

HASYNPAINTCO
AGENDA
2026 ANNUAL GENERAL MEETING OF SHAREHOLDERS
HANOI SYNTHETIC PAINT JOINT STOCK COMPANY

Time: 09:00 AM, April 16, 2026

Location: Hall of the Headquarters of Hanoi Synthetic Paint Joint Stock Company

I. Opening of the General Meeting

1. Flag Saluting ceremony - Opening Remarks.
2. Introduction of the Chairman of the Board of Directors (BOD) as the Chairperson of the General Meeting of Shareholders.
3. The Chairperson:
 - Introduces the list of members for the Supervisory and Election Committee.
 - The General Meeting approves the Supervisory and Election Committee.
4. The Supervisory and Election Committee checks and announces the eligibility of attending shareholders to proceed with the Meeting.
5. The Chairperson appoints the Secretary.

II. The Chairperson of the BOD Presides over the Meeting:

1. Submit the General Meeting Agenda for approval.
2. Report from the Board of Directors of Hanoi Synthetic Paint Joint Stock Company.
3. Report on the Summary of Business and Production Activities in 2025 and Orientations for the 2026 Plan.
4. Summary of the Audited 2025 Financial Statement; proposal for Profit Distribution and Dividend Payment Plan for 2025.
5. Report from the Supervisory Board.
6. Selection of the Auditing Firm for the 2026 Financial Statements.
7. Approval of the 2025 Remuneration Report for the BOD and Supervisory Board; Approval of the 2026 Remuneration and Expense Budget for the BOD and Supervisory Board activities.
8. Election of the Board of Directors for the 2026–2031 Term.
9. Election of the Supervisory Board for the 2026–2031 Term.
10. Amendments to the Company's Charter.
11. Discussion on the cessation of operations of representative offices and branches.
12. Other matters (if any).

III. Discussion

IV. Voting

Voting on the contents mentioned above.

V. Approval of the Minutes and Resolution of the General Meeting

VI. Closing Ceremony



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RESOLUTION 2026 ANNUAL GENERAL MEETING OF SHAREHOLDERS HANOI SYNTHETIC PAINT JOINT STOCK COMPANY

Pursuant to:

- The Law on Enterprises No. 59/2020/QH14 dated June 17, 2020, passed by the XIVth National Assembly of the Socialist Republic of Vietnam.
- The Charter of Organization and Operation of Hanoi Synthetic Paint Joint Stock Company.
- The Minutes of the Annual General Meeting of Shareholders (AGM) of Hanoi Synthetic Paint Joint Stock Company dated April 16, 2026.

RESOLVED:

Article 1:

1. Approval of the Report of the Board of Directors (BOD) of Hanoi Synthetic Paint Joint Stock Company.
2. Approval of the 2025 Business Performance Summary and the 2026 Business Plan Orientations.
 - 2025 Business Results:
 - Revenue: 433,056,889,672 VND
 - Profit Before Tax: 25,874,308,339 VND
 - 2026 Business Plan:
 - Revenue Target: 450,000,000,000 VND
 - Profit Before Tax Target: 16,000,000,000 VND
3. Approval of the 2025 Financial Statements audited by CPA Vietnam Auditing Co., Ltd.
4. Approval of the 2025 Profit Distribution and Dividend Payment Plan:

Items	Value (VND)
Charter Capital (as of Dec 31, 2025)	120,270,860,000
Total Accrued Profit in 2025	25,874,308,339
Of which: Unrealized gain from foreign exchange revaluation (non-taxable/non-distributable)	5,854,381
Corporate Income Tax (CIT) Payable	5,334,111,329
Remaining Profit for Distribution	20,534,342,629
Profit carried forward from 2024	10,613,014
Total Undistributed Profit as of Dec 31, 2025	20,534,342,629
Provision for Development & Investment Fund	2,053,434,263
Provision for Bonus & Welfare Fund	1,027,201,163
Remaining Profit for Cash Dividend Payment	17,453,707,203



Items	Value (VND)
Dividend Payout Ratio (on Charter Capital)	14.51%
Method of Payment	Cash or Bank Transfer

The AGM authorizes the BOD to organize and execute the dividend payment.

5. Approval of the 2025 Supervisory Board Report.
6. Approval to authorize the BOD to select an auditing firm for the 2026 Financial Statements.
7. Approval of the 2025 Remuneration and Operating Expenses for the BOD and SB totaling 600,000,000 VND; and the 2026 Remuneration and Expense Plan estimated at 600,000,000 VND.
8. Approval of the 2026 Amendments to the Company Charter, including the update of the registered address to: Van Village, Thanh Liet Ward, Hanoi.
9. Approval of the election results for the BOD (Term 2026–2031): 05 members.
10. Approval of the election results for the SB (Term 2026–2031): 03 members.
11. Approval of the termination of operations for the Company's Representative Offices and Branches.



Article 2:

This Resolution was approved in full by the 2026 Annual General Meeting of Shareholders and takes effect from April 16, 2026. The Board of Directors, Supervisory Board, and General Director are assigned to implement this Resolution.

**ON BEHALF OF THE GENERAL MEETING OF
SHAREHOLDERS CHAIRPERSON**

NGUYEN THIEN AI

Recipients:

- *Board of Directors*
- *Board of Management*
- *Supervisory Board*
- *Archives*

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ELECTION REGULATIONS

BOARD OF DIRECTORS AND SUPERVISORY BOARD MEMBERS (TERM 2026-2031) AT THE 2026 ANNUAL GENERAL MEETING OF SHAREHOLDERS HANOI SYNTHETIC PAINT JOINT STOCK COMPANY

- Pursuant to the Law on Enterprises.
- Pursuant to the Charter of Hanoi Synthetic Paint Joint Stock Company.

The election of members of the board of directors (bod) and the supervisory board (sb) for the 2026–2031 term of hanoi synthetic paint joint stock company shall be conducted according to these regulations, as approved by the 2026 annual general meeting of shareholders (agm).

The specific contents are as follows:

Article 1: Election Principles

1.1 General Principles:

- Public and Direct: Election shall be conducted publicly and directly via secret ballot.
- Non-Cumulative Voting: Election shall be conducted through a direct (non-cumulative) voting method.

1.2 Eligible Voters: Shareholders or legally authorized representatives as finalized in the shareholder list on April 3, 2026.

1.3 Responsibility of the Chairperson: The Chairperson of the Meeting is responsible for presiding over the election process, including:

- Establishing the list of candidates for the BOD and SB for approval and election by the Meeting.
- Supervising the voting and vote-counting process.

Article 2: Quantity

2.1 Composition:

- Board of Directors (2026–2031): 05 members (including 01 Independent Member); Term: 05 years.
- Supervisory Board (2026–2031): 03 members; Term: 05 years.

2.2 Criteria: Qualifications and conditions for members of the BOD and SB shall comply with Article 155 and Article 169 of the Law on Enterprises.

Article 3: Nomination, Candidacy, and Candidate Dossiers

Pursuant to Notice No. 37/2026/TB/HĐQT dated March 16, 2026, only candidates whose dossiers meet the requirements set forth in said notice shall be included in the candidate list announced at the 2026 AGM.



Article 4: Voting Procedures

4.1 Ballots: Every attending shareholder shall be issued ballots for the BOD and SB. Each ballot includes the shareholder's name, code, and the total number of shares owned and represented.

- Pink Ballot: For electing the Board of Directors (stamped by the Company).

- Blue Ballot: For electing the Supervisory Board (stamped by the Company).

4.2 Invalid Ballots:

- Ballots not issued by the Organizing Committee.
- Torn or erased ballots.
- Ballots without the shareholder's signature.
- Ballots where the total number of voting shares exceeds the actual shares owned/represented.

4.3 Marking the Ballot: Follow the instructions printed directly on the ballot.

Article 5: Vote Counting

Counting shall be conducted immediately after the voting period ends.

A Vote Counting Minutes shall be prepared and reported before the General Meeting.

Ballots shall be sealed and handed over to the Chairperson.

Article 6: Principles for Determining Elected Members

Candidates shall be determined as elected based on the number of votes received, ranked from highest to lowest, until the required 05 BOD members and 03 SB members are reached.

Article 7: Effectiveness

These Election Regulations for the BOD and SB (2026–2031 term) shall take effect immediately upon approval by the 2026 AGM and shall apply only to this specific Meeting.

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



NGUYEN NGOC ANH

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VOTING BALLOT



**MEMBERS OF THE BOARD OF DIRECTOR FOR THE 2026 – 2031
TERM AT THE 2026 ANNUAL GENERAL MEETING OF SHAREHOLDERS
HANOI SYNTHETIC PAINT JOINT STOCK COMPANY**

Shareholder Name:

Total shares owned and represented:

Total voting rights:

TT	Candidates for the Board of Director (In alphabetical order)	Number of Votes
1		
2		
3		
4		
5		
	TOTAL	

Voting Instructions:

- Number of Supervisory Board members to be elected: 05 members.
- Cumulative voting is not applied.
- Shareholders may vote for one or multiple candidates on the list.
- Abstention (leaving the ballot blank) is permitted.
- The total number of votes cast must not exceed the total shares owned and represented.
- The shareholder must sign the ballot.

Hanoi, April, 2026
SHAREHOLDER

HASYNPAINTCO

VOTING BALLOT



**MEMBERS OF THE SUPERVISORY BOARD FOR THE 2026 - 2031
TERM AT THE 2026 ANNUAL GENERAL MEETING OF SHAREHOLDERS
HANOI SYNTHETIC PAINT JOINT STOCK COMPANY**

Shareholder Name:

Total shares owned and represented:

Total voting rights:

TT	Candidates for the Supervisory Board (In alphabetical order)	Number of Votes
1		
2		
3		
	TOTAL	

Voting Instructions:

- Number of Supervisory Board members to be elected: 03 members.
- Cumulative voting is not applied.
- Shareholders may vote for one or multiple candidates on the list.
- Abstention (leaving the ballot blank) is permitted.
- The total number of votes cast must not exceed the total shares owned and represented.
- The shareholder must sign the ballot.

Hanoi, April, 2026

SHAREHOLDER

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CURRICULUM VITAE

Hình 3x4

CANDIDATE FOR THE BOARD OF DIRECTORS

Term: 2026 – 2031



I. PERSONAL INFORMATION.

1. Full Name: Gender:
2. Date of Birth:/...../..... Nationality:
3. ID/Passport No.: Date of Issue: Place of Issue:
4. Permanent Address:
5. Contact Address:
6. Phone Number:

II. SHAREHOLDING STATUS IN THE COMPANY

- Number of shares held: shares (Percentage:%)
- Number of authorized/represented shares: shares (Percentage:%)
 - Representing Individual(s):
 - Representing Organization(s):

III. EDUCATION & QUALIFICATIONS

- General Education: 12/12
- Professional Qualification: (e.g., Bachelor of Accounting, Master of Corporate Finance, CPA, etc.)
- Other Certificates:

IV. WORKING EXPERIENCE

Period	Organization	Position	Main Responsibilities

V. FAMILY RELATIONSHIPS: Father, mother, spouse, siblings, and children

I hereby certify and undertake that I have not violated any laws. I shall take full responsibility before the Law for the accuracy and authenticity of the information declared above, as well as for all my personal degrees, certificates, and documents.

Nominee
(signed)



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CURRICULUM VITAE

CANDIDATE FOR THE SUPERVISORY BOARD
HANOI SYNTHETIC PAINT JOINT STOCK COMPANY

Term: 2026 – 2031

Hình 3x4

I. PERSONAL INFORMATION.

1. Full Name: Gender:
2. Date of Birth:/...../..... Nationality:
3. ID/Passport No.: Date of Issue:.....Place of Issue:.....
4. Permanent Address::
5. Contact Address::
6. Phone Number:

II. SHAREHOLDING STATUS IN THE COMPANY

- Number of shares held: shares (Percentage:%)
- Number of authorized/represented shares: shares (Percentage:%)
 - Representing Individual(s):
 - Representing Organization(s):

III. EDUCATION & QUALIFICATIONS

- General Education: 12/12
- Professional Qualification: (e.g.,
Bachelor of Accounting, Master of Corporate Finance, CPA, etc.)
- Other Certificates:

IV. WORKING EXPERIENCE

Period	Organization	Position	Main Responsibilities

V. FAMILY RELATIONSHIPS: Father, mother, spouse, siblings, and children

I hereby certify and undertake that I have not violated any laws. I shall take full responsibility before the Law for the accuracy and authenticity of the information declared above, as well as for all my personal degrees, certificates, and documents.

Nominee
(signed)

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HASYNPAINTCO
AGM 2026

VOTING BALLOT

Shareholder Name:

Total Number of Voting Shares:

CÔNG TY CỔ PHẦN SƠN TỔNG HỢP HÀ NỘI
HANOI SYNTHETIC PAINT JOINT STOCK COMPANY

Thôn Văn, Xã Thanh Liệt, Huyện Thanh Trì, Thành phố Hà Nội, Việt Nam
Van Village, Thanh Liet Commune, Thanh Tri District, Hanoi City, Vietnam

BÁO CÁO TÀI CHÍNH TÓM TẮT NĂM 2025 (ĐÃ KIỂM TOÁN)

Summary Financial Report for the Year 2025 (Audited)

Chỉ tiêu Item	31/12/2025	31/12/2024
(1)	(2)	(3)
A. TÀI SẢN NGẮN HẠN/A. CURRENT ASSETS	206,974,472,788	208,582,994,867
I. Tiền và các khoản tương đương tiền	45,344,118,877	90,111,757,334
I. Cash and cash equivalents		
II. Các khoản đầu tư tài chính ngắn hạn	58,000,000,000	25,000,000,000
II. Short-term investments		
III. Các khoản phải thu ngắn hạn	17,938,720,143	24,295,744,541
III. Short-term accounts receivable		
IV. Hàng tồn kho	84,017,808,497	69,053,625,741
IV. Inventories		
V. Tài sản ngắn hạn khác	1,673,825,271	121,867,250
V. Other current assets		
B - TÀI SẢN DÀI HẠN/B - NON- CURRENT ASSETS	20,226,104,291	20,239,750,619
I. Đầu tư tài chính dài hạn		
I.		
1. Đầu tư nắm giữ đến ngày đáo hạn		
1. Buy and hold until maturity		
II. Tài sản cố định	19,260,060,070	19,027,255,763
II. Fixed assets		
(220 = 221 + 224 + 227 + 230)		
- Nguyên giá	119,573,263,351	117,558,620,968
- Cost		
- Giá trị hao mòn lũy kế (*)	(100,313,203,281)	(98,531,365,205)
- Accumulated depreciation (*)		
III. Các khoản phải thu dài hạn		
III. Long-term receivables		
1. Trả trước cho người bán dài hạn		
1. Long-term advances to suppliers		
VI. Tài sản dài hạn khác	966,044,221	1,212,494,856
VI. Other long-term assets		
(260 = 261 + 262 + 268)		
1. Chi phí trả trước dài hạn	966,044,221	1,212,494,856
1. Long-term prepaid expenses		
TỔNG CỘNG TÀI SẢN/TOTAL ASSETS	227,200,577,079	228,822,745,486
(A+B)		
A - NỢ PHẢI TRẢ/A - LIABILITIES	29,832,950,885	32,188,700,554
I. Nợ ngắn hạn/Current liabilities	29,832,950,885	32,188,700,554
Vay ngắn hạn quá hạn trả		
Short-term overdue loan		
II. Nợ dài hạn/Long-term liabilities		
B. VỐN CHỦ SỞ HỮU/B. OWNER'S EQUITY	197,367,626,194	196,634,044,932



Chỉ tiêu Item	31/12/2025	31/12/2024
(1)	(2)	(3)
I. Vốn chủ sở hữu		
I. Equity	197,367,626,194	196,634,044,932
1. Vốn đầu tư của chủ sở hữu		
1. Owners' shares capital	120,270,860,000	120,270,860,000
2. Thặng dư vốn cổ phần		
2. Ordinary shares capital	14,060,000,000	14,060,000,000
3. Quỹ đầu tư phát triển		
3. Investment and development fund	39,195,797,496	38,151,435,908
4. Lợi nhuận sau thuế chưa phân phối		
4. Undistributed earnings	20,550,810,024	20,861,590,350
5. Quỹ khác thuộc vốn chủ sở hữu		
5. Other funds belonging to owners' equity	3,290,158,674	3,290,158,674
II. Nguồn kinh phí và quỹ khác		
II. Other capital and funds	-	-
1. Nguồn kinh phí		
1. Subsidized not-for-profit funds		-
TỔNG CỘNG NGUỒN VỐN/TOTAL RESOURCES (A+B)	227,200,577,079	228,822,743,486
Kết quả kinh doanh		
Financial results		
-Số lượng sản phẩm Sơn các loại: (Tấn)	5,527	
- The quantity of paint products: (Tons)		
-Tổng Doanh thu	433,056,889,672	417,333,864,331
- Total revenue		
-Tổng Chi phí	407,182,581,333	390,942,291,576
- Total cost		
-Tổng lãi	25,874,308,339	26,391,572,755
- Total profit		
Thuế và các khoản phải nộp nhà nước/Taxes and other amounts payable to the state		
- Tổng Số thuế còn phải nộp đầu năm	1,235,309,479	2,294,571,455
- Total tax payable at the beginning of the year		
-Tổng Số thuế phải nộp trong năm	17,143,571,650	18,804,350,451
-Total tax payable for The year		
-Tổng số thuế đã nộp	16,631,453,770	19,863,612,427
-Total taxes paid		
-Số chuyển sang năm sau	1,747,427,359	1,235,309,479
- Tax payable carried forward to the next year		

Kế toán trưởng
Chief accountant

[Signature]

KẾ TOÁN TRƯỞNG
Phạm Thu Hà

Tổng Giám đốc
General Director
CÔNG TY CỔ PHẦN SƠN TỔNG HỢP HÀ NỘI
H. THANH TRÌ - T.P HÀ NỘI
[Signature]
Nguyễn Ngọc Anh

PHƯƠNG ÁN PHÂN CHIA LỢI NHUẬN năm 2025
PROFIT DISTRIBUTION PLAN FOR 2025

STT	Chỉ tiêu	Target	Phương án phân chia lợi nhuận năm 2025
			Profit Distribution Plan for 2025
1	Vốn điều lệ	Charter Capital	120,270,860,000
2	Tổng lợi nhuận phát sinh năm 2025	Total generated profit	25,874,308,339
3	Trong đó lãi tỷ giá đánh giá lại tiền gửi NH cuối kỳ không phải nộp thuế TNDN và không được chia cổ tức	The foreign exchange revaluation interest on bank deposits at the end of the period is not subject to corporate income tax and cannot be distributed as dividends.	5,854,381
4	Thuế TNDN phải nộp	Corporate Income Tax Payable	5,334,111,329
5	Lợi nhuận còn lại để phân phối	Remaining profit for distribution	20,534,342,629
6	Lợi nhuận năm 2024 chuyển sang	The profit for the year 2024 is carried forward	10,613,014
7	Tổng lợi nhuận chưa phân phối tại ngày 31-12-2025	Retained earnings as of December 31, 2025.	20,534,342,629
8	Trích quỹ đầu tư phát triển	Profit distribution into the development investment	2,053,434,263
9	Trích quỹ khen thưởng phúc lợi	Profit distribution into the reward and welfare fund.	1,027,201,163
10	Lợi nhuận còn lại chia cho cổ đông hiện hữu bằng tiền mặt	The remaining profit is distributed to existing shareholders in cash	17,453,707,203
11	Tương ứng	Corresponding	14.512%

Kế toán trưởng
Chief accountant

Phạm Thu Hà



Tổng Giám đốc
General Director

Nguyễn Ngọc Anh

Hanoi, 21 Mar 2026

REPORT
SUMMARY OF PRODUCTION AND BUSINESS WORK IN 2025
AND THE ORIENTATION OF THE PLAN 2026

I. SUMMARY OF PRODUCTION AND BUSINESS WORK IN 2025

Production and business in 2025 will achieve the following basic targets:

	Criteria	Unit	Year 2024	Plan for 2025	Implementation in 2025	Rate (%)	
						Plan	Year 2024
			(1)	(2)	(3)	(3/2)	(3/1)
1	Total consumption	Tons	5.373	6.000	5.527	92,1	102,9
2	Revenue	Billion VND	417,3	440	433,1	98,5	103,8
3	Profit before tax	Billion VND	26,39	14	25,88	184,9	98
4	Basic earnings per share	VND	1.727		1.708		

The production and business situation in 2025 will continue to have many difficult and challenging fluctuations, the Russia-Ukraine war will continue, and at the same time, conflicts in the Middle East, Israel – Palestine, US-China trade competition, the US will increase the imposition of import taxes on all countries (including Vietnam), which will have a great impact on the global economy, especially the Asian region. The business situation of the paint industry in Vietnam in 2025 will continue to face difficulties, scarce raw materials and high prices. In 2025, due to the impact of prolonged storms and floods in Vietnam, the demand for the entire paint market in Vietnam will decline sharply. Raw material prices are often at a high level combined with a sharp increase in the foreign exchange rate of the US dollar, making product prices always in a high state.

In the midst of difficulties in 2025, with the reasonable and timely direction of the Board of Directors, the Board of Directors along with the efforts of all employees of the company, the company's production and business results in 2025 have achieved the following results:

1. Marketing, Sales

- Continue to develop the **Son Dai Bang** brand with Zinc-Stainless Steel Z-paint brands, Finik Paint, Dai Bang Epoxy Paint, Chitah Paint – super fast drying; Maintain large billboard advertising on a number of highways, gateways and centers of developing provinces, increasing brand recognition; Continuously update detailed product information as well as complete information about the company's product point of sale system on **Sondaibang.com.vn**; Strengthen promotion on the social networking site Facebook fanpage **Son Dai Bang**; Youtube. In particular, the Market Department has worked with the company's leadership to build a business strategy in accordance with the actual situation and flexible with the rapid fluctuations of the market. Continue to develop and expand the dealer system, strengthen support and grasp the needs of agents below level I, expand and increase the coverage of product points of sale.
- Successfully organized a Customer Conference to meet with agents and distributors of **Son Dai Bang** through the Nha Trang Da Lat 11/2025 tourism program, strengthening cohesion, sharing exchanges, updating information between the company and customers and agents nationwide.
- Continue to implement the strategy of methodically advertising the brand of **Son Dai Bang** and **Epoxy and Z-paint** products, especially the new product **Chitah super-fast dry paint** (leopard-shaped logo) on the VOV traffic channel, increasing brand awareness as well as awareness of the company's product groups to customers. Identify VOV as an effective channel to promote the company's products at a reasonable cost and in accordance with paint products. In 2025, the company will continue to promote super-fast drying Alkyd paint products with the paint brand **CHITAH** (launched in 2024), which is well received and appreciated by customers, in line with the needs of the market.
- In 2025, the company will continue to expand the new distributor system for Zinc-Stainless Steel paint products with the new brand **Z – PAINT Gold series**, sales of **Z-PAINT** products will increase sharply compared to 2024. Many dealers have raised the issue of becoming a separate distributor of **Z-PAINT** paint products.
- In 2025, the company will continue to promote the consumption of **Dai Bang Epoxy Paint** products is a separate brand of Epoxy paint, which is well received and highly appreciated by customers for product quality, the **Dai Bang Epoxy Paint** brand has built credibility in the choice of customers. The proportion of sales of Epoxy paint products continues to increase, accounting for a high

proportion of the company's product structure and being a reputable product in the paint industry.

- Continue to manage and develop the distribution system and agents well. Revenue from paint products through agents accounts for a high proportion and especially there are almost no bad debts.

2. Production work

- In 2025, the situation of raw materials is scarce, the price of raw materials for production will increase, but the company still ensures the stability of raw materials for production, ensures the supply of sufficient goods for customers, does not lack or delay products, especially paint products for foreign-invested companies. The company also regularly performs periodic maintenance and cleaning of machinery and equipment as planned, ensuring that there are no problems with machinery and equipment during the production process, minimizing the cost of replacing spare parts and equipment and especially ensuring that there is no interruption in production.
- The production and operation of production has fully implemented the targets set by the company, which is to produce products to meet the needs of customers quickly, ensuring both quantity and quality. Rational adjustment of production plans helps to shorten the production speed of paint products to order, meet the needs of customers, large projects of large corporations are being implemented.
- The company closely follows the production plan each month, maintains a scientific production organization, assigns reasonable shifts in hot weather or rainstorms, and reasonably coordinates the product groups to be produced between workshops in order to best meet the schedule and product quality according to the requirements of each customer. Maintain the hygiene of machinery factories, ensure occupational safety and fire protection. In 2025, the company is honored to continue to be awarded the certificate of "Achieved an advanced typical unit in Fire Prevention and Fighting" by the Director of Hanoi City Police.
- Units in the company also regularly discuss and continuously have solutions to coordinate smoothly between the production department, the research and development department and product quality control department, and organize personnel to supplement human resources in time for workshops. The rate of returned products occurs at a negligible rate, product problems almost do not occur.

3. Investment – capital construction

- The company has regularly repaired and upgraded items affected by natural disasters, storms and floods in 2025 such as: fences collapsed, roofs collapsed, repaired drainage systems, installed anti-flooding systems for warehouses, built sewer systems to prevent overflow at gates 1 and 2 of the company, renewing the Led bulb lighting system for production workshops, increasing the light intensity to ensure production conditions. Adding high-pressure lights, CCTV cameras, and surveillance screens for security and protection.
- At the same time, in 2025, the company has completed the KCS (product quality management) room, standard laboratory, which is an important item in the process of researching new products to serve the continuous development needs of the market. Renovating and repairing the working office of the Materials Management Department, Engineering and Technology Department, repairing and upgrading Store houses, toilets in the company...
- Continuously maintain machinery and equipment, transport fleets, replace and upgrade air compressor and air conditioning systems for compressed air steam supply systems for workshops. Invest in equipping new generation crushers for motorcycle painting workshops, barrel capping machines for paint workshop 1 and paint workshop 2.
- Regularly maintain, repair and upgrade internal roads in the company, maintain trees, flower beds, lawns, regularly repair and clear to ensure good conditions for the drainage system in the company, limit waterlogging during rainy and stormy periods.
- Replacing and repairing the roof of some areas in the company such as warehouses, workshops, garages. Upgrading the raw material warehouse, sample spray chamber of the motorcycle paint department to meet the needs of upgrading facilities at the request of Honda, Yamaha customers...

4. Scientific work – hygiene and occupational safety

- Continue to maintain the operation of the ISO 9001 quality management system and the ISO 14001 environmental management system version 2015, continue to maintain and make more certificates of conformity and standard conformity for newly launched products.
- Development teams including the Technical Department in coordination with the KCS department, the Consumption Department regularly exchange, analyze and offer solutions on raw materials, new product innovations to meet the needs of customers. Review and improve the set of basic standards and at the same time complete the sets of standards for announcing product conformity according to the regulations of the authorities
- Carry out regular environmental monitoring, meet the conditions of the production environment according to state regulations. Fully and stably operate

the wastewater treatment system in accordance with regulations. In 2025, the company will not allow occupational accidents and spills of raw materials into the environment and are highly appreciated by environmental management agencies for the company's compliance with environmental protection regulations.

- The technical department of the International Cooperation Department closely follows the needs of customers who are foreign-invested enterprises, researches to meet the needs of new samples and colors of customers. Creating highly competitive products with competitors who are international paint enterprises, which are used by customers on new product models. The research team of the Department of Engineering and Technology continues to test many alternative materials, achieving high efficiency, ensuring the proactive source of raw materials as well as the ability to increase economic efficiency for products.
- Maintain upgrading training, safety and hygiene, fire and explosion prevention, machinery and equipment operation certificates for the company's employees, research and improve quality training and recruitment.

5. Mechanical, electricity and water, architectural objects

- Properly perform the planning and repair of production machinery and equipment in order to ensure continuous and stable production; repair and maintenance of environmental equipment and fire and explosion prevention and fighting are always in the best operating state. Due to the good implementation of the monthly report on repair work, it can be said that the company's repair work has improved a lot, such as quickly and definitively solving damages arising in production.
- The M&E Department makes a plan to monitor and supervise operations as well as the repair and replacement of spare parts for each piece of equipment, improve the efficiency of equipment exploitation, reduce repair costs, and serve well for production.
- Implement the plan to upgrade the fire fighting system for workshops and warehouses, repair and maintain equipment and machinery of loading and unloading vehicles in order to actively maintain the company's equipment capacity.
- Regularly paint and refurbish the fence walls of the company's areas, paint subdivisions, periodically maintain the lines of the whole company to create a clean and tidy landscape. Regularly paint and repair the office, paint machinery and equipment, the raw material storage system is always new and beautiful, paint the internal roads in the company's office area, plant more trees, lawns.... beautify the company landscape.

6. Labor, wages, security and social order

- In 2025, the company has organized vacations for all employees of the company, helping employees have time to rest, regenerate labor force, and build solidarity of employees in the company. There is a remuneration regime for officers and employees who are capable of contributing their efforts and knowledge to the overall success of the company. Organize and create conditions for employees to work smoothly, industrial lunches are improved, hygiene is enhanced, and quality assurance is ensured. The company also organized a tour for women on March 8; 20/10. Providing funds for physical training and sports activities for the youth union and company officials, creating cohesion and developing physical and mental health for employees.
- Updating and maintaining regulations on labor, salaries, bonuses, insurance, etc. ensure legitimate and fair remuneration for all employees in the company. Continue to study and develop salary regulations for the following years to suit the production and business situation as well as the policies on salaries and income of employees newly issued by the State.
- Maintain labor regulations, perform well and fully contracts with employees in the company. Interested in helping to visit employees and families of employees who are in difficulties or sick. Participate in charity work to visit and help people affected by natural disasters, contribute to local construction, support the locality with money and paint products. Organize periodic health checks for employees.
- Perform well internal guard patrols to prevent theft, especially during holidays, and have close relations with local authorities and local police to do a good job of security. Painting and renovating the landscape outside the company contributes to the beautiful cleaning of the local landscape environment.
- Perform well the work of military service, militia and self-defense, training of reserve officers and reserve soldiers; Paying attention to and supporting the activities of the Party organization, youth union, trade union, female workers of the company and local American cultural activities...

7. International cooperation

- The company continues to maintain the good implementation of technical support contracts with Japanese partners to improve the quality of motorcycle paint products; promote technology transfer of other products in which they have strengths in other high-quality paints.
- In 2025, the company has also carried out work promotion with a number of partners in Malaysia, Thailand, etc. exchange plans for cooperation in developing new products.

II. 2026 PLAN

2026 is the year when the company assesses that the market will be extremely difficult due to the impact of the Middle East war between Iran and the US and countries in the Gulf region, the supply of oil raw materials around the world is sharply reduced due to the blockade of the Strait of Hormuz, risk of leading to economic recession. The supply of raw materials in the paint industry has a strong impact on both supply and price, and the scarcity of gasoline leads to a sharp increase in the cost of input products, surpassing all forecasts. The shortage of raw materials is forecast to remain for a long time as well as raw material and energy prices will be anchored at high prices, strongly impacting the world economy and strongly affecting the Vietnamese economy. The company believes that 2026 is an extremely difficult and challenging year for the production and business situation of enterprises in general and Hanoi General Paint Joint Stock Company in particular. The company's leaders decided to put the production and business plan in 2026 as follows:

1. Main indicators:

- **Output: 6000 tons**
- **Revenue: 450 billion VND**
- **Profit before tax: 16 billion VND.**

2. Focused tasks:

A. Market work:

- The focus in 2026 is to continue to promote the development of new high-quality product lines, product diversification, and reasonable prices to serve the diverse needs of the market. Especially the products supplied to key projects and large projects in progress.
- Retail segment: continue to expand the retail market, strengthen the development of a system of distributors and points of sale nationwide. Exploiting the demand segment for Epoxy paint, concrete floor paint, concrete AC paint and Zpaint Gold products.
- Project segment: the focus of projects is large corporations, both private and state-owned, especially focusing on key public investment projects. Focus on meeting high-end products for large private economic groups in the fields of steel, real estate, and energy. Continue to promote advertising and marketing through communication solutions, especially online.
- Continue to build and expand product sales networks in provinces and cities for brands and launch new product brands.

B. Production management:

- The operation is closely associated with the market, constantly updating information about paint products that the market needs, improving the efficiency of using raw materials and additives and finding all measures to reduce production costs and product costs.
- Minimize unreasonable costs, improve savings in operating costs such as electricity, water, petrol and oil, use reasonable equipment as well as operate equipment more efficiently.
- Research and investment for automation in manufacturing.

C. Science and technology, research and development:

- Continue to study and change production technology processes, strive to ensure that products are improved and stable in quality, research and add new raw materials and new additives to diversify products and improve product quality in a timely manner to meet market demand.
- Investing in research and production of many new types of paints for both project and retail segments.

D. Investment – construction:

- Maintain the periodic repair and maintenance of machinery and equipment, research and retrofit necessary production and laboratory equipment (especially for the technical and technological department to serve the research and development of new products.
- Continue to maintain stable operation and upgrade the transport fleet, infrastructure of factories, warehouses, and administrative workhouses; repair and upgrade raw material storage yards to meet the mandatory requirements on environment and fire protection of state management agencies.

E. Labor and wage work:

- The highest priority is to stabilize the salary and income of employees on the basis of conformity with state regulations and the surrounding area of the company, ensuring the payment of salaries to employees fairly, the right people, the right jobs.
- Recruitment training prepares for the supply of human resources to the company in the long term.

F. International cooperation:

- Continue to maintain cooperation with existing Japanese partners; maintain the market share of motorcycle paint, continue to research to meet the

requirements of developing new models for customers, and be able to compete with competitors with strong potential are foreign enterprises. Depending on the actual situation, find partners who can cooperate in the production and distribution of paints or other related products in Vietnam, promote working with a number of partners in Korea, Malaysia, Thailand, etc. exchange plans for cooperation in developing new products according to market needs.

Some other implementation solutions:

1. Focus on controlling and stabilizing the supply of raw materials in 2026, identifying this as a particularly important task that greatly affects the production and business situation. Accelerate work progress, work efficiently with the goal of completing work in the shortest time. Departments and workshops use reasonable human resources, assign specific and detailed tasks to help accurately evaluate the work performance of each individual.
2. Research production technology, supplement new-generation machinery and equipment and upgrade the factory system, ensure stable traditional product quality, improve product quality, and save production costs.
3. Recruit more and new qualified personnel, improve the quality of existing human resources, in order to create a contingent of employees with good professional skills and high skills. Adopt policies to attract and retain capable and experienced workers.
4. Maintain the operation of the ISO 9001 quality management system and the ISO 14001 environmental management system effectively.

Above is a summary of all the main production and business activities in 2025 and the company's 2026 plan direction. We look forward to continuing to receive the encouragement and help of shareholders and partners in 2026 to build Hanoi Synthetic Paint Joint Stock Company to develop more and more sustainably.

Thank you very much!

HANOI SYNTHETIC PAINT JSC

GENERAL DIRECTOR



Nguyễn Ngọc Anh

Hanoi, 27 Mar 2026

REPORT OF THE BOARD OF DIRECTORS

Assessing the implementation of production and business tasks, activities of the Board of Directors in 2025, production and business plan in 2026 of Hanoi Synthetic Paint Joint Stock Company

The Board of Directors of the Company would like to report to the Annual General Meeting of Shareholders on the implementation of the production and business plan and activities of the Board of Directors of the Company in 2025; The orientation of production and business tasks in 2026 of Hanoi Synthetic Paint Joint Stock Company is as follows:

In 2025, the world economy will continue to be affected by conflicts in many regions, especially the Middle East, Israel and Russia, which have a strong impact on petroleum products, which are the main products for paint production materials. The US imposes high import tariffs from the beginning of 2025 on countries around the world (including Vietnam), causing the Vietnamese economy as well as domestic businesses to be directly affected. The VND continues to depreciate against international payment currencies, especially the USD. In the difficult situation of 2025, with the drastic direction and management of the Company's Board of Directors, and the unanimous consensus of the employees, with the support and trust of partners, customers and shareholders, Hanoi Synthetic Paint Joint Stock Company (HSP) has achieved the following results:

I. Implementation of the production and business plan in 2025:

1. Production and business results:

Criteria	Unit	Implementation 2024	Plan 2025	Implementation 2025
1. Total revenue	Billion VND	417,5	440	433,1
2. Total consumption	Tons	5.373	6.000	5.527
3. Profit before tax	Billion VND	26,39	14	25,88
4. Basic earnings per share	VND	1.727		1.708

2. Marketing activities:

- In 2025, the company will focus on building a system of sales, promotion, development and consumption of high-end paints and special industrial paints.
- Expanding the new distributor system for Z-PAINT Zinc products, Z-PAINT product sales will increase sharply by 30% compared to 2024
- Continuing the Z-PAINT zinc paint product line, in 2025 the company has launched a new zinc paint product with the brand **Z-PAINT GOLD Series**
- Successfully organized a Customer Conference to meet with agents and distributors of **Son Dai Bang** through the Nha Trang – Da Lat tourism program in 11/2025.
- Updating customer information regularly, contacting, establishing good relationships between the Company and agents and distributors, expanding relationships with large project customers.
- Completing and continuing to expand the system of introducing stores, distribution systems, and channels introducing the Company's products to many new areas.
- Strengthen the advertising of the company's products, brands and product marks on many methodical and effective communication channels. Enhance the company's brand position in the market.

3. Organization of production:

- The production and operation of production have fully implemented the targets set by the company to produce products to meet the needs of customers quickly and ensure both quantity and quality. Rational adjustment of production plans helps the production speed of paint products to be ordered shortened, to meet the needs of customers, large projects of large corporations are being implemented
- Continue to apply flexible and scientific production plans, meet the needs of customers quickly, reduce the time to order products. Offer the right products according to customer requirements.
- Reasonable production timetable, maintenance, and cleaning of machinery and equipment according to periodic plans, minimizing breakdowns of machinery and equipment during the production process.
- Regularly maintain occupational safety and fire protection, ensure occupational safety and fire protection.

4. Engineering – Technology.

- Continuously researching and updating new raw materials, in order to replace, diversify, reduce product costs, and be proactive in using raw materials for production.
- Maintain a good quality management system and environmental management in production and business activities. Stable product quality control.

- Conduct continuous experiments to improve the quality of Quick-drying Alkyd Paints, Zinc and Stainless Steel Paints, Epoxy Floor Paints, Water-based Epoxy Floor Paints.

- Launch of a new brand of paint on zinc with **Z-PAINT GOLD Series**

- Regularly handle raw materials and products in stock.

- Completing and upgrading wastewater and exhaust gas treatment systems according to regulations, minimizing environmental impacts.

- Completed the negotiation of the cooperation contract to continue the implementation of the technical support contract with Kawakami and Misui, improve the quality of motorcycle paint products; promote technology transfer of other high-end paint products.

5. Investment and construction.

- Repair items affected by rainstorms and floods continuously taking place in 2025 (fallen fences, corrugated iron roofs, drainage systems, etc.), renovate office buildings, equip office machinery and equipment, supplement and upgrade security camera systems, lighting systems in the workshop as well as within the company.

- Addition of equipment, upgrading of laboratories, renovation and repair of KCS product quality control room

- Installing a flood prevention system at the warehouse door, building an overflow prevention sewer system at the company's gates, upgrading and building new toilets in the company.

- Purchase, upgrade and renovate production equipment items (agitators, crushers, refrigeration equipment, capping machines, carton lid printers, paint cans, etc.), supplement fire safety tools and equipment to meet safety regulations.

6. Labour, security and social order

- Updating and maintaining regulations on labor, salaries, bonuses, insurance, etc. ensure legitimate and fair remuneration for all employees in the company. Continue to study and develop salary regulations for the following years to suit the production and business situation as well as the policies on salaries and incomes of employees that the State has just promulgated, continue to develop and improve to suit the production and business situation.

- Maintain regulations on labor and salaries to ensure legitimate and fair remuneration for employees in the Company, and have a remuneration regime for capable officers and employees.

- Maintain labor regulations, perform well contracts with employees in the Company.

- Organize periodic health checks for employees.

- Maintain a close relationship with local authorities and local police.

- To well perform internal guard patrols, military service, militia and self-defense work, training of reserve officers and reserve soldiers.

- Pay attention to and support the activities of the Party's organization, youth union, trade union, and female workers of the Company.

II. Operation of the Board of Directors in 2025 (BOD)

- The Board of Directors has directed and supervised the General Director and the Company's managers in strictly complying with the provisions of the Law related to corporate governance and production and business tasks of the Company.

- The Board of Directors of the Company has operated in accordance with its functions and tasks in accordance with the provisions of the Company's Charter, closely following reality, directing in a timely manner, closely following the political and economic fluctuations, market fluctuations in the paint industry, making timely decisions according to the market mechanism.

- The Board of Directors arranges a meeting with the Company's executive apparatus to review the results of quarterly production and business implementation. Supervision through the inspection and control of the Company's Internal Control Board.

- Strictly implement the publication of reports to the SSC in accordance with the law, direct the full implementation of the resolution of the 2025 General Meeting of Shareholders.

- Supervising the use, management and investment of assets; supervise the implementation of Resolutions and Decisions of the Board of Directors.

- Direct and supervise the assurance of the employee regime as prescribed; working environment conditions, implementation of collective labor agreements, and other regimes for employees.

- The inspection and supervision of the Board of Directors are within their competence, do not obstruct or overlap the administration of the General Director and the Company's executive apparatus. Through inspection and supervision, the Board of Directors has grasped the operational situation and results of the Company's production and business implementation, and has timely directions to ensure high efficiency of production and business activities, limiting errors and risks.

III. PRODUCTION AND BUSINESS PLAN IN 2026

1. Main economic indicators:

Facing the situation and developments of the market in 2025, the Board of Directors expects the production and business plan in 2026 to be submitted to the General Meeting of Shareholders as follows:

- **Total revenue:** 450 billion VND.
- **Total Output:** 6000 Tons of products.

- Profit before tax: 16 billion VND.

2. Key tasks in 2026:

Based on the production and business plan in 2026, Hanoi Synthetic Paint Joint Stock Company implements the following solutions:

- Focus on controlling and stabilizing the supply of raw materials in 2026, identifying this as an important task, continuing to research and launch many new products to serve the needs of the market, continuing to optimize the production process and quality of traditional products.

- Continue to improve and improve the management capacity of key personnel.

- Create a dynamic, enthusiastic, fair corporate culture and friendly working environment. Ensuring jobs and income for officials and employees.

- Launch brands and products according to market trends, focusing on promoting promotion through multiple communication and sales channels.

- Approach and expand the network of corporate customers other than existing customer groups.

- Exploiting new areas to diversify the product portfolio, meeting the needs of many customers.

- Expand sales channels to many audiences other than traditional sales channels.

- Closely cooperate with foreign partners in providing technical support for production, maintaining and developing the market share of motorcycle paints and high-quality product lines.

- Study the rational arrangement of the production and business process. Control, management and operation are compact, reducing production costs.

- Strengthen the repair and maintenance of factories, architectural objects, machinery and equipment in the Company.

- Continue to invest in high-quality machines and equipment for the production process.

- Completing the Company's operating regulations in order to create stable development, ensuring the harmony of the interests of Shareholders with the interests of employees.

3. Expenses of the Board of Directors and the Supervisory Board in 2025 and Estimated costs in 2026

1. The remuneration and per diem allowance of the Board of Directors and the Supervisory Board of Directors for a total of 9 people in 2025 is: 600,000,000 VND. (In accordance with the cost approved by the 2024 General Meeting of Shareholders is 600,000,000 VND.)

2. It is expected that the expenditure for activities including remuneration and work-trip allowances of the Board of Directors and the Supervisory Board in 2026 for a total of 9 people is 600,000,000 VND

On behalf of the Board of Directors of the Company, I would like to thank the efforts of the Board of Directors and employees in the Company; the support and trust of shareholders and partners in the past year. We look forward to continuing to receive the encouragement and help of shareholders and partners in 2026 to build Hanoi General Paint Joint Stock Company to develop more and more sustainably.

Thank you!

Chairman of the Board of Directors



Nguyễn Thiên Ai



REPORT OF THE SUPERVISORY BOARD

At the 2026 Annual General Meeting of Shareholders

Hanoi, March 20, 2026

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- Based on the functions and tasks of the Board of Supervisors as prescribed in the Law on Enterprises and the Charter of Hanoi Synthetic Paint Joint Stock Company.
 - Based on the 2025 financial report of Hanoi Synthetic Paint Joint Stock Company audited by CPA VIETNAM AUDITING COMPANY LIMITED
 - Based on the activities and results of the inspection and supervision of the Board of Supervisors in 2025.
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The Board of Supervisors would like to report to the General Meeting of Shareholders on the activities and appraisal results in 2025 as follows:

I. Activities of the Board of Supervisors:

1. Work performed:

The Board of Supervisors attended all regular meetings of the Board of Directors of the Company in 2025. The Board of Supervisors has carried out the work of supervising the Company's activities according to its functions and tasks, specifically:

- The Board of Supervisors has conducted inspections and supervision of compliance with the provisions of law and the Company in the management and operation of business activities of the Board of Directors and the Board of General Directors of the Company in 2025.
- Review the legality, order and procedures for issuing Resolutions and Decisions of the Board of Directors and the Board of General Directors in 2025 in accordance with the provisions of law.
- Supervise the implementation and results of the Resolution of the 2025 Annual General Meeting of Shareholders for the Board of Directors and the Board of General Directors.
- Audit the 2025 Quarterly and Annual Financial Reports to assess the truthfulness and reasonableness of financial data, in accordance with the current accounting standards and regulations of Vietnam.
- Control compliance with regulations and information disclosure in accordance with the provisions of law.

II. Results of monitoring the activities of the Board of Directors

In 2025, Vietnam's economy continued to maintain its recovery and growth momentum amid a global economic environment characterized by complex and unpredictable fluctuations. Pressures from global inflation, geopolitical conflicts, and tightened monetary policies in many major economies had a significant impact on domestic production and business activities.

Domestically, the Government continued to implement policies aimed at stabilizing the macroeconomy, controlling inflation, supporting production recovery, and promoting public investment. As a result, GDP growth was maintained at a positive level, and the investment



and business environment was gradually improved. However, the Company still faced several challenges, including:

- Input material prices, especially imported raw materials, remained high;
- Pressure from financial costs and logistics expenses;
- Market demand showed divergence, with increasingly intense competition;
- Exchange rate fluctuations and global supply chains that have not yet fully stabilized.

For the paint and construction materials industry, 2025 was directly affected by fluctuations in the prices of imported chemical materials and solvents, while the ability to increase selling prices was limited due to market competition. This situation imposed higher requirements on enterprises to optimize costs, improve production efficiency, and innovate products.

The Board of Directors issued resolutions to guide the Board of Management in operating production and business activities in line with market developments, continuously innovating technology, and improving product quality in accordance with national standards, in order to meet the increasingly high demands and trends of consumers. maintain market share in the face of competition from cheap paint brands.

III. Results of monitoring the activities of the Board of Directors:

- The Board of Management maintained the promotion of the Dai Bang Paint brand across digital platforms, positioning it in consumers' minds as products representing the "pinnacle of quality";
- The Board of Management effectively implemented policies to ensure stable income for employees in 2025, contributing to peace of mind and long-term commitment in production;
- Proactively developed and implemented timely support measures for the Dai Bang Paint distribution agent system to boost sales while maintaining market share amid competition from low-cost paint products in the market;
- Continuously improved and enhanced product quality, packaging design, and brand image of Dai Bang Paint, consistently achieving the "High-Quality Vietnamese Goods" title nationwide, as voted by consumers, for 19 consecutive times from 2008 to 2026.

IV. Appraisal of accounting work and financial statements for 2025.

1. Regarding the organization of accounting work:

The company has prepared and submitted quarterly financial reports to the State Securities Commission in accordance with regulations.

Financial statements are prepared according to the company's annual financial year starting from January 1 and ending on December 31 of each calendar year.

Financial statements are prepared and presented in accordance with all provisions of each standard, circular guiding the standards and current accounting regimes currently applied.

2. Regarding the appraisal of the 2025 Financial Report:

Through the appraisal of the audited 2025 financial report on the data, the Board of Supervisors agrees with the financial report prepared by the company and audited by CPA VIETNAM AUDITING COMPANY LIMITED regarding the honesty and legality of the records.

Financial reports: Balance sheet, income statement, cash flow statement, and financial statement notes are completed quarterly to ensure accuracy and honesty in recording, storing documents, and preparing accounting books and financial reports.

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3. Production and business results in 2025.

Some key indicators of the Company in 2025:

TT	Item	ĐVT	2024	Plan 2025	Implementation in 2025	(%)	
						plan	2025
			(1)	(2)	(3)	(3/2)	(3/1)
1	Revenue	Billion VND	417,5	440	433,1	98,5	103,8
2	Profit before tax	Billion VND	26,39	14	25,88	184,9	98
3	Basic earnings per share	VND	1.727		1.708		

V. Expenses of the Board of Supervisors and the Board of Directors in 2025

- The allowances and business expenses of the Board of Directors and the Board of Supervisors approved by the 2025 General Meeting of Shareholders are: VND 600,000,000

- The total allowances and business expenses of the Board of Directors and the Board of Supervisors (a total of 9 people) spent in 2025 are: VND 600,000,000.

VI. Conclusion:

- The Company's activities in 2025 have complied with the Company's charter, documents issued in accordance with the Enterprise Law and the Securities Law.

Wishing the congress a great success!

Head of the Board



Nguyen Minh Duc

