

Appendix IV
ANNUAL REPORT

(Promulgated with the Circular No 96/2020/TT-BTC on November 16, 2020, of the Minister of Finance)

**VINH HA FOOD
PROCESSING AND
CONSTRUCTION JOINT
STOCK COMPANY**

THE SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom - Happiness

Hanoi....., date 20 month..3...year 2026

No: 97/BC-VHF

ANNUAL REPORT
Year 2025

To: State Securities Commission
Hanoi Stock Exchange

I. General information

1. General information

- Trading name: Vinh Ha Food Processing and Construction Joint Stock Company
- Business Registration Certificate No.: 0100102830.
- Charter capital: VND 215,000,000,000
- Owner's capital: VND 215,000,000,000
- Address: No. 9A Vinh Tuy, Vinh Tuy Ward, Hanoi
- Telephone: 0243 9871673
- Fax: 0243 9870067
- Website: vinhha.com.vn
- Securities code (if any): VHF

- Establishment and development process (Date of establishment, time of listing, and development milestones since the establishment until now).

The Company was established on January 08, 1993, under Decision No. 44 NN/TCCB – QD of the Minister of Agriculture and Food Industry (now the Ministry of Agriculture and Rural Development).

Below are several key development milestones of the Company:

1996	The Company merged with the Food Materials and Packaging Company.
2000	The Company merged with the Food Construction Trading Company and several units under the Hanoi Food Companies Union.
2001	On June 05, 2001, the Company was renamed Vinh Ha Transportation – Construction and Food Processing Company.
2006	The Company was officially converted into Vinh Ha Food Processing and Construction Joint Stock Company, with a charter capital of VND 43,000,000,000.
2010	On May 07, 2010, shares of Vinh Ha Food Processing and Construction Joint Stock Company were officially traded on the UpCom market.
2011	The Company increased its charter capital from VND 43,000,000,000 to VND 215,000,000,000.

- Other events:

Over more than 20 years of development, the Company has achieved numerous outstanding accomplishments in production, business operations, and enterprise building, contributing to national economic growth. The Company has been awarded many noble titles by the Party and the State, including: 01 Second-class Labor Order, 01 Third-class Labor Order, 02 Rotating Flags of “Outstanding Emulation Unit of the Government”, and multiple Certificates of Merit and Commendation from the Ministry of Agriculture and Rural Development, the Vietnam General Confederation of Labor, the Trade Union of Agriculture and Rural Development Sector, and Emulation Flags from the Commission for the Management of State Capital at Enterprises..

2. Business lines and locations of the business:

- Business lines: Specify major lines of business or products and services which account for more than 10% of the total revenue in the last 02 years).

- Food trading: mainly in the provinces of the Southwest region and the Mekong Delta.

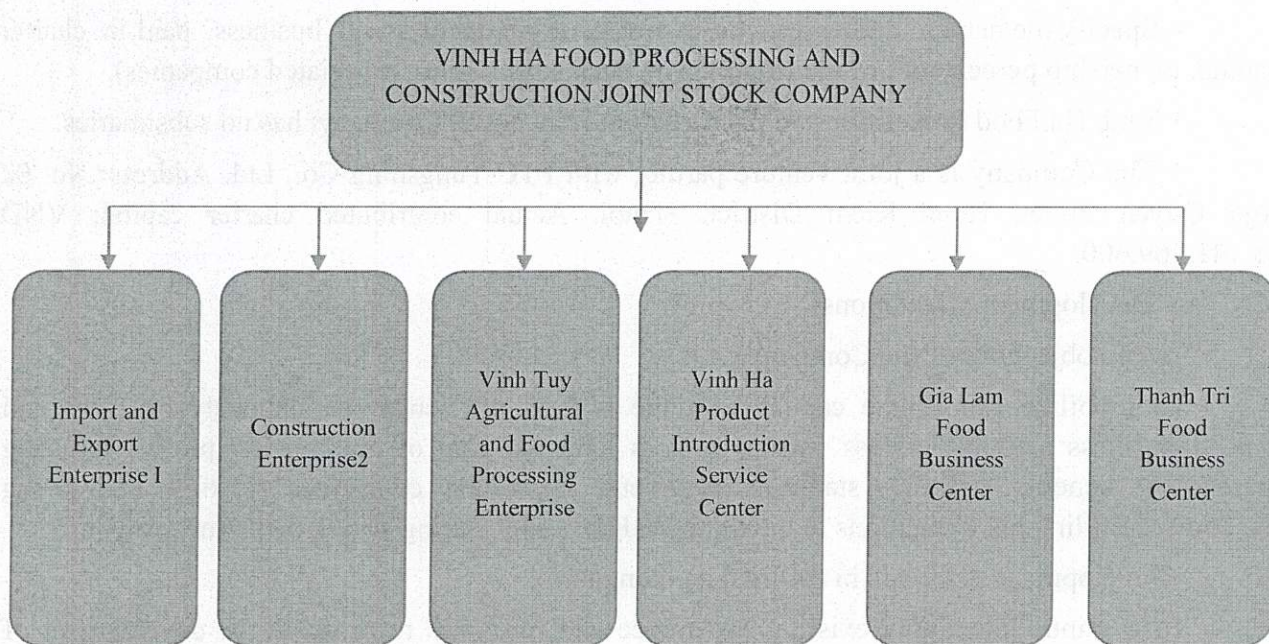
- Agricultural products trading: mainly in the Southeast region, Central region, and Central Highlands.

- Warehouse and yard leasing: mainly in Hanoi.

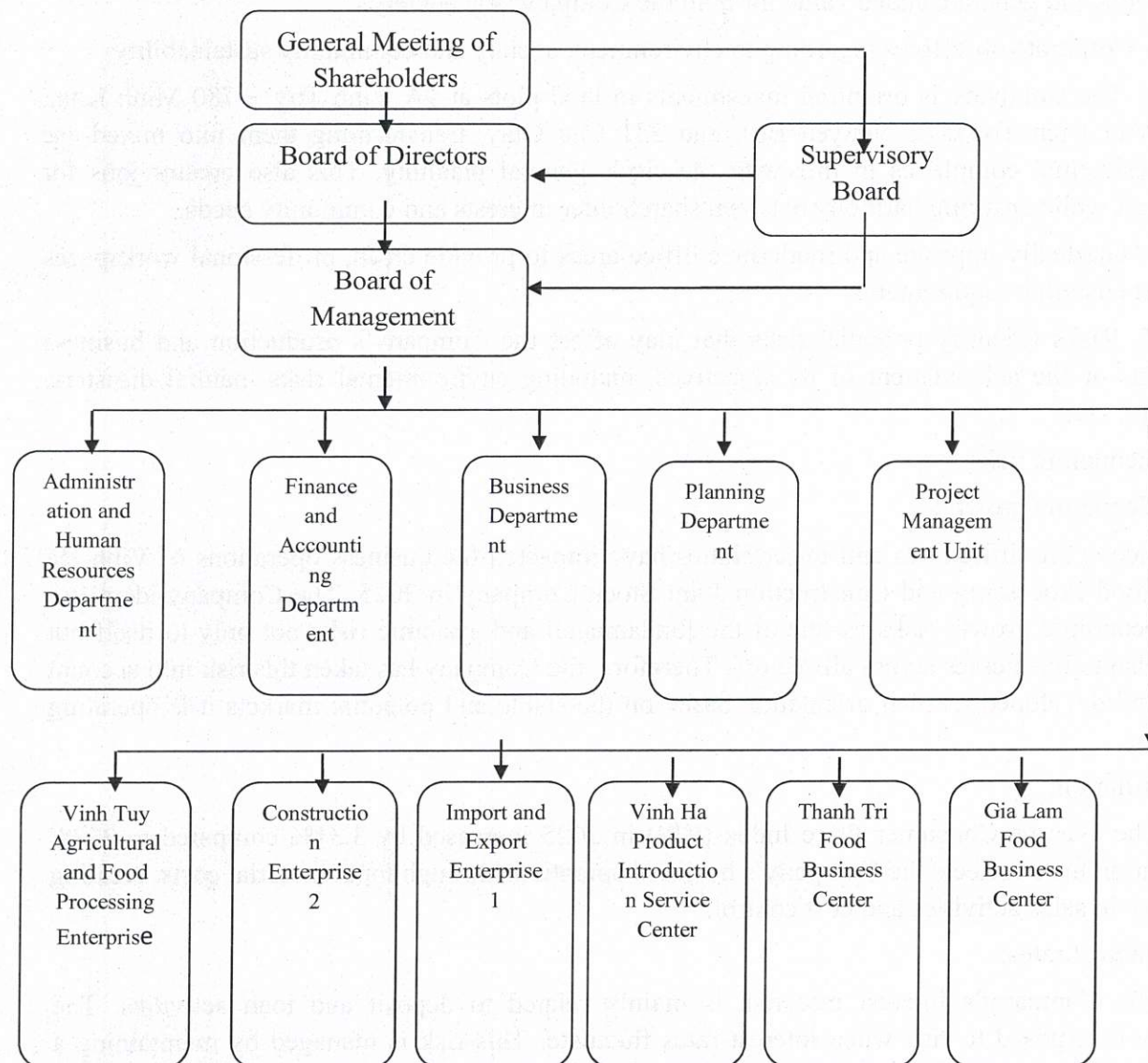
- Business locations: (Specify major locations of business which account for more than 10% of the total revenue in the last 02 years).

3. Information about governance model, business organization and managerial apparatus

- Governance model (as stipulated in Article 137 of the Law on Enterprises).



- Management structure.



- Specify the names, addresses, major fields of production and business, paid-in charter capital, ownership percentages of the Company in such subsidiaries, associated companies).

- + Vinh Ha Food Processing and Construction Joint Stock Company: has no subsidiaries.

- + The Company is a joint venture partner with FTC-Tungshing Co., Ltd. Address: No. 02 Ngo Quyen Street, Hoan Kiem District, Hanoi. Actual contributed charter capital: VND 15,141,369,600.

4. Development orientations

- Main objectives of the Company.

To mobilize and utilize capital with the highest efficiency, continuously organize and expand business activities across various sectors with the goal of maximizing profits, ensuring shareholder benefits, creating stable employment, improving employees' income and living standards, fulfilling tax obligations to the State Budget, and fostering strong corporate growth..

- Development strategies in medium and long term.

To continue leveraging existing experience and resources to promote the development of core sectors such as construction, agricultural and food trading, warehouse leasing, and installation works. The Company aims to maintain and accelerate its growth rate, maximize customer satisfaction, and generate added value for both the Company and society.

- Corporate objectives regarding to environment, society and community sustainability.

- + The Company is orienting investments in land plots at 9A Vinh Tuy + 780 Minh Khai, Km10 Van Dien Town (2 Nguyen Bo), and 231 Cau Giay, transforming them into mixed-use office-residential complexes in line with the city's general planning. This also creates jobs for employees while ensuring harmony between shareholder interests and community needs.

- + Gradually improve and modernize office areas to provide clean, professional workspaces that meet customer requirements.

5. Risks (Identify potential risks that may affect the Company's production and business operations or the achievement of its objectives, including environmental risks, natural disasters, epidemics, etc.)

a) Economic risks

- Economic growth:

Economic difficulties and uncertainties have impacted the business operations of Vinh Ha Food Processing and Construction Joint Stock Company in 2025. The Company identifies economic growth risks as one of the fundamental and systemic risks not only to itself but also to businesses across all sectors. Therefore, the Company has taken this risk into account and developed its own orientation based on the stable and potential markets it is operating in.

- Inflation:

The average Consumer Price Index (CPI) in 2025 increased by 3.31% compared to 2024. The inflation index affects the Company's business operations through input material costs, creating challenges in sales activities and cost control.

- Interest rates:

The Company's interest rate risk is mainly related to deposit and loan activities. The Company is exposed to risk when interest rates fluctuate. This risk is managed by maintaining a reasonable balance of fixed and floating interest rate loans and deposits, analyzing market competition, monitoring domestic and global economic changes to secure favorable interest rates, and applying financial leverage effectively.

– Exchange rates:

Fluctuations in foreign exchange rates affect companies involved in foreign currency transactions (such as product exports/imports and raw material imports). Vinh Ha Food Processing and Construction Joint Stock Company operates in the agricultural and food trading sector, with products distributed both domestically and internationally. Therefore, foreign exchange risk also has an impact on the Company's business activities.

b) Legal risks:

Vietnam is in the process of international economic integration; therefore, its legal system and policies are frequently revised to align with practical conditions and international norms. In addition to general economic, political, and social policies that affect business operations, the Company is also subject to management and regulation by its parent company and industry associations. As a result, any change in State policy or law may pose potential risks to the execution of the Company's business plans.

As a public company, the Company is governed by both the Law on Enterprises and the Law on Securities. Furthermore, being listed on the UpCom market, the Company is also subject to listing regulations of the Hanoi Stock Exchange. These regulations enhance transparency and improve the Company's corporate governance capacity. However, as the Vietnamese stock market is still relatively young and not highly stable, legal regulations on securities and the stock market may cause confusion or difficulties for enterprises.

To mitigate these risks, the Company always pays close attention to studying and keeping up with new legal regulations in order to formulate business strategies that are aligned with the guidelines of the Party and the State.

c) Specific risks

The Company is currently managing and utilizing a land bank with a system of warehouses distributed throughout Hanoi. Land rental and land use tax rates imposed by the State are very high, which increases logistics costs and product prices. For many land plots, the revenue generated is not sufficient to cover the land rent and land tax, putting financial pressure on the Company.

d) Other risks

In recent years, domestic agricultural product prices have fluctuated sharply, causing instability and risks in the supply of food and agricultural products, which are the Company's primary trading goods.

II. Operations in the Year

1. Situation of production and business operations

- Results of business operations in the year: specify the results achieved for the year. Specify major changes and movements in business strategy, revenue, profits, costs, markets, products, supplies, etc.

- Results of business operations in the year: In 2025, Vinh Ha Food Processing and Construction Joint Stock Company recorded total revenue of VND 619,727,980,095, profit before tax of VND 6,936,551,803, and profit after tax of VND 6,936,551,803.

- Implementation situation/actual progress against the plan: Comparing the actual progress with the targets and the results of the preceding years. Analyzing specific reasons of the unachievement/ achievement/excess of the targets and against the preceding years.

No.	Indicator	2025 Plan	2025 Actual
1.	Charter capital (VND)	215.000.000.000	215.000.000.000
2.	Revenue (VND)	600.000.000.000	619.727.980.095
3.	Profit after tax (VND)	6.880.000.000	6.936.551.803
4.	Profit after tax / Revenue (%)	1,14	1,12
5.	Profit after tax / Charter capital (%)	3,2	3,2
6.	Dividend (%)	-	-

2. Organization and Human resource

- List of the Board of Management: (List, curriculum vitae and ownership percentage of the Company's voting shares and other securities by the Company's General Director, Deputy General Directors, Chief Accountant, and other managers.

Full name	Position	Date of birth	Shares held	Ownership (%)
Nguyen Van Toan	General Director	1978	Individual: 9,300 Representative: 3,289,500	0.04 15.3
Nguyen Khac Quy	Deputy General Director	1973	Individual: 5,500	0.03
Le Hai Long	Deputy General Director	1977	Individual: 36,800	0.17
Nguyen Thi Kim Thanh	Deputy General Director	1972	Individual: 19,400	0.09
Bui Thi Thu Hien	Chief Accountant	1976	Individual: 45,500	0.21

– Curriculum Vitae of Members of the Board of Management:

❖ Mr. Nguyen Van Toan – General Director

Gender : Male

Date of birth : July 20, 1978

Place of birth : Kinh Mon, Hai Phong

Citizen ID No. : 030078006499

Nationality : Vietnamese

Ethnicity : Kinh

Permanent address : No 4, Alley 550/9 Bach Dang, Hong Ha ward, Hanoi

Current residence : No 4, Alley 550/9 Bach Dang, Hong Ha ward, Hanoi

Education level : 12/12

Professional qualification : Civil Engineer; Master of Economics.

Career history : - 07/2001 – 11/2001: Bidding Planning Dept, Construction, and Infrastructure Development Company – under the General Corporation for Agricultural and Rural Development Construction.

- 11/2001 – 05/2004: Worked in the Lao People's Democratic Republic on an irrigation construction project funded by the Vietnamese Government, implemented by the General Corporation for Agricultural and Rural Development Construction.
- 06/2004 – 06/2005: Executed a rehabilitation and vocational training center project in Thai Binh Province – Infrastructure Development Company.
- 07/2005 – 06/2010: Worked at the Project Management Unit of Tran Lam New Urban Area, Thai Binh City – assigned by Infrastructure Development Company.
- 07/2010 – 06/2011: Assistant to the General Director, Vinh Ha Food Processing and Construction Joint Stock Company.
- 07/2011 – 10/2016: Head of Project Management Unit, Vinh Ha Food Processing and Construction Joint Stock Company.
- 11/2016 – 05/2020: Deputy General Director cum Head of Project Management Unit.
- 06/2020 – present: Member of the Board of Directors; Deputy General Director cum Head of Project Management Unit.
- Since 05/2022: Member of the Board of Directors; General Director of Vinh Ha Food Processing and Construction Joint Stock Company.

Current position : Member of the Board of Directors; General Director; Head of Project Management Unit.

Position held in other organizations : None

Legal violations : None

Debts owed to the Company : None

Shares held (individual) : 9,300 shares.

Shares represented : 3,289,500 shares.

Related persons holding Company shares : 0 shares.

❖ **Mr. Nguyen Khac Quy – Deputy General Director**

Gender : Nam

Date of birth : July 03, 1973

Place of birth : Yen My Commune, Hung Yen Province

Citizen ID No. : 033073000387

Nationality : Vietnamese

Ethnicity : Kinh

Permanent address : No. 9A Vinh Tuy, Vinh Tuy Ward, Hanoi.

Current residence	:	No. 9A Vinh Tuy, Vinh Tuy Ward, Hanoi.
Education level	:	12/12
Professional qualification	:	Food Chemistry Engineer.
Career history	:	<ul style="list-style-type: none"> - 1993 – 1999: Food Transportation Business Company; - 2000 – 2003: Deputy Head of Technical Dept., Food Transportation Business Company; - 2004 – 2005: Head of Technical Dept., Food Transportation Business Company; - 2005 – 2006: Maintenance Team, FTC-Tungshing Joint Venture Company. - 2007 – 2008: Head of Technical Dept. cum Supervisor of Vinh Tuy Food Processing Enterprise; - 2009 – 2010: Deputy General Director cum Director of Import and Export Enterprise 1; - 2010 – 2013: Deputy General Director, Vinh Ha Food Processing and Construction JSC; - 2014 – 07/2017: Deputy General Director cum Director of Cau Giay Food Business Center. - 08/2017 – present: Deputy General Director cum Head of Business Department.
Current position	:	Deputy General Director cum Head of Business Department.
Position held in other organizations:	:	None
Legal violations	:	None
Debts owed to the Company	:	None
Other compensation and benefits	:	None
Shares held (individual)	:	5,500 shares
Shares represented	:	0 shares.
Related persons holding Company shares	:	0 shares.

Gender	: Male
Date of birth	: February 03, 1977
Place of birth	: Ngoc Son ward, Thanh Hoa Province
Citizen ID No.	: 038077024880
Nationality	: Vietnamese
Ethnicity	: Kinh
Permanent address	: 47 Nguyen Quy Duc, District 5 neighborhood, Binh Trung ward, Ho Chi Minh City.
Current residence	: 47 Nguyen Quy Duc, District 5 neighborhood, Binh Trung ward, Ho Chi Minh City
Education level	: 12/12
Professional qualification	: Master's Degree

Career history : - 01/2000 – 05/2002: Import-Export Sales Staff, Import-Export Department – Song Hong Company, Ministry of Defense, Ho Chi Minh City.
- 06/2002 – 11/2003: Head of Import-Export Business Unit – Song Hong Company Branch, Ministry of Defense, Ho Chi Minh City.
- 12/2003 – 01/2006: Head of Import-Export Business Unit – Ha Nam Food Company Branch, Ho Chi Minh City.
- 01/2006 – 10/2006: Deputy Head of Ship Operation and Import-Export Business Department – Southern Shipbuilding Industry Investment Development Co., Ltd.
- 11/2006 – 2007: Import-Export Sales Staff, Business Department – Vinh Ha Food Processing and Construction Joint Stock Company.
- 2007 – 2011: Deputy Director, Import and Export Enterprise – Vinh Ha Food Processing and Construction JSC.
- 2011 – 04/2015: Director, Import and Export Enterprise – Vinh Ha Food Processing and Construction JSC.
- 05/2015 – present: Deputy General Director cum Director of Import and Export Enterprise – Vinh Ha Food Processing and Construction JSC.

Current position : Deputy General Director cum Director of Import and Export Enterprise.

Position held in other organizations : None

Legal violations : None

Debts owed to the Company : None

Other compensation and benefits : None

Shares held (individual) : 36,800 shares

Shares represented : 0 shares

Related persons holding Company shares : 0 shares

❖ **Ms. Nguyen Thi Kim Thanh – Deputy General Director**

Gender : Female

Date of birth : December 19, 1972

Place of birth : Ha Noi

Citizen ID No. : 001172034763

Nationality : Vietnam

Ethnicity : Kinh

Permanent address : No. 10, alley 62/1 Tran Quy Cap, Van Mieu Ward, Quoc Tu Giam, Hanoi.

Current residence : No. 10, alley 62/1 Tran Quy Cap, Van Mieu Ward, Quoc Tu Giam, Hanoi.

Phone number : 0243.987.1673

Education level : 12/12

Professional qualifications : Bachelor of Business Administration, Posts and Telecommunications Institute of Technology.

Career history : - 10/1998 – 8/1999: Branch employee at the Thanh Tri Food Business Center.
- 9/1999 – 3/2005: Branch employee of Vinh Tuy Agricultural Food Processing Company - enterprise.
- 4/2005 – 3/2011: Planning Department Staff
- 4/2011 – 4/2013: Finance and Accounting Department Staff.
- 5/2013 – 6/2020: Deputy Head of Administrative Organization Department.
- 7/2020 - present: Head of Administrative Organization Department.
- 11/2025 – present: Deputy General Director

Current position : Deputy General Director of the Company cum Head of Administrative Organization Department.

Position held in other organizations : None

Legal violations : None

Debts owed to the Company : None

Other compensation and benefits : None

Shares held (individual) : 19,400 shares

Shares represented : 0 shares.

Related persons holding Company shares : 0 shares.

❖ **Ms. Bui Thi Thu Hien – Chief Accountant**

Gender : Female

Date of birth : April 13, 1976

Place of birth : Bac Ninh Province

Citizen ID No. : 024176000521

Nationality : Vietnam

Ethnicity : Kinh

Permanent address : Vin homes Riverside, Long Bien, Hanoi.

Current residence : Vin homes Riverside, Long Bien, Hanoi.

Phone number : 0243.987.0006

Education level : 12/12

Professional qualifications : - Bachelor's degree in finance and accounting, Hanoi University of Finance and Accounting.

Career history	: - Bachelor's degree in law, Hanoi Law University; - 08/1996 – 02/2004: Accountant, Food Transportation Business Company (now Vinh Ha Food Processing and Construction JSC). - 03/2004 – 10/2012: Deputy Head of Finance and Accounting Department. - 11/2012 – 04/2013: Head of Finance and Accounting Department. - 05/2013 – present: Chief Accountant of Vinh Ha Food processing and Construction JSC.
Current position	: Chief Accountant
Position held in other organizations	: None
Legal violations	: None
Debts owed to the Company	: None
Other compensation and benefits	: None
Shares held (individual)	: 45,500 shares
Shares represented	: 0 shares.
Related persons holding Company shares	: 0 shares.

- Changes in the Board of Management: (List the changes in the Board of Management in the year). In November 2025, the Executive Board appointed an additional Deputy Director of the Company for Ms. Nguyễn Thị Kim Thanh.

- Number of staffs. Brief information and changes on the employee's policies.

+ Number of Staff and Human Resource Policies: Total employees: As of December 31, 2025, the Company had 118 employees. With its current recruitment policy, the Company has built a highly qualified, disciplined, united, responsible, and creative workforce, regularly trained and professionally developed.

+ The Company fully complies with regulations on salaries, bonuses, welfare, and contributions to health insurance, social insurance, unemployment insurance, sick leave, and maternity benefits as stipulated by the State.

COMPANY LABOR STRUCTURE:

Indicator	As of 31/12/2024		As of 31/12/2025	
	Number of Employees	Percentage	Number of Employees	Percentage
I. By education level	120	100%	118	100%
1. Postgraduate	02	1,7%	04	3,4%
2. University	108	90%	105	89%
3. College, Vocational	03	2,5%	02	1,7%
4. Skilled workers	05	4,1%	05	4,2%
5. Elementary level	02	1,7%	02	1,7%
6. Other labor	0	0	0	0

– Employee Policy:

Human resources have long been considered the most valuable asset of the enterprise. A strong workforce not only provides a competitive advantage but is also the determining factor in a company's success or failure. Therefore, the Company's leadership has always prioritized recruitment and training.

+ Recruitment Policy:

The Company recruits both internally and externally with the aim of finding qualified individuals who meet the job requirements and align with the Company's development direction. Internally, it promotes employees to management positions such as General Director, Deputy Director of Enterprise, Department Heads, etc.—those who are familiar with the work, understand the Company thoroughly, and are dedicated.

+ Training Policy:

Every year, the Company organizes training sessions to improve employees' professional skills to meet operational demands. Based on actual needs and staff development plans, the Company also sends personnel to participate in training programs in Vietnam to further enhance qualifications and job performance.

+ Working Regime:

The Company complies with the Labor Code and other legal regulations regarding employment.

Offices and workshops are well-designed and ventilated, ensuring occupational safety and hygiene to create optimal working conditions for employees to perform effectively.

+ Salary, Bonus, and Allowance Policy:

The Company ensures fairness in wage and bonus distribution. Salaries are based on labor output, work quality, and individual performance, linking compensation directly to results. The Company also strives for effective labor cost management and contributes to overall growth. Annual wage and bonus regulations are established to ensure democracy, transparency, and fairness—avoiding uniform salary distribution.

3. Investment Activities, Project Implementation

a) Major investments: specify major investments implemented for the year (including financial investments and project investment), the implementation progress of major projects. If the Company has conducted public offering for the projects, it is necessary to indicate the progress of implementation of the projects and analyze the reasons in case of achievement/failure to achieve the announced and committed targets.

The Company's projects are currently in the process of completing documentation and legal procedures.

b) Subsidiaries, associated companies: (Summarizing the operations and financial situation of the subsidiaries, associated companies).

The Company has a joint venture investment with FTC-Tungshing Co., Ltd.

4. Financial situation

a) Financial situation

Indicator	2024	2025	% Change
Total assets (VNĐ)	358,493,622,080	376,857,346,358	+105.1
Net revenue (VNĐ)	568,487,499,795	619,727,980,095	+109
Operating profit (VNĐ)	4,709,914,154	6,460,812,854	+137.2
Other profit (VNĐ)	235,547,166	475,738,949	+202
Profit before tax (VNĐ)	4,945,461,320	6,936,551,803	+140.3
Profit after tax (VNĐ)	4,945,461,320	6,936,551,803	+140.3
Dividend payout ratio (%)	2,07	-	

b) Major financial indicators:

N o.	Indicator	Unit	2024	2025	Note
1	Liquidity Indicators				
	- Current ratio	Times	2,5	2,34	
	- Quick ratio	Times	1,45	1,27	
2	Capital Structure Indicators				
	- Debt/Total assets ratio	Times	0,36	0,38	
	- Debt/Equity ratio	Times	0,57	0,63	
3	Operating Efficiency Indicators				
	- Inventory turnover	Times	7	7,7	
	- Net revenue/Total assets	Times	1,58	1,64	
4	Profitability Indicators				
	- Net profit after tax/Net revenue	%	0,87	1,12	
	- Net profit after tax/Average equity	%	4,32	6	
	- Net profit after tax/Average total assets	%	1,43	1,9	
	- Operating profit/Net revenue	%	0,83	1,04	

5. Shareholders structure, change in the owner's equity.

a) Shares: Specify total number and types of floating shares, number of freely transferable shares and number of preferred shares in accordance with the law, the Company's Charter and commitments of the owner. Where the company has securities traded in foreign countries or underwritten the issuance and listing of securities in foreign countries, it is required to specify the foreign markets, the number of securities to be traded or underwritten and important information concerning the rights and obligations of the company related to the securities traded or underwritten in foreign countries.

Total number of outstanding shares : 21,500,000 Shares
Type of outstanding shares : 21,500,000 Common shares

All shares of the Company are unrestricted in transfer.

b) Shareholders structure: Specify shareholders structure by ownership percentages (major, minority shareholders); institutional and Individual shareholders; domestic and foreign shareholders; State and other shareholders; foreign shareholder's maximum percentages.

No.	Shareholders	Number of Shareholders (persons)	Number of Shares (shares)	Share Value (VND)	Percentage(%)
I.	Domestic Shareholders				
1.	Organizations	02	16.117.000	161.170.000.000	74,963
2.	Individuals	195	5.383.000	53.830.000.000	25,037
II.	Foreign Shareholders				
1	Organizations	-			
2	Individuals	-			
	Total	197	21.500.000	215.000.000.000	100

c) Change in the owner's equity: specify equity increases including public offerings, private offerings, bond conversions, warrant conversions, Issuance of bonus shares, shares dividend, etc.

In 2025, Vinh Ha Food Processing and Construction Joint Stock Company did not conduct any share capital increase.

d) Transaction of treasury stocks: Specify number of existing treasury stocks, list transactions of treasury stocks conducted for the year including trading times, prices and counter parties.

In 2025, Vinh Ha Food Processing and Construction Joint Stock Company did not carry out any transactions involving treasury shares.

e) Other securities: Specify other securities issues conducted during the year. Specify the number, characteristics of other types of floating securities and outstanding commitments of the Company to other individuals, organizations (including Company's staffs and managers) related to the securities issues.

In 2025, Vinh Ha Food Processing and Construction Joint Stock Company did not issue any other types of securities.

6. Environment-Social-Governance (ESG) Report of the Company

6.1. Environmental Impact:

Total direct and indirect GHG emission.

Measures and initiatives to reduce GHG emission.

6.2. Management of raw materials:

a) The total amount of raw materials used for the manufacture and packaging of the products as well as services of the organization during the year. None.

b) The percentage of materials recycled to produce products and services of the organization.

None.

6.3. /Energy consumption:

a) Energy consumption - directly and indirectly.

- Electricity consumption: approximately 180,000 kWh.

- Gasoline consumption: approximately 44,500 liters.

b) Energy savings through initiatives of efficiently using energy. There were no initiatives for efficient energy use.

c) The report on energy saving initiatives (providing products and services to save energy or use renewable energy), report on the results of these initiatives. None.

6.4. Water consumption (water consumption of business activities in the year).

a) Water supply and amount of water used.

Vinh Ha Food Processing and Construction Joint Stock Company purchases clean water from Hai Ba Trung Clean Water Trading Enterprise. The Company's average annual water consumption is approximately 700 m³.

b) Percentage and total volume of water recycled and reused. None.

6.5. Compliance with the law on environmental protection:

a) Number of times the company is fined for failing to comply with laws and regulations on environment.

Vinh Ha Food Processing and Construction Joint Stock Company always complies with environmental laws and regulations and has never been penalized for any violations.

b) The total amount to be fined for failing to comply with laws and regulations on the environment. Zero VND.

6.6. Policies related to employees.

a) Number of employees, average wages of workers.

In 2025, the average number of employees at the Company was 118, with an average annual income of VND 12,000,000 per person.

b) Labor policies to ensure health, safety and welfare of workers.

With the objective of ensuring worker safety from harmful and hazardous factors, and creating favorable working conditions to safeguard employees' health, improve productivity and product quality, and contribute to the Company's development, the protection of health, safety, and employee welfare has become a core socio-economic policy of the Company—an essential and inseparable part of its overall socio-economic development strategy.

c) Employee training

- The average number of training hours per year, according to the staff and classified staff

Vinh Ha Food Processing and Construction Joint Stock Company does not directly provide vocational training to employees but has supported training expenses for employees to attend professional skills improvement courses at training centers.

- Skill development and continuous learning programs are implemented to support employees in securing employment and advancing their careers.

The strong development of science, technology, and the knowledge economy, along with the ongoing reform process, will continue to drive the economic restructuring at a faster pace, with a broader scope and increasing complexity. Therefore, the goal of developing a highly skilled and qualified workforce is one of the Company's strategic breakthroughs. The Company consistently supports and encourages employees to participate in training programs related to expertise,

professional skills, and soft skills. In management meetings, the Board of Directors regularly promotes awareness and encourages employee participation in skill development activities.

6.7. Report on responsibility for local community.

Community investment activities and other community development initiatives, including financial support for community welfare.

Social responsibility is one of the top priorities of Vinh Ha Food Processing and Construction Joint Stock Company. Activities include donating one day's salary to support people in difficult circumstances, natural disaster and flood relief efforts, ...

6.8. Report on green capital market activities under the guidance of the State Securities Commission.

Note: (As for Section 6 of Part II of this Appendix, the company may set up a separate Sustainability Development Report, in which the items 6.1, 6.2 and 6.3 are not mandatory for companies operating in sector of finance, banking, securities and insurance).

Public companies are encouraged to apply the globally accepted reporting and disclosure standards in preparing their sustainability reports.

III. Reports and assessments of the Board of Management (the Board of Management reports and assesses the Company's situation through every facet)

The Board of Management's reports and assessments shall include at least the following contents:

1. Assessment of operating results

- General analysis of company's operations against the previous operating targets and results. In case of failing to meet the operating results and targets, the Board of Management must clearly state the reasons and their responsibilities for such results (if any).

2025 BUSINESS PERFORMANCE RESULTS

	Plan	Actual Performance	Compared to 2023
Revenue	VND 600 billion	VND 630 billion = 105% of plan	108.8%
Profit after tax	VND 6.88 billion	VND 6.93 billion = 100.7% of plan	140.3%
State budget contribution	VND 20 billion	VND 18.6 billion = 93% of plan	93.4%

- The Company's achievements.

Based on the 2025 business performance results, it is evident that despite the global impact of the Russia-Ukraine war, which led to the bankruptcy of thousands of companies, Vinh Ha Food Processing and Construction Joint Stock Company managed to diversify its business sectors to optimize profits, overcome difficulties, and stabilize operations, thereby affirming its market position.

In 2025, the Company continued to implement and expand several business models, such as: soybean trading; distribution of products from major manufacturers like Coca-Cola, Kimberly-Clark Vietnam; and other consumer goods... all of which have gradually entered stable operation.

2. Financial Situation

a) Assets

Analysis of assets and changes in assets (analysis and assessment of the efficiency of assets usage and bad receivable debts that affect operating results).

Unit: VND

Owner's equity	215,000,000,000
Financial reserve fund	-
Development investment fund	9,026,623,088
Bonus fund	145,769,394
Short-term investments	166,650,000,000
Joint venture and associated investments	15,141,369,600
Dividend distribution	-

b) Debt Payable

- Current debts, major changes of debts.

No.	Payables	Year-end Balance	Beginning-of-Year Balance
I.	Short-term liabilities	145,224,732,062	128,313,339,513
1.	Short-term payables to suppliers	11,876,099,531	37,526,133,054
2.	Advance from customers (short-term)	8,171,714,435	1,100,000,000
3.	Taxes and amounts payable to the State	245,302,698	1,072,010,458
4.	Payables to employees	-	51,632,228
5.	Short-term accrued expenses	631,199,818	115,879,081
6.	Unearned revenue (short-term)	4,109,075,265	5,545,577,633
7.	Other short-term payables	654,908,567	394,315,850
8.	Intercompany payables	-	-
9.	Short-term borrowings and lease liabilities	119,390,662,354	82,386,481,051
10.	Payables under construction contracts		
11.	Short-term provisions		
12.	Bonus and welfare fund	145,769,394	121,310,158
13.	Government bond trading transactions		
II.	Total long-term liabilities	669,439,405	1,455,471,225
1.	Advances from customers – long term	47,380,320	47,380,320
2.	Payables to suppliers – long term		
3.	Internal payables – long term		
4.	Unearned revenue – long term	340,909,085	1,159,090,905
5.	Other long-term payables	281,150,000	249,000,000
6.	Borrowings and finance lease liabilities – long term	-	-
7.	Deferred income tax liabilities	-	-

8.	Provision for severance pay	-	-
9.	Other long-term provisions	-	-
10.	Science and Technology Development Fund	-	-

3. Improvements in organizational structure, policies, and management.

According to each development phase of the Company, Vinh Ha Food Processing and Construction Joint Stock Company has strictly followed its enterprise restructuring plan to review, supplement, and retrain its workforce, ensuring that personnel are assigned in accordance with their qualifications and expertise. Rational workforce arrangement enables employees to maximize their capacity and improve the Company's business performance.

4. Development plans in future

- The Company regularly reviews, revises, supplements, and issues or proposes the issuance of internal regulations to enhance the efficiency and effectiveness of corporate governance in compliance with legal provisions and internal regulations.

- It strengthens inspection, supervision, and comprehensive control over all activities of its departments/divisions/subsidiaries; promptly proposes solutions to handle violations through audits and monitoring in accordance with regulations.

- It develops specific action programs and solutions for practicing thrift and combating wastefulness to improve operational efficiency.

- It regularly provides training and retraining to enhance the quality of its in-house workforce, while attracting suitably qualified human resources to meet the long-term and sustainable development needs of the Company. It also frequently evaluates, reorganizes, and restructures its organization for more effective operations.

- It proactively prepares action plans, scenarios, and concrete measures to mitigate the impacts of political, economic, and social fluctuations globally, regionally, and domestically over specific timeframes (monthly, quarterly, annually), as well as the complex developments of pandemics, natural disasters, and climate change. The Company assesses, summarizes, and implements remedial measures tailored to each impact.

- It prepares optimal financial strategies to perform business activities effectively, aiming to enhance its market reputation, competitive advantage, and operational efficiency.

- The Company accelerates the adoption and application of scientific, technical, and technological advancements in its business operations.

5. Explanation of the Board of Management for auditor's opinions (if any) - (In case the auditor's opinions are not unqualified).

6. Assessment Report related to environmental and social responsibilities of the Company

a. Assessment concerning the environmental indicators (water consumption, energy, emissions, etc.).

Environmental responsibilities remain a key concern of the Company. The Company ensures that electricity and water consumption is aligned with actual demand and the working environment, avoids wastefulness, and limits electricity use during peak hours. All electrical sources are turned off after working hours to prevent short circuits and fire hazards....

b. Assessment concerning the labor issues.

- Vinh Ha Food Processing and Construction Joint Stock Company always prioritizes health, occupational safety, and employee welfare. The Company organized comprehensive health check-ups for all employees during the year, believing that maintaining employee well-being is essential to productivity and product quality.

- The Company strictly complies with all employee policies and benefits, including social insurance (SI), health insurance (HI), unemployment insurance (UI), salary increases, and commendation policies...

- The average salary and bonus income of employees increases year after year.

- 100% of employees are fully and promptly enrolled in SI, HI, and UI without arrears; the Company has been recognized and commended by the City's Social Insurance Agency.

- A friendly working environment, occupational safety, and a civilized corporate culture are ensured.

- The Company regularly organizes training courses on occupational safety and fire prevention...

c. Assessment concerning the corporate responsibility for the local community.

Social responsibility is one of the top priorities of Vinh Ha Food Processing and Construction Joint Stock Company. Activities such as donating one day's salary to support people in hardship, and providing aid for natural disasters and storms, continue to be actively implemented...

IV. Assessments of the Board of Directors on the Company's operation (for joint stock companies)

1. Assessments of the Board of Directors on the Company's operation, including the assessment related to environmental and social responsibilities.

In 2025, the domestic and international markets experienced complicated developments due to the ongoing conflict between Russia and Ukraine, resulting in trade stagnation. The economy continued its restructuring process throughout the year and is expected to do so in the coming years, with increasing bad debt levels and even the bankruptcy of large enterprises. This gloomy economic picture persisted into 2025. Recognizing and assessing the situation, the Board of Directors and the General Director were proactive and prudent in their management, leading to business results in 2025 that are highly meaningful given the difficult economic conditions.

- Regarding project implementation, progress was delayed due to market factors, procedural issues, and complications from partners.

- In terms of capital and asset management for business operations, the Company has effectively utilized its capital, promptly supported growth needs, preserved capital and assets, and maintained a sound financial condition that was audited and assessed as accurate and compliant with accounting standards.

- In 2025, the Company performed well in labor, salary, and insurance policies.

2. Assessment of Board of Directors on Board of Management's performance

The Board of Directors has regularly supervised and guided the Executive Board's operations, offering maximum support to help the Executive Board take initiative and intensify business activities to fulfill annual targets.

Overall, the Executive Board has consistently followed the Company's annual direction and objectives, remained grounded in real-world conditions, and demonstrated proactiveness and flexibility in managing the Company's business operations.

The year 2025 marks a year of unity, effort, and determination by the Executive Board and all employees to overcome difficulties and challenges in fulfilling the tasks set forth in the resolutions of the General Meeting of Shareholders.

The coordination among the Board of Directors, the Executive Board, and the Supervisory Board was effectively conducted in accordance with the "Working Regulation between the Board of Directors, the Executive Board, and the Supervisory Board of the Company."

3. Plans and orientations of the Board of Directors

To maintain stability and development, create jobs for employees, and ensure suitable dividend payments for shareholders, the Board of Directors has outlined the following operational directions for 2026:

- Direct and manage the Company's operations to maintain stability and growth, and to achieve the business targets for 2026 approved by the General Meeting of Shareholders.
- Continue restructuring and optimizing the production organization to enhance operational efficiency.
- Keep reviewing and refining the Company's Charter and internal regulations to match the new circumstances.
- Pay attention to employees' welfare in terms of salary, bonuses, and health care policies...;
- Ensure shareholders' interests by paying dividends and facilitating access to Company information and shareholder contributions.
- Fulfill the corporate governance responsibilities of the Board of Directors in accordance with the Company Charter.

V. Corporate governance

1. Board of Directors

a) Members and structure of the Board of Directors: (The list of members of the Board of Directors, ownership percentages of voting shares and other securities issued by the company, the list of independent members and other members; the list of positions that a member of the Board of Directors at the Company hold at other companies).

No	Full Name	Position	Date of Birth	Shares Held and Authorized	Percentage (%)	Notes
1	Le Van Thanh	Chairman of the BOD	11/05/1965	Authorized Representative: 4,386,000 Personal: 1,000	20.4 0.005	
2	Nguyen Van Toan	Member	20/7/1978	Authorized Representative: 3,289,500 Personal: 9,300	15.3 0.04	

3	Luu Thu Tuyet Mai	Member	1965	Authorized Representative: 5,152,000	23.96	
4	Nguyen Anh Dung	Member	14/5/1974	Authorized Representative: 3,289,500 Personal: 3,300	15.3 0.02	
5	Đo Thi Hong Thuy	Member	26/7/1976	-	-	

- BIOGRAPHIES OF THE MEMBERS OF THE BOARD OF DIRECTORS

*** Chairman of the Board of Directors – Mr. Le Van Thanh**

Gender : Male

Date of Birth : May 11, 1965

Place of Birth : Binh Nghia, Ha Nam.

Nationality : Vietnamese

Citizen ID No. : 035065000347

Ethnicity : Kinh

Permanent Address : Apartment 1902, building CT1, office and residential area, 536a Minh Khai Street, Vinh Tuy Ward, Hanoi

Current Residence : Apartment 1902, building CT1, office and residential area, 536a Minh Khai Street, Vinh Tuy Ward, Hanoi

Education Level : 12/12

Professional Qualification : Bachelor's degree

Career History : - 05/1996–09/1998: Sales staff, Hecny Transportation (Vietnam)
- 10/1998–02/2001: Deputy Head of Sales, Hecny Transportation (Vietnam)
- 03/2001–12/2002: Specialist, Vinh Ha Transport, Construction and Food Processing Company
- 01/2003–12/2006: Accounting Specialist, Vinh Ha Transport, Construction and Food Processing Company
- 01/2007–10/2010: Accounting Specialist, Vinh Ha Construction and Food Processing Joint Stock Company
- 11/2010–12/2011: Deputy Head of Investment Planning Department, Vinh Ha Construction and Food Processing Joint Stock Company
- 01/2012–11/2014: Head of Investment Planning Department cum Secretary of the Board of Directors
- 01/2015–03/2015: Head of HR and Administration cum Secretary of the Board of Directors
- 04/2015–05/2020: Member of the BOD; Head of HR and Administration; Director of Gia Lam Food

Business Center
- 06/2020–Present: Chairman of the Board of Directors

Current Position : Chairman of the Board of Directors

Positions Held in Other Organizations : None

Legal Violations : None

Debts to the Company : None

Remuneration and Other Benefits : None

Benefits from the Company : None

Personal Shareholding : 1,000 shares

Authorized Representative Shares : 4,386,000 shares

Related Persons Holding Company Shares : 0 shares

*** Member of the Board of Directors – Mr. Nguyen Van Toan**

Gender : Male

Date of Birth : July 20, 1978

Place of Birth : Kinh Mon, Hai Phong

Nationality : Vietnamese

Ethnicity : Kinh

Citizen ID No. : 030078006499

Permanent Address : No. 4, Alley 550/9, Lane 550, Bach Dang Street, Hong Ha Ward, Hanoi

Current Residence : No. 4, Alley 550/9, Lane 550, Bach Dang Street, Hong Ha Ward, Hanoi

Education Level : 12/12

Professional Qualification : Civil Engineer; Master of Economics

Career History : - 07/2001–11/2001: Bidding Planning Department, Infrastructure Construction and Development Company (under Vietnam Agriculture and Rural Development Construction Corporation)
- 11/2001–05/2004: Worked in the Lao PDR on an irrigation construction project funded by the Government of Vietnam
- 06/2004–06/2005: Construction of a rehab and vocational training center in Thai Binh
- 07/2005–06/2010: Project Management Board, Tran Lam New Urban Area, Thai Binh City
- 07/2010–06/2011: Assistant to the General Director, Vinh Ha Construction and Food Processing JSC
- 07/2011–10/2016: Head of Project Management Board, Vinh Ha Construction and Food Processing JSC
- 11/2016–05/2020: Deputy General Director cum Head of Project Management Board

- 06/2020–Present: BOD Member; Deputy General Director cum Head of Project Management Board
- 05/2022–Present: BOD Member; General Director cum Head of Project Management Board

Current position : Member of the Board of Directors; General Director; Head of the Project Management Board.

Positions held in other organizations : None

Legal violations : None

Debts to the Company : None

Remuneration and other benefits : BOD remuneration

Number of personally held shares : 9,300 shares

Number of represented shares : 3,289,500 shares

Related persons holding the Company's shares : 0 shares

*** Member of the Board of Directors – Ms. Luu Thi Tuyet Mai.**

Gender : Female

Date of Birth : 1965

Place of Birth : Gia Lai

Citizen ID No. : 230479167

Nationality : Vietnamese

Ethnicity : Kinh

Permanent Address : 84 Tang Bat Ho, Yen Do Ward, Pleiku City, Gia Lai Province.

Education Level : 12/12

Current position : Member of the Board of Directors, Vinh Ha Construction and Food Processing Joint Stock Company.

Legal violations : None

Remuneration and benefits : BOD remuneration

Related interests in the Company : None

Debts to the Company : None

Number of personally held shares : 0 shares

Number of represented shares : 5,152,000 shares

Related persons holding the Company's shares : 0 shares

*** Member of the Board of Directors – Ms. Do Thi Hong Thuy.**

Gender : Female

Date of Birth : July 26, 1976

Place of Birth : Thai Binh (Today is Hung Yên Province).

Citizen ID No. : 034176001822

Nationality : Vietnamese

Ethnicity : Kinh

Permanent Address : No. 60, Alley 156, Le Trong Tan Street, Phuong Liet ward, Hanoi.

Education Level : 12/12

Current position : Member of the Board of Directors, Vinh Ha Construction and Food Processing Joint Stock Company.

Legal violations : None

Remuneration and benefits : BOD remuneration
 Related interests in the Company : None
 Debts to the Company : None
 Number of personally held shares : 0 shares
 Number of represented shares : 0 shares
 Related persons holding the : 0 shares
 Company's shares

*** Member of the Board of Directors – Mr. Nguyen Anh Dung**

Gender : Male
 Date of Birth : May 14, 1974
 Place of Birth : Bac Ninh
 Citizen ID No. : 027074000177
 Nationality : Vietnamese
 Ethnicity : Kinh
 Permanent Address : No. 8, Alley 54, An Duong, Hong Ha ward, Hanoi.
 Education Level : 12/12
 Current position : Member of the Board of Directors, Vinh Ha Construction and Food Processing Joint Stock Company.

Legal violations : None
 Remuneration and benefits : BOD remuneration
 Related interests in the Company : None
 Debts to the Company : None
 Number of personally held shares : 3,300 shares
 Number of represented shares : 3,289,500 shares
 Related persons holding the : 0 shares
 Company's shares

b) The committees of the Board of Directors: (The list of the subcommittees of the Board of Directors and list of members of each subcommittee).

Vinh Ha Construction and Food Processing Joint Stock Company does not have any subcommittees under the Board of Directors.

c) Activities of the Board of Directors: Assessing activities of the Board of Directors and specifying the number of Board of Directors meetings, their contents and results.

- Meetings of the Board of Directors:

No.	Member of the BOD	Position	Attendance	Rate	Reason for Absence	Notes
1	Mr. Le Van Thanh	Chairman	12/12	100%		
2	Ms. Luu Thi Tuyet Mai	Member	11/12	92%	Business trip	
3	Ms. Do Thi Hong Thuy	Member	12/12	100%		
4	Mr. Nguyen Van Toan	Member	12/12	100%		
5	Mr. Nguyen Anh Dung	Member	12/12	100%		

d) Activities of the Board of Directors independent members. Activities of the Board of Directors' subcommittees: (Assessing activities of the subcommittees of the Board of Directors, specifying the number of meetings of each subcommittee, their contents and results).

- Non-executive members of the Board of Directors have actively participated in the overall governance of the Company as well as in collaboration with the Executive Board. They have contributed objective assessments and opinions aimed at strengthening the Company's corporate governance, while also fulfilling the duties assigned to the Board of Directors by the General Meeting of Shareholders.

- The Board of Directors of Vinh Ha Construction and Food Processing Joint Stock Company does not have any sub-committees.

e) The list of members of the Board of Directors possessing certificates on corporate governance. The list of members of the Board of Directors participating in corporate governance training programs in the year.

No.	Full name	Position	Date of issuance

2. Board of Supervisors/Audit Committee

a) Members and structure of the Board of Supervisors/ Audit Committee: (The list of members of the Board of Supervisors, ownership percentages of voting shares and other securities issued by the company).

Full Name	Position	Date of Birth	Number of Shares Held	Ownership Rate (%)
Nguyen Thi Trang	Head of Supervisory Board	20/8/1985		
Hoang Hung	Member	19/11/1977		
Vu Dieu Thuy	Member	07/01/1981		

- CURRICULUM VITAE OF SUPERVISORY BOARD MEMBERS

* Head of the Supervisory Board – Ms. Nguyen Thi Trang

Gender : Female
Date of Birth : August 20, 1985
Place of Birth : Hai Phong
Citizen ID No. : Vietnam
Nationality : Kinh
Ethnicity : 030185007591
Permanent Address : Apartment 1903, HH01 Linh Nam Residential Building, Vinh Tuy Ward, Hanoi
Current Position : Member of the Supervisory Board
Position held in other organizations : Deputy Head of Accounting Department – Mesa Asia Pacific Trading services Company Ltd
Legal violations : None
Remuneration and other benefits : Supervisory Board remuneration
Outstanding liabilities to the Company : None
Related interests to the Company : None
Number of personally held shares : 0 shares
Number of represented shares : 0 shares

Related persons holding the : 0 shares

Company's shares

*** Member of the Supervisory Board – Mr. Hoang Hung**

Gender : Male
Date of Birth : November 19, 1977
Place of Birth : Ho Chi Minh City
Nationality : Vietnamese
Ethnicity : Kinh
Citizen ID No. : 023077942
Permanent Address : 4A Ngo Van Nam Street, Ben Nghe Ward, District 1, Ho Chi Minh City
Current Position : Member of the Supervisory Board
Position held in other organizations : Chairman of the Board of Directors – Hai Ha Confectionery Joint Stock Company
Legal violations : None
Remuneration and other benefits : Supervisory Board remuneration
Outstanding liabilities to the Company : None
Related interests to the Company : None
Number of personally held shares : 0 shares
Number of represented shares : 0 shares
Related persons holding the Company's shares : 0 shares

*** Member of the Supervisory Board – Ms. Vu Dieu Thuy**

Gender : Female
Date of Birth : January 7, 1981
Place of Birth : Hanoi
Nationality : Vietnamese
Ethnicity : Kinh
Citizen ID No. : 001181024551
Permanent residence : Apartment 3214, Building S2, Vinhomes Skylake, Hamlet 17, Cầu Giấy Ward, Hanoi
Current residence : Apartment 3214, Building S2, Vinhomes Skylake, Hamlet 17, Cầu Giấy Ward, Hanoi
Career History : - 07/2000 – 03/2014: Accountant at Thanh Tri Food Trading Company (now Thanh Tri Food Business Center).
- 04/2014 – 09/2016: Chief Accountant at Thanh Tri Food Business Center.
- 10/2016 – 7/2022: Deputy Director and Chief Accountant at Thanh Tri Food Business Center.
- 7/2022 – present: Director of Thanh Tri Food Business Center.
Current Position : Member of the Supervisory Board
Position held in other organizations : None
Legal violations : None
Remuneration and other benefits : Supervisory Board remuneration
Outstanding liabilities to the Company : None
Related interests to the Company : None

Number of personally held shares : 0 shares
 Number of represented shares : 0 shares
 Related persons holding the : 0 shares
 Company's shares

b) Activities of the Board of Supervisors/ Audit Committee: (Assessing activities of the Board of Supervisors/ Audit Committee, specifying the number of Board of Supervisors'/ Audit Committee's meetings, their contents and results).

- The Supervisory Board consists of 03 members, who have fulfilled their duties in accordance with the Operating Regulations of the Supervisory Board.

- A representative of the Supervisory Board has fully participated in and contributed opinions at the meetings of the Board of Directors, closely following the Company's operations, development orientation, and the implementation of the 2025 Annual General Meeting of Shareholders' resolution.

- Reviewed the reports on management and operations, as well as the audited financial statements for 2025 of the Company.

- Examined the leadership and implementation of the activities of the Board of Directors as well as the performance of the Executive Management Board.

- Meetings of Board of Supervisors or Audit Committee

No.	Members of Board of Supervisors/ Audit Committee	Number of meetings attended	Attendance rate	Voting rate	Reasons for absence
1	Mrs. Nguyen Thi Trang	02/02	100%	100%	
2	Mrs. Vu Dieu Thuy	02/02	100%	100%	
3	Mr. Hoang Hung	02/02	100%	100%	

3. Transactions, remunerations and benefits of the Board of Directors, Board of Management and Board of Supervisors/ Audit Committee

a) Salary, rewards, remuneration and benefits; (Salary, rewards, remuneration and other benefits and expenses for each member of the Board of Directors, the Board of Supervisors/ Audit Committee, Director and General Director and managers. Values of such remuneration, benefits and expenses shall be disclosed in detail for each person. Nonmaterial benefits which have not been/cannot be quantified by cash shall be listed and explained).

- Salary: The Company implements the salary payment scheme registered with the Hanoi Department of Labor, Invalids and Social Affairs, which has been applied in recent years.

- Remuneration and benefits: The Company complies with the resolution of the General Meeting of Shareholders, specifically:

- Remuneration for the Board of Directors and the Supervisory Board:

No.	Description	Full name	Annual Remuneration
I	Board of Directors Remuneration	Nguyen Van Toan	VND 36,000,000

		Luu Thi Tuyet Mai	VND 36,000,000
		Đo Thi Hong Thuy	VND 36,000,000
		Nguyen Anh Dung	VND 36,000,000
II	Supervisory Board Remuneration	Nguyen Thi Trang	VND 24,000,000
		Hoang Hung	VND 24,000,000
		Vu Dieu Thuy	VND 24,000,000

b) Share transactions by internal shareholders: (Information about share transactions of members of Board of Directors, members of the Board of Supervisors/ Audit Committee, Director (General Director), Chief Accountant, the company's managers, secretaries, major shareholders and their affiliated persons).

No.	Transaction executor	Relationship with internal persons	Number of shares owned at the beginning of the period		Number of shares owned at the end of the period		Reasons for increasing, decreasing (buying, selling, converting, rewarding, etc.)
			Number of shares	Percentage	Number of shares	Percentage	
1	Bui Thi Thu Hien	internal persons	19.000	0,088	45.500	0,21	Investment portfolio structure

c) Contracts or transactions with internal shareholders: Information about the contracts, or transactions signed or executed in the year by the members of the Board of Directors, Board of Supervisors/ Audit Committee, Director (General Director), managers and affiliated persons with the Company, subsidiaries, and other companies in which the Company holds the control right.

No.	Name of Organization /Individual	Relationship with the Company	Business Registration No. *, Date of Issue, Place of Issue	Head Office / Contact Address	Time of Transaction with the Company	Resolution/Decision No. of GMS/BOD, etc. (if any, specify date of issuance)	Content, Quantity, Total Transaction Value	Note
1	Yen Bai Food Joint Stock Company	Together with the parent company (Northern Food Corporation)	5200345716 13/8/2025 Business Department – Lao Cai Provincial Department of Finance	No. 148 Tran Hung Dao Street, Yen Bai Ward, Lao Cai Province	09/10/2025	30/NQ-HĐQT-VHF 08/10/2025	Principle contract for the sale of goods: cassava chips, 2000 tons, transaction value: 11,235,000,000 VND	
2	Tuyen Quang Food Joint Stock Company	Together with the parent company (Northern Food Corporation)	5000275324 04/7/2023 Business Registration Office – Tuyen Quang Provincial Department of Planning and Investment	No. 3 Tran Hung Dao Street, Group 2, Minh Xuan Ward, Tuyen Quang Province	15/10/2025	32/NQ-HĐQT-VHF 14/10/2025	Preliminary goods purchase agreement: Soybeans, quantity 25 tons, transaction value: 365,000,000 VND	
3	Song Hong Food Joint Stock	Together with the parent company	1000317993 19/12/2024 Business Registration	No. 155 Le Loi Street, De Tham	17/10/2025	35/NQ-HĐQT-VHF 16/10/2025	Preliminary goods purchase agreement:	

	Company	(Northern Food Corporation)	Office – Thai Binh Provincial Department of Planning and Investment	Ward, Thai Binh City, Thai Binh Province			dried cashew nuts, quantity 600,000 kg, transaction value: 27,846,000,000 VND	
4	Tuyen Quang Food Joint Stock Company	Together with the parent company (Northern Food Corporation)	5000275324 04/7/2023 Business Registration Office – Tuyen Quang Provincial Department of Planning and Investment	No. 3 Tran Hung Dao Street, Group 2, Minh Xuan Ward, Tuyen Quang Province	20/10/2025	37/NQ-HĐQT-VHF 17/10/2025	Preliminary goods purchase agreement: Soybeans, quantity 25 tons, transaction value: 365,000,000 VND	

d) Assessing the Implementation of regulations on corporate governance: (Specifying the contents which have not been implemented in accordance with the laws on corporate governance, specifying reasons and solutions to improve the efficiency of corporate governance).

In 2025, Vinh Ha Food Processing and Construction Joint Stock Company had no issues of non-compliance with corporate governance regulations.

VI. Financial statements

1. Auditor's opinions

In our opinion, the consolidated financial statements present fairly, in all material respects, the consolidated financial position of Vinh Ha Food Processing and Construction Joint Stock Company as at December 31, 2025, as well as the consolidated results of its operations and consolidated cash flows for the year then ended, in accordance with Vietnamese Accounting Standards, the Vietnamese Corporate Accounting System, and other relevant legal regulations governing the preparation and presentation of consolidated financial statements.

2. Audited financial statements (Audited annual financial statements include: Balance sheet; Income statement; Cash flow statement; Financial Statements Explanation. In case the company has to prepare consolidated or general Financial Statements in accordance with the law on accounting and audit, the Financial Statements presented in the Annual Reports shall be the consolidated Financial Statements; and clearly state the addresses where the financial statements of the parent company to be published and provided).

Vinh Ha Food Processing and Construction Joint Stock Company has published the 2025 audited financial statements on the Company's website, at the address: <http://www.vinhha.com.vn>.

Recipients:

- As addressed above.
- Archived: VT.

CONFIRMATION BY THE COMPANY'S LEGAL REPRESENTATIVE

(Signed, full name and stamped))



Nguyen Van Toan

