapore, etc. Input materials fluctuate due to fluctuations in world aluminum prices (LME); Fluctuations in USD/VND exchange rate greatly affect the Company's production costs and product prices.

Specifically, in the past year, world aluminum prices and USD exchange rates have fluctuated continuously, affecting production costs and product prices; Meanwhile, selling prices were generally affected by the output market, not increasing in line with fluctuations in raw materials and exchange rates; leading to low profits; and affecting the company's capital flow and production progress.

However, the business plan is communicated to the middle managers in production management to coordinate departments, divisions, and workshops to best implement the production and business plan to serve Sales. Besides that, effort, the average labor productivity of the Company is not high, the rate of scrap and loss in production of the production department is still high, leading to the production and business efficiency achieved not commensurate with the current potential of the unit.

SECOND PART

DIRECTION AND TASKS IN 2025

I. GENERAL SITUATION OF THE COMPANY:

❖ Advantages:

The company has over 25 years of experience in the aluminum bar manufacturing industry, especially high-tech Anode aluminum applied to exported aluminum, industrial aluminum and new trend construction aluminum systems today.

The company's prestigious brand in the market creates the premise for increasing cooperation, connection, and product promotion in production and business.

The company's staff and workers have high professional skills in production, creating advantages in improving production capacity and product quality.

The export conditions and export capacity of the company are fully equipped to exploit the strategic advantage of increasing exports.

The company has 2 modern Anode aluminum production lines; Total capacity of 18,000 tons/year. Fully meeting all types of products and Anode colors: Black, white, yellow, brown, gray, blue, gold Anode Entering domestic and international markets

The company has 2 aluminum foundries, the products are Billet aluminum, ADC12 aluminum, 96% and 98% aluminum ingots, can supply the market with all kinds of products.

The company's powder coating technology lines fully meet the conditions for producing quality powder coated aluminum with a warranty period of 10 years to 30 years.

❖ ***Disadvantages:***

In 2025, the world economy in 2025 is forecasted to continue to develop in a complex and unpredictable manner, and global economic, trade and investment growth will continue to slow down. However, 2025 is an important milestone in realizing the Company's goals of being in the top National Brands, High Quality Vietnamese Goods, Golden Star of Vietnam, Global Brand, etc. And at the same time, it is the process of the Company reaching a new height, capable of cooperating in joint ventures and production and trade of various shades of the Aluminum industry, supporting industries and supplementary products in the industry.

Do not be subjective with the situation of world war happening, making the world economic situation uncertain, unpredictable and uncertain... difficult to predict. Because most of the Company's input materials must be imported, inflation has increased to the highest level in decades, the government has tightened monetary policy, restricted real estate projects, creating a difficult and volatile business environment. Difficulties will increase if the real estate market is not strongly resolved.

The consumption market is always the most difficult problem for enterprises in the aluminum industry. The impact of the instability of the world economic situation (recession, inflation, prolonged financial crisis, etc.) has strongly affected the economic situation of many countries, especially developing countries. In addition, there is still a lot of imported aluminum from China to Vietnam and the Vietnamese consumer psychology of preferring to use "Imported Aluminum" also has a significant impact on the consumption of domestic aluminum products; On the other hand, the shift of FDI capital investment from China to Vietnam to open aluminum factories to change the production environment, develop the market in Vietnam and they also "export" with Vietnamese origin, causing more difficulties for the Vietnamese export market if there is anti-dumping of Vietnamese origin goods to the US and EU countries.

The Aluminum Factory requires a large amount of working capital, the main source of capital for production and business activities is bank loans, and bank interest rates are high.

Although the staff has many years of experience, they are not determined to innovate their thinking in production, and have not fully developed their capabilities and responsibilities, leading to high consumption of raw materials and scrap rates in production.

The above reasons lead to quite high product costs, making it difficult to compete on selling prices in the market, and limited competitiveness.

II. DIRECTION AND TASKS IN 2025:

1. Production and business plan

a) Main objectives:

<i>No.</i>	<i>Indicators</i>	<i>Unit</i>	<i>Value</i>
1	Net revenue	Billion VND	1,250
2	Profit after tax	Billion VND	8.5
3	Average income/person/month	Million VND	9
4	Dividend yield distributed to shareholders /Charter capital	%	3%

To achieve the above goals, all employees who are shareholders of the Company, according to their functions and duties, continue to strive:

✓ Production department: Mastering technology; Constantly improving labor productivity, improving product quality, reducing consumption rates, materials and ensuring absolute labor safety in production.

✓ Functional departments: always strive to learn and study to improve professional qualifications, improve work efficiency, manage, use well and save office equipment.

b) Development and investment:

In addition to the existing machinery and equipment to produce aluminum bar products such as Powder Coated Aluminum, Wood Grain Aluminum, Anodized Aluminum, high-grade Anodized Aluminum Gold, Cobalt Blue (the company's Anodized Aluminum product lines have a warranty of up to 30 years); The company is continuing to invest in more machinery and equipment and upgrade technology to bring to the market more high-grade Anodized Aluminum products, Powder Coated Aluminum with a warranty of up to 30 years, to meet the high-end domestic market and export to the US, Canada, Germany, India, etc.

Investment plan until 2025-2026, expected to invest in additional machinery and equipment as follows:

CNC machine system for manufacturing high quality products and detailed products,

Improving the Mechanical Processing Workshop to produce Export Products,

Adding 2400 MT extrusion machine.

Investing in additional ADC12 Aluminum Ingot Casting Line;

Investing in solar power system to save costs and create a green environment for the business.

c) Sales work:

- Do a good job of marketing, expanding the market and focusing on the industrial aluminum market produced according to orders.

- Have a flexible sales mechanism suitable for the preferences, tastes and psychology of consumers in each region.

- Strive to ensure that the monthly product consumption plan meets the set plan,

increase the proportion of high-grade Anode aluminum sales and export abroad.

- Develop multiple industries, receive processing of all types of Aluminum: Casting 96-98% aluminum ingots; ADC12 Aluminum; Bilet Aluminum; Anod Aluminum of various colors, TĐ Painted Aluminum

- The Sales Department presides over and coordinates with the Finance and Economic Department to do a good job of debt reconciliation and collection, resolutely not to let the situation of prolonged debt arise and take active measures to completely handle outstanding debts.

2. Organize the lives of employees and implement policies for workers:

- Actively improve working conditions, keep the workplace clean and airy. Provide adequate labor protection equipment, regularly check the Company's safety and hygiene.

- Organize well-balanced mid-shift meals to ensure quality and quantity, focusing on hygiene and food safety. Maintain regular toxic compensation, serve 3 shifts, ensure drinking water on site.

- Maintain and promote cultural, artistic, sports and female labor activities; Organize tours and vacations for employees according to the Company's welfare fund.

- Pay monthly salaries in full and on time to employees.

- Implement well: signing labor contracts, social insurance, health insurance, unemployment insurance, and recuperation for employees according to state regulations.

- Maintain training on occupational safety, hygiene, fire prevention, and flood prevention for employees throughout the Company.

- Do a good job of training, increasing salaries, and promoting employees in many forms, gradually improving their skills to increase labor productivity.

- Maintain security and order in the company area, ensuring that employees can work and produce with peace of mind.

- Create favorable conditions for mass organizations: Trade Unions, Youth Unions in the Company to operate effectively.

- Pay due attention to social work, the government coordinates with the trade union to consider timely subsidies for those in difficulty, families of war invalids and martyrs; Encourage employees to contribute to charity funds, support people affected by natural disasters and floods, victims of Agent Orange, funds for the poor, etc.

III. IMPLEMENTATION SOLUTIONS:

To complete the key business plan for 2025, the Company orients and proposes key solutions for implementation as follows:

1. Strengthen management and administration according to specific, thorough and consistent goals and strategies to achieve the highest efficiency.

2. Increase product quality and product quality management to compete sustainably in the market, create more jobs; increase labor productivity to manage costs, and increase income.

- + Strengthen the responsibility of managers, promote inspection work to ensure efficiency in production and business.

- + Have a plan to provide timely and stable supply, ensure the quality of raw aluminum and other materials at reasonable prices at each time, strive to always have a reasonable amount of reserve materials to proactively produce continuously.

- + Regularly review the contract norms, ensure publicity and close to reality.

- + Encourage employees to promote technical innovation initiatives.

- + Strengthen inspection and maintenance, review of materials, machinery and equipment, to have a plan to purchase reserves, promptly meet production needs. Strictly implement production technology processes and labor safety.

3. Continue to expand aluminum export markets to European and American countries;

Marketing, expanding the market to serve the processing of all kinds of Aluminum products: Casting 96-98% Aluminum ingots; ADC12 Aluminum; Billet Aluminum; Anodized Aluminum of various colors, Painted Aluminum

4. Consistent with the sustainable development strategy through shifting export orientation based on core competencies in technology, machinery, and equipment that have been fully invested to produce products suitable for international needs, the Company has full export capacity.

5. Continue to invest in Green Factory according to the 2025-2030 roadmap to become a green factory, clean energy, reduce carbon emissions. Promote the conditions for the Factory to fully meet the standards for manufacturing export products and become a factory producing environmentally friendly products.

6. Continue to accelerate digital transformation in production and comprehensive application in operation, enhancing the perfect combination of 2 core factors: "Human resources and technology"

7. Continue the strategy of developing circular product enterprises in the industry and related industries in the production and business of Billet casting products to aluminum bars, powder paint and chemicals. Product applications in the construction, interior, exterior, household, medical, civil, industrial, manufacturing, small industry and decoration, Elevator industry, Solar energy industry, ...

8. Strategy to enrich big data of customers from Factory to Distributor, Wholesale Agent, Retail Agent, Mechanical Processing Workshop, ... with long-term product ecosystem, deeply exploiting potential customer partners.

9. Ensure capital sources in production and business:

- + Continue to orient the process of increasing charter capital at the right time to mobilize capital to reduce outstanding bank loans and have a reasonable plan to borrow credit limit.

- + Always have risk management measures, actively collect debts, no bad debts.

10. Be determined with the goal of maximizing profits through export growth, improving profit margins on high-quality Anode products and the Group's strong products.

11. Orientation of human resource development towards young, dynamic, technologically proficient, English-speaking personnel, human resource planning, promoting the effective development of work in each department, division, workshop,

enhancing self-training according to the instructions of leaders, managing employee training.

12. Strategy of developing a nationwide brand, enhancing product promotion and promotion through Trade Fairs, international trade promotion centers, possibly participating in the Industrial Fair (Aluminum) in the US, to promote aluminum exports to the US market...

13. Actively fostering the value of Corporate Culture in depth, connecting corporate culture with operational strategy, promoting personal missions associated with the organization in labor, production and the Company's brand.

Dear Meeting! Song Hong Aluminum Joint Stock Company has been very active in achieving the challenging goals of the 2024 fiscal year. This achievement has created confidence in seeing the right steps in investing in machinery and equipment in transforming product structure, in shifting export orientation to enter the 2025 plan year with more confidence, more timeliness, and better success in this context with wise preparations for expansion opportunities.

The above are the basic contents of the evaluation of the Company's production and business results and other tasks in 2024, review of the Board of Directors' activities in the past year, expected goals, tasks and solutions to implement the Company's production and business tasks in 2025.

At this Meeting, the Company would also like to express its deep gratitude to shareholders who have always trusted and accompanied Song Hong Aluminum Joint Stock Company. To affirm the belief in overcoming the challenges of the domestic and foreign economic environment, the increasingly high competition in the industry, with the determination and solidarity of all employees and the support of shareholders, the Board of Directors. The Board of Management will make every effort to confidently fulfill the tasks of 2025.

I wish all delegates and the entire Meeting good health and a successful Meeting!

Sincerely thank you!

O.B/ BOARD OF MANAGEMENT

GENERAL DIRECTOR



Le Van Thang

No.: 01/2025/BC-HĐQT

Phu Tho, June 25th, 2025

REPORT
Regarding the activities and supervision of the Board of Directors
in 2024 and the plan for 2025

To: 2025 Annual General Meeting of Shareholders

On behalf of the Board of Directors (“BOD”), the Chairwoman of the Board of Directors of the Company would like to report to the General Meeting of Shareholders (“GMS”) on the activities of the Board of Directors in 2024 and the orientation of activities in 2025 as follows:

I. PERFORMANCE RESULTS OF THE BOARD OF DIRECTORS IN 2024

1. Member of the Company's Board of Directors for the 2020 - 2025 term

The 2020 Annual General Meeting of Shareholders elected the Company's Board of Directors for the 2020-2025 term, consisting of 07 members. By June 2022, 02 members of the Board of Directors submitted resignation from the Board of Directors and the 2022 Annual General Meeting of Shareholders dismissed 02 members and approved the number of Board members for the remaining term of 2020-2025 was 05 members. The current number of members of the Board of Directors is as follows:

No.	Board members	Position
1	Ms. Pham Thi Quynh Thu	Chairwoman of the Board
2	Mr. Nguyen Minh Ke	Vice Chairman of the Board
3	Mr. Le Van Thang	Member of the Board
4	Ms. Do Thi Thanh Tung	Member of the Board
5	Mr. Vu Hong Quan	Independent member of the Board

2. General assessment of the Board of Directors' performance

2.1. Board of Directors' assessment of the Company's operations

Overall, the global economy in 2024 was still in the context of prolonged impacts from overlapping negative shocks, such as the conflict between Russia and Ukraine and the tightening monetary policies of developed countries to curb inflation and move towards sustainable public finance; the trend of narrowing consumption; economic structure problems and a sharp decline in the real estate market... High energy prices and rising interest rates along with slowing economic activity in developed economies. However, Vietnam was still a bright spot in the general economic picture and was constantly improving its international trade position and international economic integration through the State's stimulus policies.

With the timely strategic orientation of the Board of Directors, strategic decisions and development directions have been made, still followed the Company's development roadmap for the 2020 - 2025 term, with the orientation of increasing exports and diversifying domestic product segments in the market. Specifically in 2024 as follows:

2.2. Product quality management strategy:

The company developed three product segments: Common products; Mid-range products; High-end products, affirming the position and brand Shalumi in the market is still maintained and developed. Especially in 2024, Shalumi developed new niche products such as: Multi-style interior aluminum system, high-demand elevator aluminum system, specialized industrial aluminum system for open market, household aluminum system, decorative aluminum system, ... At the same time, increased production of Billet aluminum raw materials, increased export aluminum products, ...

2.3. Short-term and medium-term development strategies

- Short-term goals:

The Company's goal for 2025 is to increase product quality and build a brand to find markets, develop new products and market to exploit potential consumer tastes, specifically:

+ **To be the market leader** in the quality of high-end color-plated Anode Aluminum products, the number 1 technology in Vietnam in terms of quality and superior color. The products are environmentally friendly, resistant to sea salt, anti-oxidation, anti-fading; creating a diverse market, attracting consumer tastes nationwide and leading exports to countries around the world.

+ **To be a pioneer manufacturer in developing and improving Interior and Exterior Aluminum products, Aluminum for home elevator frames, Aluminum for multi-purpose doors, and Quality powder coated Aluminum with a 10-year warranty.**

Shalumi always focuses on developing new products with differentiated advantages in the aluminum industry when Iron, Stainless Steel, Wood are no longer potential products, specifically:

Fences, railings, balconies, gates with optimal competitive advantages over similar products made of stainless steel, more aesthetically pleasing and durable than products in the same iron segment.

- The Company's aluminum interior cabinet and glass door interior products are also developing in the niche market of each industry.
- The Aluminum elevator frame system product is becoming number 1 in the market, supporting the Vietnamese elevator industry.

With a line of smart aluminum materials, both durable and beautiful, replacing wood and iron, with eternal durability, it will create a new consumer mentality and momentum for 2025 and the following years.

+ **To be the number 1 manufacturer of color-plated industrial aluminum systems in Vietnam:**

Currently, Shalumi has a great advantage in scale, with a full line of advanced production technology to meet the quality of aluminum exported worldwide, high capacity, a team of skilled employees with many years of experience, meeting the output and quality for domestic agents and exporting to foreign countries. With this advantage, Shalumi will certainly receive strong export opportunities from 2025.

+ Being a leading manufacturer of new products:

Shalumi always takes advantage of its team of engineers and creative experts to design new molds with many diverse features in terms of style, size and color, convenient for assembly, creating a difference when the competition in the market is increasingly fierce. With this preparation, Shalumi's market still has the potential for new growth in the coming year when the market determines its competitive capacity.

+ To be a diversified ecosystem manufacturer, ensuring a friendly environment:

To seize the opportunity for sustainable and growing business, Shalumi casts raw aluminum, industrial aluminum, construction aluminum, interior and exterior aluminum, machined and fabricated aluminum, invests in using solar power systems to replace oil and gas furnaces, strengthens environmental and ecological protection and reduces production costs;

+ Providing solutions for customers and partners to cooperate in production and processing products: from Billet casting, manufacturing metal components according to customer's order requirements with each customer's own design, providing the capacity to produce color-plated Anode aluminum on all metal alloys including Aluminum alloy, Stainless steel alloy, Copper alloy, Iron and steel alloy. Anode on all shapes, profiles, sizes from small details to monolithic, whole frame, whole sheet, ... bringing customers and partners complete needs and complete solutions in the production and business of products from industry, construction to processing and manufacturing.

- Medium-term goals:

The Company continues to innovate technology, increase resources, increase core values of products, markets, brands, increase competitive advantages, creating the base to target the roadmap of 2025 with higher revenue and higher profit margins, bringing value to the Company, employees and shareholders.

2.4. Inspection and supervision work in production and business management:

Determined to successfully complete the 2025 production and business plan in specific aspects: Production plan; Sales plan; Marketing plan; Purchasing plan; Human resource management plan; Financial plan;

Corporate governance: The Board of Directors held meetings in accordance with the provisions of the Law on Enterprise and the Company's Charter of Organization and Operation to resolve key issues related to directing the implementation of the Resolution of the 2024 General Meeting of Shareholders, inspecting and evaluating the results of production and business activities as well as directing the implementation of business activities for each quarter of 2024;

The Board of Directors assigned the Board of Management to implement the approved Resolutions and report to the Board of Directors. In other cases, the Board of Directors' decisions are made into Resolutions and assigned to relevant responsible units and individuals for implementation.

2.3. Resolutions/Decisions of the Board of Directors:

Resolutions/Decisions approved by the Board of Directors in 2024:

No.	Resolution/Decisions no.	Date	Content	Approval rate
1	No.201/NQ-NSH-HĐQT	21/03/2024	Approved the selection of investment cooperation between VP.ENERGY and Song Hong Aluminum Shalumi Group Joint Stock Company on Investment and development of Solar Power at Shalumi	100%
2	No.204/NQ-HĐQT	04/04/2024	Extension of time to hold the 2024 General Meeting of Shareholders	100%
3	No.211/2024/NQ-HĐQT	03/05/2024	Regarding the organization of the 2024 General Meeting of Shareholders	100%
4	No.223/NQ-NSH-HĐQT	28/05/2024	Regarding the approval of the resignation from the member of the Board of Supervisors, Me. Nguyen Van Khiem	100%
5	No.21.8/24/NQ-HĐQT	21/08/2024	Regarding merging and establishing departments; assigning tasks and appointing personnel at departments	100%
6	No.13.09/24-HĐQT	13/09/2024	Regarding the dismissal and appointment of Chief Accountant of the Company	100%
7	No.05.11/24-HĐQT	05/11/2024	Regarding investing in additional aluminum extrusion machines	100%

In addition to the Board of Directors meetings, the Chairperson of the Board of Directors also collected written opinions from the Board of Directors members to unify directions and resolve issues related to corporate governance; at the same time, directed, managed and supervised the activities of the Executive Board in implementing the Resolutions of the General Meeting of Shareholders and the Board of Directors.

3. Results of the direction and supervision of the Board of Management in implementing the 2024 production and business plan

In 2024, due to the impact of the Russia-Ukraine war and global supply chain bottlenecks during the pandemic, inflation has continued to rise worldwide. Rising prices of gasoline, raw materials, and banks raising interest rates have greatly affected the global economy as well as the Company.

Currently, inflation continues, the government and banks tighten monetary policy and the major consequences are that construction projects are delayed, construction progress is stopped, and the supply of materials is difficult due to sudden price increases, affecting the supply of construction materials in general and aluminum materials in particular.

However, Shalumi still made great efforts to expand export markets, developed new niche products, promoted the Shalumi brand to cover all provinces and cities, managed to reduce production costs, increased customer service to create competitive advantages.

Therefore, the 2024 profit results have not reached the plan set by the 2023 General Meeting of Shareholders. Specifically as follows:

3.1. Business results in 2024

2024 Business erformance Evaluation Table

<i>No.</i>	<i>Indicators</i>	<i>Unit</i>	<i>2024 Plan</i>	<i>2024 Operation</i>	<i>2023 Operation</i>	<i>Compared to 2023 Actual (%)</i>	<i>Compared to 2024 Plan (%)</i>
1	Net revenue	Billion VND	1,283	1,013	1,068	95%	79%
2	Profit after tax	Billion VND	8.5	1.87	0.9	208%	22%
3	Average salary/person/month	Thousand VND	8.5	8.7	8.5	102%	102%
4	Dividends to shareholders	%	3	0	0		

3.2. Expected profit distribution

Indicators	Value (VND)
1. Profit after tax in 2024:	1,874,395,707
2. The tentative profit distribution is as follows:	
+ <i>Allocation for development investment fund</i>	1,374,395,707
+ <i>Allocation to bonus and welfare fund</i>	500,000,000
+ <i>Dividend (%)</i>	0

3.3. Regarding Investment

- In 2024, the Company invested in purchasing machinery and equipment and repairing several fixed assets, with a total investment of: VND 1,925.1 million; *Of which:*

- **Newly purchased fixed assets:** VND 1,609.3 million; Including:
 - + Mold Nitrogen Furnace VND 400.5 million;
 - + 02 heat exchangers VND 204.8 million;
 - + CNC Machine VND 404.8 million;
 - + Paint blender VND 349.6 million;
 - + Paint mixer VND 209.6 million;
- **Repair and renovation of machinery and equipment:** VND 315.8 million; Including:
 - + Hydraulic pump repair VND 42,2 million;
 - + Truck 3756 overhaul VND 154 million;
 - + 04 stainless steel filters VND 119,6 million;

The above investment was a proactive factor aimed at supplementing technological equipment, upgrading machinery systems in production to improve product quality, produce new products, meet export and domestic orders, diversify products,

- The Company's equity capital was preserved and increased in value. Capital investment activities in production and business activities and the purchase of machinery and equipment of the Company to increase the value of product production capacity in 3 consumer segments:

- + Consumers in the common product segment;
- + Consumers in the mid-range product segment;
- + Consumers in the high-end product segment;

The investment goal is to enhance the core value of the leading aluminum bar manufacturer, in terms of diversified production advantages in raw aluminum casting, construction aluminum bars, industrial aluminum, interior and exterior aluminum, mechanical processing aluminum, etc. That is one of the decisive factors for success, ensuring new market penetration, market coverage and long-term profitability.

- ❖ **Debt payment situation and ability:** As of 31/12/2024, the Company's bank loans were all well liquid before maturity and on time. The liquidity of receivables from customers is strictly managed, and there was no bad debt.
- ❖ The company managed costs well from the beginning, limiting inventory, focusing on sales and debt collection, reducing management and production costs... with the goal of increasing competitive advantage, reducing product costs to increase profits.

4. Results of supervision of the Board of Management and management staff:

In 2024, the Board of Directors supervised the Board of Management in operating the Company's production and business activities according to the Company's strategies. The leadership team has promoted all its capacity and made continuous efforts to operate the

Company to overcome the difficulties of the pandemic period and the period of widespread economic inflation in the world and Vietnam.

The 2024 results have not achieved high growth, but the direction and production management of the Board of Management was suitable. Focused on promoting the brand, covering all provinces and cities through showrooms introducing and providing products, product distribution channels, and expanding export markets abroad with high-end Anod products, affirming the core of product manufacturing capacity, human resources capacity, market capacity, financial capacity to be ready to seize opportunities for revenue growth, market share and welcomed large customer partners to cooperate and develop in the domestic and international markets.

The Board of Directors always accompanied and closely supervised the Board of Management and middle-level managers and leaders to effectively implement the Company's goals, specifically:

- Directed and supervised the Board of Management of the Company in operating production and business, closely following the plans approved by the General Meeting of Shareholders in 2024 and the Board of Directors;
- Developed a production and business plan for 2024;
- Proactively accessed production technology, digital transformation technology, built and operated new management processes to increase productivity, product quality, and create competitive advantages;
- Developed a salary, bonus and other remuneration mechanism linked to work efficiency and productivity. Regularly provided direct and indirect training to improve the qualifications and capacity of employees; cared for, encouraged and motivated employees to develop their capacity to better assume responsibilities at work;
- Developed sales policies, researched and grasped economic, social and market information to promptly regulate effective business solutions;
- Continued to develop traditional customer markets, expanded new markets, new customers, promoted import and export trade abroad;
- Developed new products, improved quality, managed market positioning, customers, and selling prices;
- Tightly managed cash flow, proactively balanced working capital.

Closely coordinated between the Board of Directors and the Company's Board of Management in production management, implementing in accordance with the provisions of the Charter and the Company's governance regulations.

5. Remuneration and operating expenses of the Board of Directors in 2024:

5.1. Regarding remuneration of the Board of Directors, Board of Supervisors, and Secretary of the Board of Directors in 2024:

Implemented in accordance with the approved Resolution of the 2024 Annual General Meeting of Shareholders. Total was 156,000,000 VND. Of which:

- Remuneration of the Board of Directors was:

VND 2,000,000/person/month x 5 persons x 12 months = VND 120,000,000;

- Remuneration of the Board of Supervisors and the Secretary of the Board of Directors was:

VND 1,000,000/person/month x 3 persons x 12 months = VND 36,000,000

5.2. Regarding the operating expenses of the Board of Directors in 2024:

The operating expenses of the Board of Directors in 2024 complied with the provisions of the Company's Charter and the Company's internal governance regulations. In 2024, there were no expenses related to the activities of the Board of Directors.

6. Financial handling of bad debts:

Some debts were overdue, the Company has made provisions in accordance with the accounting regime. The Company's Executive Board has also actively used measures to collect debts but has not been able to recover them. The Company's Board of Directors will continue to direct the Company's Executive Board to monitor and collect debts.

II. REPORT ON PERFORMANCE OF INDEPENDENT MEMBERS OF THE BOARD OF DIRECTORS AND RESULTS OF ASSESSMENT BY INDEPENDENT MEMBERS OF PERFORMANCE OF THE BOARD OF DIRECTORS:

1. Activities of Independent Members of the Board of Directors:

For the 2020 – 2025 term, the Company's Board of Directors consists of 2 independent members:

+ **Mr. Nguyen Duy Ngan** – Independent member of the BOD appointed on June 27th, 2021;

+ **Mr. Vu Hong Quan** – Independent member of the BOD appointed on June 27th, 2021;

Currently, **Mr. Nguyen Duy Ngan** has resigned and was dismissed by the General Meeting of Shareholders on June 30th, 2022 for personal reasons.

❖ Activities of independent members of the Board of Directors in 2024:

- Independent members of the Board of Directors operated according to the regulations and decentralization and delegation of authority within the Board of Directors in accordance with the Company's Charter of Organization and Operation and the law;
- Carried out the supervision of capital and asset management, quality management, investment management, labor management, etc. in accordance with the provisions of the Law, the Charter and the Company's internal management regulations, and complied with current provisions of the Law;
- The Company's internal management regulations have been regularly supplemented and amended to comply with legal regulations and practical requirements of business management;

- Independent members of the Board of Directors supervised the Company's Board of Management to preserve and develop equity, conduct business activities effectively, and fully fulfill obligations to the State and shareholders' rights;
- Contributed ideas to ensure objectivity, fairness, and transparency to help the Company's Board of Directors and Board of Management make the right decisions;
- Independent members of the Board of Directors provided a lot of information about the market and business environment to provide objective analysis and comments, helping the Board of Directors and the Board of Management have more perspectives to make wise decisions.

2. Results of the assessment of coordination of activities between independent members of the Board of Directors

The General Director and members of the Board of Management have proactively and enthusiastically carried out the tasks and targets approved by the General Meeting of Shareholders. During the operation, members have always demonstrated a high sense of responsibility, overcoming difficulties to achieve the growth and development goals of the Company, with better results year after year.

- Implemented the provisions of the law, the Charter, the Resolution of the Board of Directors, received and implemented necessary solutions in corporate governance according to the direction of the Board of Directors and the proposals of the Company's Board of Supervisors. The financial situation was stronger, assets and capital were well controlled. Owner's equity was preserved and developed. The value of the enterprise was more affirmed in the market.

- The Board of Directors has directed and supervised the General Director and the Company's management staff in strictly complying with legal regulations related to corporate governance and the Company's business tasks.

- Supervised the investment in machinery and equipment assets and put them into use to increase efficiency and competitive advantage in production; supervised the implementation of Resolutions and Decisions of the Board of Directors.

III. FUTURE OPERATION PLAN OF THE BOARD OF DIRECTORS

In 2025, facing the difficulties of the economic context of deep integration and globalization through trade agreements and international treaties. This is a condition to promote the development of the Company; Shalumi has prepared autonomous resources to change distribution channels, customer market networks, increase customer service, increase business connections between Manufacturers - Contractors - Distributors - Customers to sign product consumption contracts and increase industry connections to have more customers in the aluminum industry ecosystem.

The Board of Directors and the Board of Management developed key goals and tasks for the 2025 plan with the following specific key targets:

1. Financial targets for the year 2025

<i>No.</i>	<i>Indicators</i>	<i>Unit</i>	<i>Value</i>
1	Net revenue	VND billion	1,250
2	Profit after tax	VND billion	8.5
3	Average income/person/month	VND million	9
4	Dividend yield distributed to shareholders /Charter capital	%	3%

2. Regarding investment and development

In addition to the existing machinery and equipment to produce aluminum bar products, product lines such as powder coated aluminum, wood grain aluminum, Anod aluminum, high-grade Anod aluminum gold, cobalt blue (the company's Anod aluminum product lines have a warranty of up to 30 years); The company is continuing to invest in more machinery and equipment and upgrade technology to bring to the market more high-grade Anod aluminum products, powder coated aluminum with a warranty of up to 30 years, to meet the high-end domestic market and export to the US, Canada, Germany, India, ...

Investment plan to 2025-2026, expected to invest in additional machinery and equipment as follows:

CNC machine system to serve the production of high-quality products and detailed products,

Improve the Mechanical Processing Workshop to produce Export Products,

Add 2400 MT extrusion machine.

Invest in additional ADC12 Aluminum Ingot Casting Line;

Invest in solar power system to save costs and create a green environment for the business.

3. Human resource planning

Strengthen human resource management, streamline the administration effectively, manage according to functions, tasks and capacities.

4. Remuneration plan for the Board of Directors, Board of Supervisors, and Secretary of the Board of Directors in 2025

- Remuneration of the Board of Directors is VND 2,000,000/person/month
- Remuneration for the Board of Supervisors and the Board of Directors' secretary is VND 1,000,000/person/month

5. Goals and core tasks of the Board of Directors

5.1. Target

- Complete the production and business plan assigned by the General Meeting of Shareholders;

- The Company's production and business activities in the coming years will continue to focus strongly on the production and business industry;
 - + Raw aluminum;
 - + Aluminum profiles in construction, interior and exterior;
 - + Industrial aluminum bars;
 - + Mechanically processed aluminum.
 - + Industrial household aluminum;
- Market structure:
 - + Domestic market: 70-80%
 - + Export market: 20-30%
- Shalumi's goal is to be a leading brand, with a market spread across the North - Central - South regions with products diversified in design and models, diverse customer taste segments and to promote exports to the world market.
- Continue to research and launch unique new Shalumi products such as high-end Anod aluminum systems with warranties from 20 years to over 50 years for the colors Bronze Brown, Gold, Cobalt Blue, ED Glossy Black, etc. on elevator aluminum systems, construction aluminum door systems and interior and exterior systems. In addition, the new Sandblasting Anode Technology with color plating on the surface; Salt-resistant powder-coated aluminum with a 20-year product surface warranty will continue to launch quality color ranges to the market, causing strong influence, leading market trends.

5.2. Key tasks

- Direct the Company's Board of Management to closely follow the 2025 plan targets to be implemented monthly and quarterly, to inspect, monitor and evaluate monthly and quarterly performance results, and to proactively implement timely and effective management solutions to ensure the achievement of the set plan;
- **Financial Management:** Prepare and meet sufficient capital sources for working capital needs and investment in machinery and equipment to serve the Company's production and business activities;
- **Human Resource Management:** Improve human resource management according to capacity and function. Build a lean management team with good professional skills, implementing labor discipline and company regulations, creating a base for developing high-quality human resources in production and business;
- **Commercial Management:** Focus on marketing to develop the market, expand distribution channels, and enhance the brand; Research and develop new products and consumer markets, improve product quality, and manage costs;
- **Production management:** Improve productivity and product quality, reduce costs, create competitive advantages; launch creative labor emulation movements in production and business, find typical positive factors to replicate and apply in production to increase labor productivity;

Above is the report on the activities and supervision of the Board of Directors in 2024 and the Board of Directors' plan for 2025. We respectfully request the General Meeting of Shareholders to review and approve the Report.

Wishing all shareholders and delegates good health and a successful 2025 Annual General Meeting of Shareholders!

Sincerely thank you!

**O.B/ BOARD OF DIRECTORS
CHAIRWOMAN**



Pham Thi Quynh Thu



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WORKING AND VOTING REGULATIONS AT THE 2025 ANNUAL GENERAL MEETING OF SHAREHOLDERS SONG HONG ALUMINUM SHALUMI GROUP JOINT STOCK COMPANY

Article 1: Scope and subjects of application

1. These regulations apply to the organization and conduct of the 2025 Annual General Meeting of Shareholders (“GMS”) of Song Hong Aluminum Group Joint Stock Company (“Company”).
2. This Charter specifically stipulates the rights and obligations of shareholders, authorized representatives of shareholders and parties attending the General Meeting, conditions and procedures for conducting the General Meeting.
3. Shareholders, authorized representatives of shareholders and parties participating in the General Meeting are responsible for implementing the provisions of this Charter.

Article 2: General principles

1. All shareholders/authorized representatives of shareholders attending the General Meeting of Shareholders (GMS) must wear neat and polite clothes, present full identification documents and documents related to shareholder eligibility verification at the reception desk and the Shareholder Eligibility Verification Committee.
2. Shareholders/authorized representatives of shareholders when entering the General Meeting room must sit in the correct position or area specified by the General Meeting Organizing Committee, complying with the seating arrangement of the Organizing Committee.
3. No smoking in the meeting room.
4. Communicate politely, friendly, maintain order and serious attitude during the meeting. Do not talk privately, do not use the phone during the meeting. All mobile phones must be turned off or not ring (*if you need to use a mobile phone, please discuss outside the meeting room*).
5. Delegates attending the meeting must follow the direction of the Chairman, creating conditions for the meeting to take place smoothly, quickly and validly.

Article 3: Conditions for imolementing the General Meeting of Shareholders

The Annual General Meeting of Shareholders is held when the number of shareholders and persons authorized by shareholders attending the meeting represents more than 50% of the total number of voting shares.

Article 4: Conditions for participation and regulations for authorization

1. A shareholder is an individual or an authorized representative of an organization shareholder whose name is on the list of shareholders of Song Hong Aluminum Group Joint Stock Company on the record date of shareholders entitled to attend the 2025 Annual General Meeting of Shareholders.

2. Shareholders who are entitled to attend the General Meeting of Shareholders may attend in person or authorize their representatives to attend. Authorized persons may not re-authorize another person to attend the General Meeting of Shareholders. In case more than one authorized representative is appointed, the number of shares and votes of each representative must be specifically determined.

The letter of authorization is made according to the company's form and the provisions of the civil law. In case the shareholder does not use the authorization form according to the Company's form, the authorization document must clearly state the name of the authorized individual or organization and the number of authorized shares.

The individual or organization authorized to attend the General Meeting of Shareholders must present the authorization document when registering to attend the meeting before entering the meeting room.

3. Before attending the meeting, Shareholders/Authorized Representatives of Shareholders must complete the registration procedure to attend the meeting.

Article 5: Rights and obligations of shareholders/validly authorized representatives attending the General Meeting of Shareholders

1. All shareholders and shareholder representatives attending the meeting have the right to participate and express opinions on the agenda approved by the General Meeting of Shareholders and vote at the General Meeting of Shareholders.
2. All shareholders eligible to attend the General Meeting have the rights and obligations prescribed by current laws, the Company's Charter and these regulations (after the regulations are approved by the General Meeting of Shareholders).
3. Each shareholder/shareholder representative must present the original personal legal documents (one of the following documents: ID card, Passport, other legal personal identification documents), Invitation letter, Letter of Authorization (if authorized by an individual or organization) to the Shareholder Eligibility Verification Committee to register and receive Voting Card, Voting Ballots, Election Ballot and meeting documents according to the Company's regulations.
4. Shareholders attending the General Meeting who wish to express their opinions must obtain the consent of the Chairman, speak briefly and focus on the key issues that need to be discussed, in accordance with the approved agenda of the General Meeting. Issues that have been raised by previous participants must not be raised again to avoid duplication. Shareholders attending the General Meeting can also write down the contents on the questionnaire to be sent to the Secretary/Secretariat of the General Meeting.
5. Shareholders have the right to vote on all matters within the authority of the General Meeting of Shareholders as prescribed in the Company's Charter.
6. Shareholders attending the General Meeting of Shareholders, after hearing the report on the contents to be approved, will discuss and approve by voting.
7. Shareholders arriving after the opening of the General Meeting, after completing the registration procedure, are allowed to attend and vote on the remaining voting contents according to the approved General Meeting agenda. In this case, the validity of the votes already conducted shall not be affected.

Article 6: Chairman of the Meeting

1. The Chairman of the Board of Directors shall chair the meeting or authorize another member of the Board of Directors to chair the General Meeting of Shareholders

convened by the Board of Directors. In case the Chairman is absent or temporarily unable to work, the remaining members of the Board of Directors shall elect one of them to chair the meeting according to the majority principle. In case no one can be elected as the chairperson, the Head of the Board of Supervisors shall direct the General Meeting of Shareholders to elect the meeting chairperson from among the attendees and the person with the highest number of votes shall chair the meeting.

2. The Chairman of the General Meeting nominates personnel for the Presidium, the Vote Counting Committee, the Secretary/Secretariat of the General Meeting for approval by the General Meeting of Shareholders.
3. The Chairman presides over and, together with members of the Presidium, directs the General Meeting of Shareholders and resolves any issues that arise (if any) during the General Meeting.
4. The Chairman has the right to take necessary and reasonable measures to conduct the General Meeting in an orderly manner, in accordance with the approved agenda and reflecting the wishes of the majority of attendees.
5. The Chairman has the right to request all meeting attendees to submit to inspection or other legal and reasonable security measures; request competent authorities to maintain order at the meeting; expel those who do not comply with the Chairman's authority, intentionally disrupt order, prevent the normal progress of the meeting or do not comply with security inspection requirements from the General Meeting of Shareholders.
6. The Chairman of the General Meeting has the rights and obligations as prescribed by law and by the Company.

Article 7: Rights and obligations of the General Meeting Organizing Committee

1. The General Meeting Organizing Committee is established by the Company's Board of Directors or authorized to be established by the Chairman of the Board of Directors.
2. The Head of the General Meeting Organizing Committee assigns members of the Shareholder Eligibility Verification Committee to carry out procedures for examining the qualifications of shareholders attending the meeting, distribute documents, and perform other organizational tasks.

Article 8: Rights and obligations of the Shareholder Eligibility Verification Committee

1. The Shareholder Eligibility Verification Committee consists of 01 Head and members selected by the General Meeting Organizing Committee.
2. The Shareholder Eligibility Verification Committee has the right to establish a support unit to complete the Committee's tasks.
3. The Shareholder Eligibility Verification Committee has the function of examining the qualifications of shareholders or authorized representatives attending the General Meeting of Shareholders and carrying out procedures for registering shareholders/shareholder representatives to attend the meeting, issuing Voting Cards, Voting Ballots, and Election Ballots to shareholders/shareholder representatives.
4. Report to the General Meeting of Shareholders on the results of the verification of shareholders' eligibility to attend the General Meeting.

Article 9: Rights and obligations of the Secretary/Secretariat of the Meeting

1. The Secretary/Secretariat of the General Meeting nominated by the Chairman and approved by the General Meeting of Shareholders is responsible to the Chairman and the General Meeting of Shareholders for his/her duties.
2. Duties of the Secretary/Secretariat of the Meeting:
 - Record honestly and accurately the contents and issues that have been approved by shareholders/shareholder representatives or are still noted at the General Meeting.
 - Prepare the Meeting Minutes of the General Meeting.
 - Assist the Chairman in announcing draft documents, conclusions, and announcement to shareholders upon request.
 - Receive registration forms for speaking from shareholders/shareholder representatives (if any).
 - Perform other tasks as assigned by the Chairman.

Article 10: Rights and obligations of the Vote Counting Committee

1. The Vote Counting Committee is nominated by the Chairman and approved by the General Meeting of Shareholders with a number of 03 (three) members.
2. The Vote Counting Committee has the right to establish a support unit to complete the Committee's tasks.
3. The Vote Counting Committee has the following duties:
 - Announce the Election Rules.
 - Instructions on how to use the Voting Card, Voting Ballots, and Election Ballots.
 - The Vote Counting Committee will determine the number of agree votes, the number of disagree votes, the number of no opinion votes, and the number of invalid votes; Determine the results of the vote counting and election.
 - Report to the General Meeting on the results of the vote counting and election.
4. Responsible for the honesty and accuracy of the work performed and the vote counting results.

Article 11: Approval of the decision of the General Meeting of Shareholders

1. Form of voting:
 - a. Shareholders and Shareholders' Representatives exercise their voting rights at the 2025 Annual General Meeting of Shareholders of Song Hong Aluminum Group Joint Stock Company by using Voting Card and Voting Ballot.

Voting Card and Voting Ballot are pre-printed according to the form of the Organizing Committee of the General Meeting, stamped by Song Hong Aluminum Shalumi Joint Stock Company and distributed to Shareholders when attending the General Meeting, with information on shareholder codes, number of voting shares of Shareholders or Shareholders' Representatives attending the General Meeting.

Shareholders use Voting Card to vote on issues requiring direct voting at the General Meeting by raising the Voting Card.

In addition to issues that require direct voting by raising the Voting Card at the meeting, for the contents of the Report, Proposal and other contents (if any), Shareholders vote by selecting the voting contents (Agree, disagree, no opinion) on the Voting Ballot, signing to confirm and putting it in the Ballot Box according to the instructions of the Vote Counting Committee.

- b. The Meeting shall vote on each issue in the agenda. For each issue to be voted on at the General Meeting of Shareholders, the Chairman of the Meeting shall propose to vote 3 times in the following order:
- First time : Agree vote.
 - Second time : Disagree vote.
 - Third time : No opinion vote.
2. *For direct voting by raising the Voting Card:* Each Shareholder or Shareholder Representative (01 person) is only allowed to vote 01 time (agree or disagree or have no opinion) for each time the Chairman asks for a vote on an issue to be voted on at the General Meeting of Shareholders. In case a shareholder does not vote on any content, the shareholder is obliged to immediately notify the Vote Counting Committee at the time of voting on that content to summarize the results.
3. *For voting on the contents of Reports, Proposals, and other contents (if any) by selecting the voting content on the Voting Ballot:* Shareholders choose to mark “v” or “x” in the appropriate box on the Voting Ballot.
- Voting Ballots are considered valid in the following cases:
 - + Is a voting form issued by the Organizing Committee of the General Meeting, with the seal of Song Hong Aluminum Group Joint Stock Company;
 - + The voting form is not torn;
 - + The voting content is not erased, scraped, or edited;
 - + Valid voting content is the content specifically selected by the Shareholder in 1 of 3 boxes: Agree or Disagree or No opinion.
 - + The Voting Ballot is signed by the shareholder or the shareholder's authorized representative.
 - Voting Ballot and voting content are considered invalid in one of the following cases:
 - + The Voting Ballot is not issued by the Organizing Committee of the General Meeting and does not have the seal of Song Hong Aluminum Group Joint Stock Company;
 - + The Voting Ballot is torn, erased, or has information on the ballot altered;
 - + The Voting Ballot does not have the signature of the shareholder or the shareholder's authorized representative;
 - + The shareholder does not mark any box or marks 2 or more boxes for the same voting content or the form is erased, leading to unclear selection content, it is considered invalid for that voting content.
 - + The Voting Ballot is submitted to the Organizing Committee of the General Meeting after the voting ends and the Ballot Box has been sealed.
4. Voting ratio and conditions for passing decisions of the General Meeting of Shareholders at the meeting shall be implemented according to the provisions of the Company Charter and relevant laws.

Article 12: Speaking at the Meeting

1. Shareholders/shareholder representatives attending the General Meeting who wish to express their opinions must obtain the consent of the Chairman.
2. Shareholders/shareholder representatives shall speak briefly, focusing on the key issues to be discussed, in accordance with the approved agenda of the General Meeting. The maximum speaking time for each shareholder is 3 minutes.
3. The Chairman shall arrange for shareholders to speak in the order of registration, and at the same time answer shareholders' questions.

Article 13: Meeting Minutes and Resolutions of the General Meeting

1. The content of the General Meeting of Shareholders shall be fully recorded in the Meeting Minutes of the General Meeting by the Secretary/Secretariat of the General Meeting and approved before the closing of the General Meeting.
2. The Meeting Minutes of the Meeting shall be the basis for drafting the Resolutions of the General Meeting of Shareholders.
3. The Meeting Minutes of the General Meeting of Shareholders and the Resolutions passed by the General Meeting of Shareholders and related documents shall be kept at the Company's head office.
4. The Chairman and the Secretary/Secretariat of the General Meeting or other persons signing the Meeting Minutes of the Meeting shall be jointly responsible for the truthfulness and accuracy of the contents of the Meeting Minutes.
5. In case the Chairman, Secretary/Secretariat of the General Meeting refuse to sign the Minutes of the Meeting, the Minutes shall be valid if signed by all other members of the Board of Directors attending the General Meeting and contain all the contents as prescribed in this Clause. The Meeting Minutes of the General Meeting shall clearly state that the Chairman, Secretary/Secretariat of the General Meeting refused to sign the Meeting Minutes of the General Meeting.

Article 14: Effective date of implementation

These Working and voting regulations are publicly announced before the General Meeting of Shareholders, take effect immediately after being voted and approved by the General Meeting of Shareholders and applied at the 2025 Annual General Meeting of Shareholders of Song Hong Aluminum Group Joint Stock Company.

**O.B/ GENERAL MEETING OF SHAREHOLDERS
CHAIRMAN**

Số: 01/2025/TTr-HĐQT

Phu Tho, June 3rd, 2025

PROPOSAL

*Re: Election of members of the Board of Directors and Board of Supervisor
of the Company for the 2025 - 2030 term*

To: GENERAL MEETING OF SHAREHOLDERS

SONG HONG ALUMINUM SHALUMI GROUP JOINT STOCK COMPANY

- Pursuant to Law on Enterprise No. 59/2020/QH14 and implementing documents;
- Pursuant to the Charter of Organization and Operation of Song Hong Aluminum Shalumi Group Joint Stock Company ("**Company**");
- Consider the actual situation of the Company.

The term of the Board of Directors ("BOD") and the Board of Supervisors ("BOS") of the Company for the period 2020-2025 has ended. Pursuant to the provisions of the Law on Enterprises and the Charter of the Company's organization and operation, the BOD of the Company has sent the Announcement of nomination and candidacy for members of the BOD and the BOS for the new term 2025-2030 to the Company's shareholders as prescribed.

The BOD respectfully submits to the Company's 2025 Annual General Meeting of Shareholders for approval the following contents:

1. Approve the term of members of the BOD and BOS is 5 years (2025 - 2030).
2. Approve the number of elected members of the BOD for the 2025 - 2030 term is 05 members.
3. Approve the number of elected members of the BOS for the 2025 - 2030 term is 03 members.
4. Pursuant to the nomination and candidacy documents for members of the BOD, the BOS, respectfully requests the General Meeting of Shareholders to elect members of the BOD and the BOS of the Company for the 2025 - 2030 term.

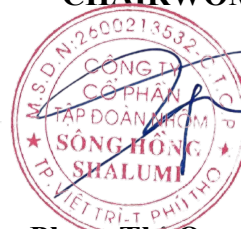
Respectfully submit to the General Meeting of Shareholders for consideration and approval.

Recipient:

- As above;
- BOD, BOM, BOS;
- Information disclosure (Website, CIMS);
- Archived BOD secretary.

O.B/ BOARD OF DIRECTORS

CHAIRWOMAN



Phạm Thị Quỳnh Thu

PROPOSAL

Re: Approval of 2024 audited financial statements

**To: GENERAL MEETING OF SHAREHOLDERS
SONG HONG ALUMINUM SHALUMI GROUP JOINT STOCK COMPANY**

The Board of Directors of Song Hong Aluminum Shalumi Group Joint Stock Company respectfully submits to the General Meeting of Shareholders for approval of the content of the 2024 Financial Statements audited by UHY Auditing and Consulting Company Limited with the following basic indicators:

No.	Indicators	31/12/2024 (VND)
1	Total assets	912,241,314,817
2	Liabilities	674,126,920,187
3	Owner's equity	238,114,394,630
4	Net revenue	1,012,994,256,509
5	Net profit from operating activities	2,763,088,070
6	Profit after enterprise income tax	1,874,395,707

The full text of the 2024 Audited Financial Statements has been posted on the Company's website <https://www.shalumi.com.vn/> in the Shareholder Relations section as prescribed.

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

Recipient:

- As above;
- BOD, BOM, BOS;
- Information disclosure (Website, CIMS);
- Archived BOD secretary.

O/B. BOARD OF DIRECTORS

CHAIRWOMAN



Phạm Thị Quỳnh Thu



PROPOSAL

***Re: Authorizing the Board of Directors to select an auditing company for the
2025 Financial Statements***

To: GENERAL MEETING OF SHAREHOLDERS
SONG HONG ALUMINUM SHALUMI GROUP JOINT STOCK COMPANY

- Pursuant to the Law on Enterprises 2020;
- Pursuant to the Charter of organization and operation of Song Hong Aluminum Shalumi Group Joint Stock Company;

1. Some criteria for selecting an auditing company:

- A reputable independent auditing company with experts and a team of highly qualified auditors with extensive experience in auditing financial statements ("financial statements") in the fields of production and business in accordance with accounting standards (VAS) and the Vietnamese Enterprise Accounting Regime.
- No conflict of interest when auditing the Company's financial statements.
- Qualified to audit listed companies according to the provisions of the Law on Securities and the Vietnamese Securities Market.
- Have appropriate fees and ensure the principle of competition.

2. Proposal of the Board of Supervisors:

- The Board of Supervisors of Song Hong Aluminum Shalumi Group Joint Stock Company respectfully submits to the General Meeting of Shareholders for approval of the authorization for the Board of Directors to select an Auditing Company for the Company's 2025 Financial Statements and assigns the Company's General Director to sign an audit service contract with the selected Auditing Company.

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

Recipient:

- As above;
- BOD, BOM, BOS;
- Information disclosure (Website, CIMS);
- Archived BOD secretary.

O.B/ BOARD OF SUPERVISORS
MEMBER OF THE BOARD OF
SUPERVISORS

Luu Duc Giang

PROPOSAL

Re: Profit distribution and fund allocation plan

**To: GENERAL MEETING OF SHAREHOLDERS
SONG HONG ALUMINUM SHALUMI GROUP JOINT STOCK COMPANY**

- Pursuant to the Law on Enterprises 2020;
- Pursuant to the Charter of organization and operation of Song Hong Aluminum Shalumi Group Joint Stock Company;
- Pursuant to the Company's audited 2024 Financial Statements.

The Board of Directors respectfully submits to the General Meeting of Shareholders for consideration and approval of the Company's profit distribution and fund allocation plan as follows:

Indicators	Value (VND)
1. Profit after tax in 2024:	1,874,395,707
2. The planned profit distribution is as follows:	
+ Deduction for Development Investment Fund	1,374,395,707
+ Deduction for Financial Reserve Fund	500,000,000
+ Deduction for Welfare Reward Fund	0
+ Dividends to shareholders	0
3. Remaining undistributed profit after allocation	

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

Recipient:

- As above;
- BOD, BOM, BOS;
- Information disclosure (Website, CIMS);
- Archived BOD secretary.

**O.B/ BOARD OF DIRECTORS
CHAIRWOMAN**



Pham Thi Quynh Thu

PROPOSAL

Re: Approval of remuneration for the Board of Directors, Board of Supervisors and Secretary of the Board of Directors

**To: GENERAL MEETING OF SHAREHOLDERS
SONG HONG ALUMINUM SHALUMI GROUP JOINT STOCK COMPANY**

The Board of Directors of Song Hong Aluminum Shalumi Group Joint Stock Company respectfully submits to the General Meeting of Shareholders for consideration and approval of the remuneration settlement of the BOD, BOS and Secretary of the BOD in 2024 and the expected remuneration level in 2025 as follows:

- **Approve the 2024 remuneration settlement of the Board of Directors, Board of Supervisors and Secretary of the Board of Directors:**

No.	Position	Months	Remuneration level (VND/person/ month)	Number of person	Total 12 months (VND)
1	BOD members	12	2,000,000	5	120,000,000
2.	BOS (01 Member of the BOS cum Secretary of the BOD)	12	1,000,000	03	36,000,000
Total					156,000,000

- **Approve the remuneration plan of the BOD, BOS, and Secretary of the BOD in 2025:**

No.	Position	Remuneration level (VND/person/month)	Number of members
1	BOD members	2,000,000	05
2	BOS members	1,000,000	02
3.	Secretary of the BOD cum Member of the BOS	1,000,000	01

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

Recipient:

- As above;
- BOD, BOM, BOS;
- Information disclosure (Website, CIMS);
- Archived BOD secretary.

**O.B/ BOARD OF DIRECTORS
CHAIRWOMAN**



Pham Thi Quynh Thu