



CÔNG TY CỔ PHẦN FRECO VIỆT NAM (FRECO VIETNAM CORPORATION)

Trụ sở chính (Headquarter): Số 2823 tòa C2 D'capitale đường Trần Duy Hưng, Phường Yên Hòa, Thành phố Hà Nội, Việt Nam

Điện thoại (Tel): (84-24) 3351 6789 Fax: (84-24) 3215 1628

Website: freco.com.vn Email: info@freco.com.vn

Số: 46/2026/CBTT

Thành phố Hà Nội, ngày 13 tháng 05 năm 2026

No. 46/2026/CBTT

Ha Noi City, 13 May 2026

CÔNG BỐ THÔNG TIN BẤT THƯỜNG
EXTRAORDINARY INFORMATION DISCLOSURE

Kính gửi: Ủy ban Chứng khoán Nhà nước
Sở Giao dịch Chứng khoán Hà Nội (HNX)

To: *State Securities Commission of Vietnam*
Ha Noi Stock Exchange (HNX)



1. Tên tổ chức: CÔNG TY CỔ PHẦN FRECO VIỆT NAM

Name of organization: FRECO VIETNAM CORPORATION

Mã chứng khoán: TAB Stock code: TAB

Địa chỉ: Số 2823 tòa C2 D'capitale đường Trần Duy Hưng, Phường Yên Hòa, Thành phố Hà Nội, Việt Nam
Address: No 2823 C2 D'Capitale Building, Tran Duy Hung Street, Yen Hoa Ward, Ha Noi City, Viet Nam.

Điện thoại liên hệ/Tel: (84-24) 3351 6789

Fax: (84-24) 3215 1628

Website: freco.com.vn

Email: info@freco.com.vn

2. Nội dung thông tin công bố/Contents of disclosure:

Công ty Cổ phần Freco Việt Nam công bố thông tin về Thư mời cổ đông và Dự thảo tài liệu họp Đại hội đồng cổ đông thường niên năm 2026, gồm những nội dung như sau/*Freco Vietnam Corporation discloses the Invitation Letter to Shareholders and Draft documents for the 2026 Annual General Meeting of Shareholders, including the following contents:*

- Địa điểm tổ chức/*Location: Vplace, Tầng 3, Tòa nhà 25T2, Đường Nguyễn Thị Thập, Phường Yên Hòa, Thành phố Hà Nội/Vplace, 3rd Floor, Building 25T2, Nguyen Thi Thap Street, Yen Hoa Ward, Hanoi City.*
- Thời gian/*Date of organization: 8h00, Thứ 7, ngày 06 tháng 06 năm 2026/ 8:00 a.m, Saturday, 06 June, 2026.*
- Thư mời họp, Giấy ủy quyền, Dự thảo tài liệu họp Đại hội đồng cổ đông thường niên năm 2026 được cập nhật và đăng tải trên website chính thức của Công ty tại đường dẫn <https://freco.com.vn/>. /*Meeting invitation, Power of attorney, Draft documents for the 2026 Annual General Meeting of Shareholders are updated and posted on the Company's official website at https://freco.com.vn/.*

3. Thông tin này đã được công bố trên trang thông tin điện tử của Công ty vào ngày 13 tháng 05 năm 2026 tại đường dẫn <https://freco.com.vn/>. /*This information was disclosed on the Company's website on 13*

May 2026 at https://freco.com.vn.

Chúng tôi xin cam kết các thông tin công bố trên đây là đúng sự thật và hoàn toàn chịu trách nhiệm trước pháp luật về nội dung các thông tin đã công bố. /We hereby certify that the information provided is true and correct, and we bear the full responsibility under the law.

Tài liệu đính kèm/Attached documents:

- Thư mời họp;/Invitation Letter;
- Dự thảo tài liệu họp ĐHĐCĐ./Draft documents for the General Meeting of Shareholders

NGƯỜI ĐƯỢC ỦY QUYỀN CÔNG BỐ THÔNG TIN

Person authorized to disclose information



ĐANG TIẾN SỸ

DANG TIEN SY

VIỆT NAM
HÀ NỘI

No: 01/ĐHDCĐ/2026/FRECO

Hanoi, May 12, 2026

**INVITATION LETTER
ANNUAL GENERAL MEETING OF SHAREHOLDERS 2026
To: Esteemed Shareholders of Freco Vietnam Corporation**

The Board of Directors of Freco Vietnam Corporation is pleased to invite you to attend the 2026 Annual General Meeting of Shareholders with the following details:

1. **TIME:** Opening at 08:00 AM, Saturday, June 06, 2026.
2. **VENUE:** Vplace, 3rd Floor, 25T2 Building, Nguyen Thi Thap Street, Yen Hoa Ward, Hanoi City.
3. **AGENDA:**
 - (1) Report on the activities of the Board of Directors in 2025 and orientation for 2026;
 - (2) Report on the activities of the Audit Committee in 2025;
 - (3) Approval of the audited financial statements for 2025;
 - (4) Approval of the plan for appropriation of funds, profit distribution, and dividend payment for 2025;
 - (5) Selection of an independent auditing firm for the 2026 financial statements;
 - (6) Report on remuneration of the Board of Directors in 2025 and remuneration plan for 2026;
 - (7) Proposal on Approval of the Transaction for Acquisition of Capital Contribution in [REDACTED]
 - (8) Implementation of the plan for public offering of additional shares;
 - (9) Approval of the plan to change the Company's head office address;
 - (10) Dismissal of a Member of the Board of Directors and Adoption of the Regulations on Election of Members of the Board of Directors for the 2023–2028 Term;
 - (11) Election of members of the Board of Directors for the 2023–2028 term;
 - (12) Other matters submitted for approval by the General Meeting of Shareholders.

4. **ATTENDEES:**

All shareholders of Freco Vietnam Corporation, as per the shareholder list finalized by the Vietnam Securities Depository and Clearing Corporation (VSDC) as of May 11, 2026.

5. **ATTENDANCE REQUIREMENTS:**

Please bring this invitation letter and your original ID card/Passport to complete registration before attending the Meeting, in accordance with applicable Laws and the Company's Charter.

In case shareholders are unable to attend in person, they may authorize a representative using the attached proxy form.

6. **MEETING DOCUMENTS:**

The invitation letter is sent to shareholders via registered mail to their registered addresses. The proxy form, proposed agenda, and relevant meeting documents will be published on the Company's official website: <https://freco.com.vn/>



7. REGISTRATION:

- Shareholders are requested to confirm attendance or submit proxy authorization before 4:00 PM, June 05, 2026.
- Registration contact: Administration and Human Resources Department, Tel: (84-24) 3351 6789

This notice shall serve as the official invitation in case shareholders have not received the formal invitation letter.

Freco Vietnam Corporation looks forward to welcoming your attendance./.

Recipients:

- As above;
- Archived.

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



PHAN VAN HUNG





AGENDA OF THE ANNUAL
GENERAL MEETING OF SHAREHOLDERS 2026

FRECO VIETNAM CORPORATION

Time: 08:00 AM, Saturday, June 06, 2026

Venue: Vplace, 3rd Floor, 25T2 Building, Nguyen Thi Thap Street, Yen Hoa Ward, Hanoi

NO.	AGENDA ITEMS	TIME
I	OPENING OF THE MEETING	
1	Registration of attendees, verification of eligibility, and distribution of documents	7h30 - 8h00
2	Opening remarks, introduction of delegates and participants	8h00-8h15
3	Approval by the General Meeting of Shareholders of: - <i>Presidium;</i> - <i>Shareholder Eligibility Verification Committee;</i> - <i>Secretariat and Vote Counting Committee;</i> - <i>Agenda and Rules of the Meeting.</i>	8h15-8h35
4	Report on verification of shareholders' eligibility to attend the Meeting	8h35-8h45
II	AGENDA PRESENTATION	
	The Presidium presents the following matters for approval:	8h45-9h30
(1)	Report on the activities of the Board of Directors in 2025 and orientation for 2026;	
(2)	Report on the activities of the Audit Committee in 2025;	
(3)	Proposal for approval of the audited financial statements for 2025;	
(4)	Proposal for approval of the plan for appropriation of funds, profit distribution, and dividend payment for 2025;	
(5)	Proposal for selection of an independent auditing firm for the 2026 financial statements;	
(6)	Proposal on the report of remuneration of the Board of Directors in 2025 and remuneration plan for 2026;	



NO.	AGENDA ITEMS	TIME
(7)	Proposal on Approval of the Transaction for Acquisition of Capital Contribution in [REDACTED]	
(8)	Proposal on implementation of the plan for public offering of additional shares;	
(9)	Proposal on Change of the Company's Head Office Address	
(10)	Dismissal of a Member of the Board of Directors and Adoption of the Regulations on Election of Members of the Board of Directors for the 2023–2028 Term;	
(11)	Proposal on election of members of the Board of Directors for the 2023–2028 term;	
(12)	Other matters submitted for approval by the General Meeting of Shareholders	
III	DISCUSSION AND VOTING	
1	Q&A session between shareholders and the Presidium	9h30-9h45
2	Voting on the submitted matters	9h45-10h00
3	The General Meeting approved and announced the voting results on the matters submitted for shareholders' consideration and approval	10h-10h10
IV	ELECTION	
1	Election of members of the Board of Directors for the 2023–2028 term: - <i>Introduction of candidates;</i> - <i>Instructions on voting procedures;</i>	10h10 - 10h30
2	Shareholders complete and submit voting ballots	10h30 - 10h40
V	BREAK	10h40-10h45
VI	ANNOUNCEMENT OF ELECTION RESULTS	10h45-11h00
VII	CLOSING OF THE MEETING	
1	Approval of the Resolution and Minutes of the Meeting	11h00-11h15
2	Introduction of newly elected Board of Directors members	11h15-11h30
3	Closing remarks	11h30-11h45





SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom - Happiness

Hanoi, June 6, 2026

REGULATIONS ON ORGANIZATION AND OPERATION
AT THE ANNUAL GENERAL MEETING OF SHAREHOLDERS 2026
FRECO VIETNAM CORPORATION

SECTION I: GENERAL PROVISIONS

Article 1: General Provisions

These Regulations set forth the rights and obligations of shareholders and their representatives; the responsibilities of participants attending the General Meeting of Shareholders; and the procedures for discussion at the 2026 Annual General Meeting of Shareholders of Freco Vietnam Corporation (hereinafter referred to as the "Meeting"), in order to ensure the successful conduct of the Meeting.

Article 2: Purpose

These Regulations aim to ensure that the Meeting is conducted in compliance with the prescribed legal order and procedures and in accordance with applicable laws; to maintain order, safety, and adherence to the Meeting agenda; and to ensure that shareholders may exercise their lawful rights and interests in a democratic, equal, and cooperative manner, reflecting the will of the majority for the benefit of shareholders and the sustainable development of the Company.

Article 3: Agenda

- 3.1 The agenda of the Meeting shall be sent to shareholders together with the Notice of Meeting.
- 3.2 A shareholder or group of shareholders holding 5% or more of the total ordinary shares shall have the right to propose additional items to the agenda. Such proposals must be made in writing and submitted to the Company at least three (03) working days prior to the opening of the Meeting (i.e., **before 08:00 AM on June 03, 2026**). The proposal must clearly state the shareholder's full name, number, and type of shares held, shareholder code, and the proposed agenda item.
- 3.3 The convener of the Meeting shall accept and include such proposals in the draft agenda and contents of the Meeting, except where the proposal is submitted after the deadline, is incomplete or invalid, or falls outside the authority of the General Meeting of Shareholders.
- 3.4 The agenda and contents of the Meeting must be approved by the General Meeting of Shareholders at the opening session.

SECTION II: RIGHTS AND OBLIGATIONS OF PARTICIPANTS

Article 4: Obligations of Shareholders

Shareholders attending the Meeting must comply with the following:

- 4.1 Wear appropriate and formal attire;

- 4.2 Present valid identification documents, an invitation letter, and relevant documents for verification at the registration desk;
- 4.3 Maintain order and proper conduct during the Meeting;
- 4.4 Communicate politely and respectfully;
- 4.5 Refrain from smoking in the Meeting venue;
- 4.6 Sit in the designated seats or areas as arranged by the Organizing Committee and strictly comply with seating arrangements.
- 4.7 Comply with the direction of the Chairperson and speak only upon approval

Article 5: Rights of Shareholders

- 5.1. Shareholders may attend the Meeting in person or authorize one (01) or more representatives (using the prescribed proxy form) to attend, speak, and vote on matters within the Meeting agenda. Where multiple representatives are appointed, the shareholder must specify the number of voting shares allocated to each representative.
- 5.2. Shareholders or their representatives must present identification documents (ID card or passport), invitation letter, and proxy (if applicable) to the Shareholder Eligibility Verification Committee and will receive voting cards/ballots.
- 5.3. Late-arriving shareholders may register and vote immediately upon registration. The Chairperson is not required to suspend the Meeting, and prior voting results remain valid.
- 5.4. Shareholders shall be provided with information on the Meeting agenda and documents, and are responsible for:
 - 5.4.1. Complying with the Meeting regulations;
 - 5.4.2. Completing registration procedures
 - 5.4.3. Participating in discussions
 - 5.4.4. Voting on matters
 - 5.4.5. Following the direction of the Chairperson

Article 6: Presidium

The Meeting shall be chaired by the Presidium, including the Chairperson and members appointed by the Board of Directors and approved by the General Meeting of Shareholders.

The Chairman of the Board of Directors shall preside over the Meeting (the Chairperson). The Presidium shall operate on the principle of democratic centralism and in compliance with the Law on Enterprises No. 59/2020/QH14 and other applicable regulations.

Responsibilities of the Presidium:

- 6.1 Conduct the Meeting in accordance with the approved agenda and regulations;
- 6.2 Guide the Meeting in discussions and conduct voting on matters within the agenda and other related issues throughout the course of the Meeting;
- 6.3 Have the authority to adjourn the Meeting, despite having a sufficient quorum as prescribed, to another time or to change the venue in cases where attendees engage in obstruction or disorderly conduct that may jeopardize the fair and lawful conduct of the Meeting;

6.4 Respond to questions raised by shareholders;

6.5 Resolve issues arising during the Meeting.

Article 7: Secretariat

7.1 The Secretariat assists the Presidium and is appointed by the Chairperson and approved by the Meeting.

7.2 Duties of the Secretariat:

7.2.1 Accurately record the proceedings of the Meeting;

7.2.2 To assist the Presidium in announcing documents, conclusions, or notices to shareholders upon request;

7.2.3 To be accountable to the Chairperson and the General Meeting of Shareholders for its duties; to fully and faithfully record all developments of the Meeting and all matters approved by shareholders, including any reserved opinions; to collect shareholders' written comments; and to prepare the minutes of the General Meeting of Shareholders and the resolutions on matters approved at the Meeting.

Article 8: Shareholder Eligibility Verification Committee

This Committee consists of three (03) members appointed by the Presidium and approved by the Meeting. Responsibilities include:

8.1 Verifying conditions for holding the Meeting;

8.2 Verify the eligibility of attending shareholders (if an attendee does not satisfy the eligibility requirements for participation in the Meeting, the Shareholder Eligibility Verification Committee shall have the right to deny such person admission to the Meeting, refuse issuance of voting cards, and withhold Meeting materials);

8.3 Distribute voting ballots to shareholders included in the list of attendees before the opening of the Meeting;

8.4 Report to the General Meeting of Shareholders on the satisfaction of conditions for convening and conducting the Meeting.

Article 9: Vote Counting and Election Committee

Appointed by the Presidium and approved by the Meeting, this Committee shall:

9.1 Explain the voting procedures, voting principles, and election regulations;

9.2 Review and report to the General Meeting of Shareholders for decision on cases involving violations of election regulations or election-related complaints;

9.3 Organize the counting of voting ballots and election ballots;

9.4 Inspect and supervise the voting process of shareholders and their representatives;

9.5 Determine and announce the voting and election results relating to matters submitted for approval at the Meeting;

9.6 Submit the results of the vote counting and election counting to the Presidium or the Secretariat.

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SECTION III: DISCUSSION, VOTING, AND MINUTES

Article 10: Discussion

When discussing matters included in the Meeting agenda, shareholders shall comply with the following provisions:

- 11.1 Principle: Shareholders attending the Meeting who wish to express opinions or participate in discussions must obtain approval from the Chairperson before speaking.
- 11.2 Speaking method: Shareholders shall present their opinions concisely and focus on the key matters relevant to the approved agenda of the Meeting, ensuring that the Meeting is conducted in accordance with the approved agenda and that the contents discussed do not violate the law, relate to personal matters, or exceed the authority of the Company.
- 11.3 The Chairperson shall arrange shareholders' speeches in the order of registration and respond to shareholders' inquiries accordingly. Comments or questions shall be consolidated and addressed sequentially, and shareholders may only express opinions during the discussion session of the Meeting. In cases where multiple shareholders raise similar opinions, the Presidium may consolidate and provide a common response to all relevant shareholders. After all shareholders have finished speaking, the Chairperson shall respond to each shareholder's opinion or designate a responsible member of the Management to provide responses.

Article 11: Voting at the Meeting

12.1 Upon registration for attendance at the Meeting, the Company shall issue each shareholder or authorized representative a voting ballot indicating the attendance code, shareholder's name, and number of voting rights attached thereto

12.2 Voting procedures:

The Meeting shall vote on each matter included in the agenda. For each matter submitted to the General Meeting of Shareholders for approval, the Presidium shall request voting in the following order:

- Vote in favor
- Vote against
- Abstentions

Shareholders attending the Meeting shall vote by raising voting cards (upon the Chairperson's request for opinions: vote in favor, vote against, or abstention) and, for certain important matters, by indicating their opinions on voting ballots.

Each shareholder or authorized representative (one person) may vote only once on the same matter submitted to the General Meeting of Shareholders.

12.3 The Vote Counting Committee shall prepare a report recording the number of vote in favor, vote against, and abstentions for each matter submitted to the General Meeting of Shareholders and report the results to the Presidium. The Chairperson shall announce the voting results for each matter following completion of the voting process.

12.4 Approval of resolutions of the General Meeting of Shareholders

Matters submitted for voting at the Meeting shall be approved upon obtaining the voting ratio prescribed in the current Charter on Organization and Operation of the Company.

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Article 12: Minutes of the Meeting

The Secretariat shall record all contents and proceedings of the Meeting in the Minutes of the Meeting. The Minutes must be read and approved before the Meeting closes.

The above constitute the full Regulations on Organization and Operation of the 2026 Annual General Meeting of Shareholders of Freco Vietnam Corporation.

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

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

PHAN VAN HUNG





FRECO VIETNAM
CORPORATION

SOCIALIST REPUBLIC OF VIETNAM
Independence – Freedom – Happiness

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Hanoi, June 6, 2026

**REGULATIONS ON ELECTION OF MEMBERS OF THE BOARD OF DIRECTORS
FOR THE TERM 2023-2028
AT THE 2026 ANNUAL GENERAL MEETING OF SHAREHOLDERS
OF FRECO VIETNAM CORPORATION**

- Pursuant to the Law on Enterprises No. 59/2020/QH14 passed by the National Assembly of the Socialist Republic of Vietnam on June 17, 2020;
- Pursuant to Decree No. 155/2020/ND-CP issued by the Government on December 31, 2020 detailing the implementation of a number of articles of the Law on Securities;
- Pursuant to the current Charter on organization and operation of FRECO Corporation.

CHAPTER I: NOMINATION OF MEMBERS OF THE BOARD OF DIRECTORS

Article 1: Standards and Conditions for Members of the Board of Directors

- 1.1 Having full civil act capacity and not being prohibited from establishing and managing enterprises pursuant to Clause 2, Article 17 of the Law on Enterprises No. 59/2020/QH14.
- 1.2 Members of the Board of Directors must satisfy the standards and conditions prescribed in Clauses 1 and 2, Article 155 of the Law on Enterprises and Article 275 of Decree No. 155/2020/ND-CP.
- 1.3 Possessing professional qualifications and experience in business administration or in the business lines and sectors of FRECO, and not necessarily being a shareholder of FRECO;
- 1.4 A member of the Board of Directors of FRECO may concurrently serve as a member of the Board of Directors of another company but shall not concurrently serve on the Board of Directors of more than five (05) other companies.
- 1.5 An independent member of the Board of Directors must satisfy the following standards and conditions:
 - Not currently working for the Company or its subsidiary; not having worked for the Company or its subsidiary for at least three (03) consecutive years immediately preceding the appointment;
 - Not currently receiving salary or remuneration from the Company, except for allowances to which members of the Board of Directors are entitled in accordance with regulations;
 - Not being a spouse, biological parent, adoptive parent, biological child, adopted child, sibling of a major shareholder of the Company; or a manager of the Company or its subsidiary;
 - Not directly or indirectly owning at least 1% of the total voting shares of the Company;



- Not having served as a member of the Board of Directors or the Supervisory Board of the Company for at least five (05) consecutive years immediately preceding the appointment.

Article 2: Nomination of Candidates for the Board of Directors

- 2.1 Shareholders or groups of shareholders owning 10% or more of the total ordinary shares shall have the right to nominate candidates to the Board of Directors as follows:
- a. Ordinary shareholders forming a group to nominate candidates to the Board of Directors must notify the attending shareholders of such grouping prior to the opening of the General Meeting of Shareholders;
 - b. The nomination of candidates to the Board of Directors must be made in writing and include the following information: full name, contact address, nationality, legal identification documents in respect of individual shareholders; enterprise registration number or legal documents and head office address in respect of institutional shareholders; number of shares held by each shareholder, total number of shares held by the shareholder group, and ownership ratio in the total shares of the Company; signatures of all shareholders forming the group;
 - c. Dossiers and information relating to candidates shall comply with regulations on information disclosure in the securities market;
- 2.2 Shareholders or groups of shareholders holding shares are entitled to aggregate their voting rights to nominate candidates to the Board of Directors. Shareholders or groups of shareholders holding from 10% to under 20% of the total ordinary shares may nominate one (01) candidate; from 20% to under 30% may nominate up to two (02) candidates; from 30% to under 40% may nominate up to three (03) candidates; from 40% to under 50% may nominate up to four (04) candidates; from 50% to under 60% may nominate up to five (05) candidates; from 60% to under 70% may nominate up to six (06) candidates; from 70% to 80% may nominate up to seven (07) candidates; and from 80% to under 90% may nominate up to eight (08) candidates.
- 2.3 In the event that the number of candidates nominated and self-nominated remains insufficient as required under Clause 5, Article 115 of the Law on Enterprises, the incumbent Board of Directors may nominate additional candidates or organize nominations in accordance with the Company Charter, Internal Corporate Governance Regulations, and Regulations on Operation of the Board of Directors. Any additional nominations by the incumbent Board of Directors must be clearly disclosed before the General Meeting of Shareholders votes to elect members of the Board of Directors in accordance with law.

Article 3: Dossiers for Self-Nomination and Nomination of Candidates for Election to the Board of Directors

- 3.1. Application form for self-nomination/nomination to the Board of Directors (in the prescribed form);
- 3.2. Curriculum vitae declared by the candidate (in the prescribed form);
- 3.3. Copies of Citizen Identification Card/Identity Card, permanent residence book (or long-term temporary residence registration certificate), passport for overseas Vietnamese or

foreigners, and diplomas, certificates evidencing educational and professional qualifications.

Article 4: Selection of Candidates

Based on the self-nomination/nomination forms submitted by shareholders/shareholder groups, the Organizing Committee shall prepare a list of candidates satisfying the prescribed conditions for election to the Board of Directors.

CHAPTER II: ELECTION OF MEMBERS OF THE BOARD OF DIRECTORS

Article 5: Eligible Voters

Shareholders owning voting shares and authorized representatives of shareholders owning voting shares of the Company.

Article 6: Ballots and Voting Instructions

6.1 List of Candidates for the Board of Directors

- Candidates shall be arranged in alphabetical order by name, with full names stated on the ballot.

6.2 Ballots and Voting Instructions

- Ballots shall be uniformly printed and specify the total number of voting shares corresponding to each attendance code;
- Shareholders or authorized representatives shall simultaneously receive ballots for election of members of the Board of Directors corresponding to their attendance code (including owned and authorized shares);
- In case of errors in recording, shareholders may request the Vote Counting Committee to replace the ballot;
- Shareholders or authorized representatives must personally write the number of votes allocated to each candidate in the blank box corresponding to such candidate on the ballot.

6.3 Invalid Ballots

- Ballots not in the form prescribed by the Organizing Committee or not bearing the seal of FRECO;
- Ballots containing erasures, amendments, additional information, or names not included in the list of candidates approved by the General Meeting of Shareholders before voting;
- Ballots where the total number of votes cast for candidates exceeds the total voting rights held by such shareholder (including owned and authorized shares).

Article 7: Voting method

7.1 The election of members of the Board of Directors shall be conducted by cumulative voting;

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- 7.2 Each shareholder shall have a total number of votes corresponding to the total number of voting shares held (including owned and authorized shares) multiplied by the number of Board members to be elected;
- 7.3 Shareholders may allocate all votes to one candidate or several candidates, provided that the number of candidates voted for does not exceed the number approved by the General Meeting of Shareholders.

Article 8: Vote Counting Committee, Voting and Vote Counting Principles

8.1 Vote Counting Committee

- The Vote Counting Committee shall be nominated by the Chairperson and approved by the General Meeting of Shareholders;
- The responsibilities of the Vote Counting Committee include:
 - + Distributing ballots and instructing shareholders on voting procedures;
 - + Conducting vote counting;
 - + Announcing election results before the General Meeting.
- Members of the Vote Counting Committee must not be included in the list of nominees or candidates for the Board of Directors;

8.2 Principles for Voting and Vote Counting

- The Vote Counting Committee shall inspect the ballot box in the presence of shareholders;
- Voting shall commence after ballot distribution is completed and end when the last shareholder has cast his/her ballot into the ballot box;
- Vote counting shall be conducted immediately after voting ends;
- Vote counting results shall be recorded in writing and announced before the General Meeting by the Head of the Vote Counting Committee.

Article 9: Principles of Cumulative Voting and Election of Members of the Board of Directors

9.1 Principles of Cumulative Voting:

As guided in the Appendix attached to these Regulations.

9.2 Principles for Determination of Elected Members of the Board of Directors:

- Based on the number of Board members approved, the General Meeting shall determine elected candidates in descending order of votes received, starting from the candidate with the highest number of votes until sufficient members are elected, while ensuring the minimum number of independent Board members as required by law and the current Charter of FRECO;
- A candidate elected to the Board of Directors must receive at least one (01) vote;
- In the event that the required number of Board members cannot be selected due to multiple candidates receiving an equal number of votes, a re-election shall be conducted among those candidates to determine the candidate with the higher number of votes.

Article 10: Preparation and Announcement of Vote Counting Minutes

- 10.1 After completion of vote counting, the Vote Counting Committee must prepare the vote counting minutes;
- 10.2 The full text of the vote-counting minutes must be announced before the General Meeting;
- 10.3 Any complaints relating to the election and vote counting shall be resolved by the Chairperson of the meeting and recorded in the minutes of the General Meeting of Shareholders.

Article 11: These Regulations consist of 11 (eleven) Articles and shall be publicly read before the General Meeting of Shareholders for approval.

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

Phan Van Hung

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APPENDIX
GUIDELINES FOR ELECTING MEMBERS OF THE BOARD OF DIRECTORS
BY CUMULATIVE VOTING METHOD

1. Type of Ballot

- Green ballot paper: Election of members of the Board of Directors

2. Ballot Submission

- Ballots for the election of members of the Board of Directors shall be deposited into a sealed ballot box.

3. Instructions for Completing the Ballot

- Each shareholder shall have a total number of votes corresponding to the total number of voting shares held (including owned shares and authorized shares) multiplied by the number of members to be elected to the Board of Directors.
- Shareholders may allocate their total votes equally among all candidates, or cumulate all votes for one or several candidates; however, the total number of votes cast for all candidates must not exceed the shareholder's total voting rights.

Illustrative Examples

The General Meeting of Shareholders elects 07 members of the Board of Directors from a total of 10 candidates. Shareholder Nguyen Van A holds (including owned and authorized shares) 1,000 voting shares. Accordingly, the total number of votes of shareholder Nguyen Van A shall be:

$1,000 \text{ shares} \times 7 = 7,000 \text{ votes.}$

Shareholder Nguyen Van A may cast cumulative votes as follows:

Case 1: Shareholder Nguyen Van A distributes votes equally among 10 candidates (each candidate receives 700 votes)

Candidate	Votes Allocated
Candidate 1	700
Candidate 2	700
Candidate 3	700
Candidate 4	700
Candidate 5	700

Candidate	Votes Allocated
Candidate 6	700
Candidate 7	700
Candidate 8	700
Candidate 9	700
Candidate 10	700

Case 2: Shareholder Nguyen Van A allocates all 7,000 votes to one candidate

10/1/2011

Candidate	Votes Allocated
Candidate 1	0
Candidate 2	7.000
Candidate 3	0
Candidate 4	0
Candidate 5	0

Candidate	Votes Allocated
Candidate 6	0
Candidate7	0
Candidate 8	0
Candidate 9	0
Candidate10	0

Case 3: Shareholder Nguyen Van A allocates 7,000 votes among several candidates

Candidate	Votes Allocated
Candidate 1	6.000
Candidate 2	400
Candidate 3	0
Candidate 4	0
Candidate 5	0

Candidate	Votes Allocated
Candidate 6	200
Candidate7	0
Candidate 8	400
Candidate 9	0
Candidate10	0

4. Invalid Ballots

- Ballots not in the prescribed form or not bearing the Company's seal.
- Ballots containing erasures, amendments, additional information, or names that are incorrect or not included in the list of candidates approved by the General Meeting of Shareholders prior to voting.
- Ballots where the total votes cast for candidates exceed the total voting rights held by the shareholder (including owned and authorized shares).

Case 4: Invalid ballot due to exceeding the shareholder's total voting rights.

In this case, shareholder Nguyen Van A cast a total of 8,000 votes, which exceeds the shareholder's total voting rights of 7,000 votes)

Candidate	Votes Allocated
Candidate 1	4.000
Candidate 2	2.000
Candidate 3	0
Candidate 4	0

Candidate	Votes Allocated
Candidate 6	2.000
Candidate7	0
Candidate 8	0
Candidate 9	0

Candidate	Votes Allocated
Candidate 5	0


Candidate	Votes Allocated
Candidate10	0

- Other cases as stipulated in the Election Regulations.



**ANNUAL GENERAL MEETING OF SHAREHOLDERS 2026
FRECO VIETNAM CORPORATION**

Hanoi, June 06, 2026

VOTING BALLOT	
 <p>- Full name of Shareholder/Authorized Representative:</p> <p>- Shareholder Registration Number:.....</p> <p>- Number of shares owned/represented:</p>	<p>SHAREHOLDER'S/AUTHORIZED REPRESENTATIVE'S SIGNATURE:</p>

No.	MATTERS FOR VOTING	VOTE FOR	VOTE AGAINST	ABSTENTIONS
1	Report No. 01/BC-HĐQT on the activities of the Board of Directors in 2025 and operational orientation for 2026	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
2	Report No. 02/BC-UBKT on the activities of the Audit Committee in 2025	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
3	Proposal No. 01/2026/TTr-HĐQT on approval of the audited financial statements for 2025	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
4	Proposal No. 02/2026/TTr-HĐQT on approval of the plan for appropriation of funds, profit distribution, and dividend payment for 2025	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
5	Proposal No. 03/2026/TTr-HĐQT on selection of an independent auditing firm for the audit of the 2026 financial statements	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
6	Proposal No. 04/2026/TTr-HĐQT on the report of remuneration of the Board of Directors and remuneration plan for 2026	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
7	Proposal No. 05/2026/TTr-HĐQT on the approval of the transaction for the acquisition of capital contribution in 	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
8	Proposal No. 06/2026/TTr-HĐQT on the implementation of the plan for public offering of shares	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
9	Proposal No. 07/2026/TTr-HĐQT on the change of the Company's head office address	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
10	Proposal No. 08/2026/TTr-HĐQT on the dismissal of a member of the Board of Directors and the election regulations for members of the Board of Directors for the term 2023-2028	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
11	Proposal No. 09/2026/TTr-HĐQT on election of members of the Board of Directors for the 2023-2028 term	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Notes:

- Shareholders may select ONLY ONE voting option for each matter;
- Voting shall be made by marking "X" or "✓" in the selected box;
- In case of changing a voting choice, the shareholder shall circle the previously selected box and mark "X" or "✓" in the new selection box;
- If the shareholder re-selects a circled box, such a circled box must be fully shaded.

Hanoi, , 2026



POWER OF ATTORNEY

FOR ATTENDANCE AT THE ANNUAL GENERAL MEETING OF SHAREHOLDERS 2026

To: **The Organizing Committee of the 2026 Annual General Meeting of Shareholders**

Freco Vietnam Corporation

AUTHORIZING PARTY		
Name of shareholder (individual/organization):		
ID Card/Passport No. (for individual shareholders):		
Enterprise Registration Certificate/Certificate of Incorporation/Ownership Registration No. (for organizational shareholders):		
Date of issue: / /	Place of issue:	
Address:		
Tel:	Fax:	Email:
Legal Representative:	Position:	
Total number of shares owned:	shares	In words:



AUTHORIZED PARTY		
Name of individual/organization:		
ID Card/Passport No. (for individuals):		
Enterprise Registration Certificate/Certificate of Incorporation/Ownership Registration No. (for organizations):		
Date of issue: / /	Place of issue:	
Address:		
Telephone:	Fax:	Email:
Authorized representative attending the General Meeting of Shareholders ¹ :		
ID Card/Passport No:		
Date of issue: / /	Place of issue:	

¹ To be completed only if the Authorized Party is an organization

Or authorize one of the following members of the Board of Directors (“BOD”):

Mr Phan Van Hung

Mr Dang Tien Sy

(Please mark “X” or “√” in the appropriate box)

SCOPE OF AUTHORIZATION:

The Authorizing Party authorizes the Authorized Party to perform the following (please mark “X” in the appropriate box):

Number of shares authorized:

Entire shareholding: Partial shareholding²:

Scope of authorization:

Attend the General Meeting of Shareholders Attend the General Meeting of Shareholders and exercise voting and election rights

The Authorized Party shall only perform the tasks within the scope of authorization under this Power of Attorney and may not re-authorize any third party.

This authorization shall remain valid until the closing of the 2026 Annual General Meeting of Shareholders of Freco Vietnam Corporation.

We shall bear full responsibility for this authorization and undertake to comply strictly with all applicable laws and regulations.

....., date month year 2026

AUTHORIZING PARTY
(Signature, stamp, and full name)

AUTHORIZED PARTY
(Signature, stamp, and full name)



Notes for Shareholders attending the General Meeting of Shareholders:

1. Present the original copy of this Power of Attorney; and
2. For an Authorized Party being an individual:
 - + Provide a copy of the ID Card/Passport of the Authorizing Party.
 - + Present the original ID Card/Passport of the Authorized Party for registration procedures.
3. For an Authorized Party being an organization:
 - + Provide the authorization document appointing the organization’s representative to attend the General Meeting of Shareholders, if such a person is not the legal representative.
 - + Present the original ID Card/Passport of the representative of the Authorized Party for registration procedures.

² Provide the number of shares authorized.



**ANNUAL GENERAL MEETING
OF SHAREHOLDERS 2026**

FRECO VIETNAM CORPORATION (TAB)

VOTING CARD

10.000 SHARES

NAME OF SHAREHOLDER/AUTHORIZED REPRESENTATIVE: Nguyen Van A

SHAREHOLDER NO./CODE:

Owned shares:
Authorized shares:

shares
shares

This voting card is valid only for the 2026 Annual General Meeting of Shareholders held on June 6th, 2026.

FRECO VIETNAM
CORPORATION

 CÔNG TY
ĐỘC PHẢN
FRECO
VIETNAM

No.: 01/2026/BB-DHDC

DRAFT

SOCIALIST REPUBLIC OF VIETNAM
Independence – Freedom – Happiness

Hanoi, June 6th, 2026

**MINUTES OF THE
2026 ANNUAL GENERAL MEETING OF SHAREHOLDERS**

I. INFORMATION ON THE ENTERPRISE

1. Enterprise name: **Freco Vietnam Corporation**
2. Enterprise Registration Certificate No. 0107005554, first issued by the Hanoi Department of Finance on 25 September 2015, amended for the 5th time on 04 December 2025.
3. Address: No. 2823, C2 Building, D'capitale, Tran Duy Hung Street, Yen Hoa Ward, Hanoi City, Vietnam.
4. Telephone: 024 3351 6789 Fax: (84-24) 3215 1628
Website: freco.com.vn E-mail: info@freco.com.vn

II. TIME OF COMMENCEMENT OF THE MEETING: 8:00 a.m., Saturday, 06 June 2026.

III. VENUE: Vplace, 3rd Floor, 25T2 Building, Nguyen Thi Thap Street, Yen Hoa Ward, Hanoi City.

IV. ATTENDEES

1. Shareholders and authorized representatives whose names appear in the list of shareholders as of the record date (11 May 2026) provided by Vietnam Securities Depository and Clearing Corporation ("VSD").
2. Members of the Board of Directors of Freco Vietnam Corporation:
 - Mr. Phan Van Hung Chairman of the Board of Directors
 - Mr. Nguyen Viet Hung Member of the Board of Directors
 - Mr. Dang Tien Sy Member of the Board of Directors
 - Mr. Nguyen Anh Tuan Independent Member of the Board of Directors
 - Ms. Tran Thi Viet Anh Member of the Board of Directors
3. Members of the Audit Committee and the Company's Management.

V. STRUCTURE OF THE PRESIDIUM AND SUPPORTING COMMITTEES OF THE MEETING

The structure of the Presidium and supporting committees was approved by the General Meeting of Shareholders by voting cards with 100% approval of attending shareholders, specifically as follows:

1. Presidium:
 - Mr. Phan Van Hung – Chairman of the Board of Directors – Chairman of the Meeting.
 - Mr. Dang Tien Sy – Acting General Director – Member
2. Secretariat:
 - Mr. Nguyen Thanh Tung – Head of the Secretariat
3. Shareholder Eligibility Verification Committee:

- Mr. Nguyen Van Quang – Head of the Shareholder Eligibility Verification Committee

4. Vote Counting Committee:

- Ms. Dang Thi Hien Giang – Head of the Vote Counting Committee

VI. CONDITIONS FOR CONDUCTING THE MEETING

Mr. Nguyen Van Quang – Head of the Shareholder Eligibility Verification Committee, reported to the Meeting on the verification results of shareholders attending the 2026 Annual General Meeting of Shareholders. At the opening time (8:00 a.m.), the Meeting satisfied all conditions for conducting the Meeting in accordance with applicable laws, with the following shareholder structure:

The number of shareholders attending and authorized representatives attending the Meeting was shareholders, representing shares, equivalent to% of the total voting shares of 6,500,000 shares, of which

- Directly attending shareholders: shareholders, representing shares, equivalent to% of the total voting shares.
- Authorized representatives: shareholders, representing shares, equivalent to% of the total voting shares.

VII. AGENDA OF THE GENERAL MEETING OF SHAREHOLDERS

1. Mr. Phan Van Hung – Chairman of the Board of Directors delivered the opening speech of the 2026 Annual General Meeting of Shareholders.
2. Mr. Phan Van Hung introduced the agenda of the 2026 Annual General Meeting of Shareholders, including the following matters:
 - Report on the activities of the Board of Directors in 2025 and orientation for 2026;
 - Report on the activities of the Audit Committee in 2025;
 - Approval of the audited financial statements for 2025;
 - Approval of the plan for appropriation of funds, profit distribution, and dividend payment for 2025;
 - Selection of an independent auditing firm to audit the 2026 financial statements;
 - Report on remuneration of the Board of Directors in 2025 and remuneration plan for 2026;
 - Approval of the transaction for the acquisition of capital contribution in [REDACTED];
 - Implementation of the plan for additional public offering of shares;
 - Change of the Company's head office address
 - Dismissal of a member of the Board of Directors, and the election regulations for members of the Board of Directors for the term 2023–2028;
 - Election of an additional member of the Board of Directors for the term 2023–2028

VIII. CONTENTS OF THE MEETING

1. **The agenda of the Meeting** was approved by the General Meeting of Shareholders with **100% approval** of attending shareholders by voting cards.
2. **The working regulations** were approved by the General Meeting of Shareholders with **100% approval** of attending shareholders by voting cards.
3. **The composition of the Presidium, Secretariat and Vote Counting Committee** was approved by

the General Meeting of Shareholders with **100% approval** of attending shareholders by voting cards.

4. **The Meeting listened to Mr. Phan Van Hung – Chairman of the Board of Directors**, presenting Report No. 01/BC-HĐQT on the activities of the Board of Directors in 2025 and orientation for 2026.
5. **The Meeting listened to Mr. Nguyen Anh Tuan – Independent Member of the Board of Directors**, presenting Report No. 02/BC-UBKT on the activities of the Audit Committee in 2025.
6. **The Meeting listened to Mr. Dang Tien Sy** presenting Proposal No. 01/2026/TTr-HĐQT on the approval of the audited financial statements for 2025.
- **The Meeting listened to Mr. Dang Tien Sy** presenting Proposal No. 02/2026/TTr-HĐQT on the approval of the plan for appropriation of funds, profit distribution, and dividend payment for 2025;
7. **The Meeting listened to Mr. Dang Tien Sy** presenting Proposal No. 03/2026/TTr-HĐQT on the selection of an independent auditing firm to audit the 2026 financial statements.
8. **The Meeting listened to Mr. Phan Van Hung** presenting Proposal No. 04/2026/TTr-HĐQT on the report on remuneration of the Board of Directors in 2025 and remuneration plan for 2026.
9. **The Meeting listened to Mr. Phan Van Hung** presenting Proposal No. 05/2026/TTr-HĐQT on the approval of the transaction for the acquisition of capital contribution in [REDACTED]
10. **The Meeting listened to Mr. Phan Van Hung** presenting Proposal No. 06/2026/TTr-HĐQT on the implementation of the plan for additional public offering of shares.
11. **The Meeting listened to Mr. Phan Van Hung** presenting Proposal No. 07/2026/TTr-HĐQT on the change of the Company's head office address.
12. **The Meeting listened to Mr. Phan Van Hung** presenting Proposal No. 08/2026/TTr-HĐQT on the dismissal of a member of the Board of Directors and the election regulations for members of the Board of Directors for the term 2023–2028.
13. **The Meeting listened to Mr. Phan Van Hung** presenting Proposal No. 09/2026/TTr-HĐQT on the nomination of candidate(s) for membership of the Board of Directors for the term 2023–2028.
14. **Discussion session:** The Chairman invited shareholders to raise questions and provide comments on the reports and proposals presented at the Meeting.

At the Meeting, there were (.....) shareholders raising questions/comments. Shareholders' comments on the reports and proposals, and the Presidium's responses, are detailed in the Appendix attached to these Minutes.

15. Shareholders completed voting ballots on matters included in the agenda;
16. Ms. Dang Thi Hien Giang announced the Minutes of the vote counting and voting results on matters included in the agenda.

IX. VOTING RESULTS AT THE GENERAL MEETING OF SHAREHOLDERS

After reviewing the proposals and reports and discussing relevant matters, the 2026 Annual General Meeting of Shareholders approved the following contents:

1. **Approval of Report No. 01/BC-HĐQT on the activities of the Board of Directors in 2025 and orientation for 2026;**

- Valid votes: votes, representing shares, equivalent to% of the total voting shares of attending and authorized shareholders;

- Invalid votes: votes, representing shares, equivalent to% of the total voting shares of attending and authorized shareholders;

- Votes in favor: votes, representing shares, equivalent to% of the total voting shares of attending and authorized shareholders
- Votes against: votes, representing shares, equivalent to% of the total voting shares of attending and authorized shareholders
- Abstentions: votes, representing shares, equivalent to% of the total voting shares of attending and authorized shareholders

2. Approval of Report No. 02/BC-UBKT on the activities of the Audit Committee in 2025

- Valid votes: votes, representing shares, equivalent to% of the total voting shares of attending and authorized shareholders;
- Invalid votes: votes, representing shares, equivalent to% of the total voting shares of attending and authorized shareholders;
- Votes in favor: votes, representing shares, equivalent to% of the total voting shares of attending and authorized shareholders;
- Votes against: votes, representing shares, equivalent to% of the total voting shares of attending and authorized shareholders;
- Abstentions: votes, representing shares, equivalent to% of the total voting shares of attending and authorized shareholders

3. Approval of Proposal No. 01/2026/TTr-HĐQT on the approval of the audited financial statements for 2025

- Valid votes: votes, representing shares, equivalent to% of the total voting shares of attending and authorized shareholders;
- Invalid votes: votes, representing shares, equivalent to% of the total voting shares of attending and authorized shareholders;
- Votes in favor: votes, representing shares, equivalent to% of the total voting shares of attending and authorized shareholders;
- Votes against: votes, representing shares, equivalent to% of the total voting shares of attending and authorized shareholders;
- Abstentions: votes, representing shares, equivalent to% of the total voting shares of attending and authorized shareholders

4. Approval of Proposal No. 02/2026/TTr-HĐQT on the approval of the plan for appropriation of funds, profit distribution, and dividend payment for 2025

- Valid votes: votes, representing shares, equivalent to% of the total voting shares of attending and authorized shareholders;
- Invalid votes: votes, representing shares, equivalent to% of the total voting shares of attending and authorized shareholders;
- Votes in favor: votes, representing shares, equivalent to% of the total voting shares of attending and authorized shareholders;
- Votes against: votes, representing shares, equivalent to% of the total voting shares of attending and authorized shareholders;

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- Abstentions: votes, representing shares, equivalent to% of the total voting shares of attending and authorized shareholders;

5. Approval of Proposal No. 03/2026/TTr-HĐQT on the selection of an independent auditing firm to audit the 2026 financial statements.

- Valid votes: votes, representing shares, equivalent to% of the total voting shares of attending and authorized shareholders;

- Invalid votes: votes, representing shares, equivalent to% of the total voting shares of attending and authorized shareholders;

- Votes in favor: votes, representing shares, equivalent to% of the total voting shares of attending and authorized shareholders;

- Votes against: votes, representing shares, equivalent to% of the total voting shares of attending and authorized shareholders;

- Abstentions: votes, representing shares, equivalent to% of the total voting shares of attending and authorized shareholders;

6. Approval of Proposal No. 04/2026/TTr-HĐQT on the report on remuneration of the Board of Directors in 2025 and remuneration plan for 2026.

- Valid votes: votes, representing shares, equivalent to% of the total voting shares of attending and authorized shareholders;

- Invalid votes: votes, representing shares, equivalent to% of the total voting shares of attending and authorized shareholders;

- Votes in favor: votes, representing shares, equivalent to% of the total voting shares of attending and authorized shareholders;

- Votes against: votes, representing shares, equivalent to% of the total voting shares of attending and authorized shareholders;

- Abstentions: votes, representing shares, equivalent to% of the total voting shares of attending and authorized shareholders;

7. Approval of Proposal No. 05/2026/TTr-HĐQT on the approval of the transaction for the acquisition of capital contribution in

- Valid votes: votes, representing shares, equivalent to% of the total voting shares of attending and authorized shareholders;

- Invalid votes: votes, representing shares, equivalent to% of the total voting shares of attending and authorized shareholders;

- Votes in favor: votes, representing shares, equivalent to% of the total voting shares of attending and authorized shareholders;

- Votes against: votes, representing shares, equivalent to% of the total voting shares of attending and authorized shareholders;

- Abstentions: votes, representing shares, equivalent to% of the total voting shares of attending and authorized shareholders;

8. Approval of Proposal No. 06/2026/TTr-HĐQT on the implementation of the plan for additional public offering of shares.

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CƠ QUAN
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- Valid votes: votes, representing shares, equivalent to% of the total voting shares of attending and authorized shareholders;
- Invalid votes: votes, representing shares, equivalent to% of the total voting shares of attending and authorized shareholders;
- Votes in favor: votes, representing shares, equivalent to% of the total voting shares of attending and authorized shareholders;
- Votes against: votes, representing shares, equivalent to% of the total voting shares of attending and authorized shareholders;
- Abstentions: votes, representing shares, equivalent to% of the total voting shares of attending and authorized shareholders;

9. Approval of Proposal No. 07/2026/TTr-HĐQT on the change of the Company's head office address.

- Valid votes: votes, representing shares, equivalent to% of the total voting shares of attending and authorized shareholders;
- Invalid votes: votes, representing shares, equivalent to% of the total voting shares of attending and authorized shareholders;
- Votes in favor: votes, representing shares, equivalent to% of the total voting shares of attending and authorized shareholders;
- Votes against: votes, representing shares, equivalent to% of the total voting shares of attending and authorized shareholders;
- Abstentions: votes, representing shares, equivalent to% of the total voting shares of attending and authorized shareholders;

10. Approval of Proposal No. 08/2026/TTr-HĐQT on the dismissal of a member of the Board of Directors and the Regulations on Election of Members of the Board of Directors for the 2023-2028 term.

- Valid votes: votes, representing shares, equivalent to% of the total voting shares of attending and authorized shareholders;
- Invalid votes: votes, representing shares, equivalent to% of the total voting shares of attending and authorized shareholders;
- Votes in favor: votes, representing shares, equivalent to% of the total voting shares of attending and authorized shareholders;
- Votes against: votes, representing shares, equivalent to% of the total voting shares of attending and authorized shareholders;
- Abstentions: votes, representing shares, equivalent to% of the total voting shares of attending and authorized shareholders;

11. Approval of Proposal No. 09/2026/TTr-HĐQT on the election of an additional member of the Board of Directors for the term 2023-2028.

- Valid votes: votes, representing shares, equivalent to% of the total voting shares of attending and authorized shareholders;
- Invalid votes: votes, representing shares, equivalent to% of the total voting shares of attending and authorized shareholders;



- Votes in favor: votes, representing shares, equivalent to% of the total voting shares of attending and authorized shareholders;
- Votes against: votes, representing shares, equivalent to% of the total voting shares of attending and authorized shareholders;
- Abstentions: votes, representing shares, equivalent to% of the total voting shares of attending and authorized shareholders;

X. APPROVAL OF THE MINUTES, RESOLUTION, AND CLOSING THE MEETING

Mr. Nguyen Thanh Tung – Head of the Secretariat, presented the Minutes of the 2026 Annual General Meeting of Shareholders of Freco Vietnam Corporation.

The General Meeting of Shareholders voted and approved the entire Minutes of the 2026 Annual General Meeting of Shareholders with 100.00% of the total voting shares of attending and authorized shareholders in favor.

The General Meeting of Shareholders voted and approved the entire Resolution of the 2026 Annual General Meeting of Shareholders with 100.00% of the total voting shares of attending and authorized shareholders in favor.

Mr. Phan Van Hung – Chairman of the Meeting, delivered the closing remarks of the 2026 Annual General Meeting of Shareholders.

The 2026 Annual General Meeting of Shareholders ended at on the same day.

CHAIRMAN OF THE MEETING

SECRETARY

PHAN VAN HUNG

NGUYEN THANH TUNG



No.: 01/2026/NQ-ĐHĐCĐ

Hanoi, June 6th, 2026



**RESOLUTION OF THE GENERAL MEETING OF SHAREHOLDERS
FRECO VIETNAM CORPORATION**

- Pursuant to the Law on Enterprises No. 59/2020/QH14 issued by the National Assembly of the Socialist Republic of Vietnam on June 17, 2020;
- Pursuant to the current Charter on Organization and Operation of Freco Vietnam Corporation;
- Pursuant to the Minutes of the 2026 Annual General Meeting of Shareholders No. 01/2026/BB-ĐHĐCĐ dated June 06, 2026.

RESOLVE

- ARTICLE 1:** To approve Report No. 01/BC-HĐQT on the activities of the Board of Directors in 2025 and the operational orientation for 2026;
- ARTICLE 2:** To approve Report No. 02/BC-UBKT on the activities of the Audit Committee in 2025;
- ARTICLE 3:** To approve Proposal No. 01/2026/TTr-HĐQT regarding the approval of the audited financial statements for 2025;
- ARTICLE 4:** To approve Proposal No. 02/2026/TTr-HĐQT regarding the plan for appropriation of funds, profit distribution, and dividend payment for 2025;
- ARTICLE 5:** To approve Proposal No. 03/2026/TTr-HĐQT regarding the selection of an independent auditing firm to audit the 2026 financial statements;
- ARTICLE 6:** To approve Proposal No. 04/2026/TTr-HĐQT regarding the report on remuneration of the Board of Directors in 2025 and the remuneration plan for 2026;
- ARTICLE 7:** To approve Proposal No. 05/2026/TTr-HĐQT the approval of the transaction for acquisition of capital contribution in [REDACTED];
- ARTICLE 8:** To approve Proposal No. 06/2026/TTr-HĐQT regarding the implementation of the plan for additional public offering of shares;
- ARTICLE 9:** To approve Proposal No. 07/2026/TTr-HĐQT regarding the change of the Company's head office address.
- ARTICLE 10:** To approve Proposal No. 08/2026/TTr-HĐQT regarding the dismissal of a member of the Board of Directors for the 2023–2028 term;
- ARTICLE 11:** To approve Proposal No. 09/2026/TTr-HĐQT regarding the additional election of a member of the Board of Directors for the 2023–2028 term.

1. Mr. Phan Van Hung – Chairman of the Board of Directors
2. Mr. Nguyen Viet Hung – Member of the Board of Directors
3. Mr. Dang Tien Sy – Member of the Board of Directors



4. Mr. Nguyen Anh Tuan – Independent Member of the Board of Directors
5. Ms. Nguyen Le Thuy – Independent Member of the Board of Directors

ARTICLE 12: This Resolution shall take effect from the signing date. Members of the Board of Directors and the Board of Management of Freco Vietnam Corporation shall be responsible for directing, supervising, and organizing the implementation of the contents of this Resolution in accordance with the current Charter on Organization and Operation of the Company.

Recipients:

- *Board of Directors, Executive Board;*
- *Archives.*

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

Phan Van Hung



BOARD OF DIRECTORS' REPORT

On the performance in 2025 and orientation for 2026

**To: The General Meeting of Shareholders
Freco Vietnam Corporation**

Pursuant to the functions and duties of the Board of Directors ("BOD") as stipulated in the Charter of Organization and Operation of Freco Vietnam Corporation approved by the General Meeting of Shareholders ("GMS"), the BOD hereby respectfully reports on the performance in 2025 and the orientation for 2026 as follows:

I. ACTIVITIES OF THE BOARD OF DIRECTORS IN 2025:

1. BOD members in 2025

The structure of the Board of Directors in 2025 is as follows

- | | |
|--------------------------|---|
| 1. Mr. Phan Van Hung | Chairman (appointed on 25/11/2025) |
| | Member of BOD (dismissed on 25/11/2025) |
| 2. Mr Nguyen Viet Hung | Member of BOD (appointed on 25/11/2025) |
| | Chairman (dismissed on 25/11/2025) |
| 3. Mr. Dang Tien Sy | Member |
| 4. Mr. Nguyen Anh Tuan | Member |
| 5. Ms. Tran Thi Viet Anh | Member |

2. Remuneration, expenses, and other benefits of the BOD in 2025

These are presented in the Proposal on BOD remuneration for 2025 and the remuneration plan for 2026.

3. Summary of the meeting and decisions of the BOD

During 2025, the BOD issued 13 resolutions/decisions, all of which were approved with a 100% voting ratio.

No	MEMBER OF BOD	NUMBER OF MEETINGS ATTENDED	MEETING ATTENDANCE RATE	REASON FOR NOT ATTENDING THE MEETING
1	Mr Phan Van Hung	13/13	100%	
2	Mr Nguyen Viet Hung	13/13	100%	

No	MEMBER OF BOD	NUMBER OF MEETINGS ATTENDED	MEETING ATTENDANCE RATE	REASON FOR NOT ATTENDING THE MEETING
3	Mr Dang Tien Sy	13/13	100%	
4	M Nguyen Tuan Anh	13/13	100%	
5	Ms Tran Thi Viet Anh	13/13	100%	

During 2025, The BOD issued 13 resolutions, including key contents such as:

NO	RESOLUTION	DATE	CONTENT	APPROVAL RATE
1	01/2025/NQ-HĐQT-FRECO	12/02/2025	Approved the dismissal of the Company Secretary, who concurrently served as the person in charge of corporate governance and the authorized officer for information disclosure	100%
2	02/2025/NQ-HĐQT-FRECO	06/03/2025	Approved the convening of the 2025 Annual General Meeting of Shareholders.	100%
3	03/2025/NQ-HĐQT-FRECO	08/4/2025	Approved the transfer of assets attached to land and the land use rights at No. 53 Dich Vong Street, Hanoi.	100%
4	04/2025/NQ-HĐQT-FRECO	17/4/2025	Approved the withdrawal of two (02) proposals submitted for consideration at the 2025 Annual General Meeting of Shareholders	100%
5	05/2025/NQ-HĐQT-FRECO	19/5/2025	Approved the credit facility arrangement with Indovina Bank Limited – Hanoi Branch	100%
6	06/2025/NQ-HĐQT-FRECO	10/10/2025	Approved the appointment of An Viet Auditing Co., Ltd. as the auditor of the 2025 financial statements.	100%
7	07/2025/NQ-HĐQT-FRECO	25/11/2025	Approved the dismissal of Mr. Nguyen Viet Hung from the position of Chairman of the Board of Directors with effect from November 25, 2025.	100%
8	08/2025/NQ-HĐQT-FRECO	25/11/2025	Approved the dismissal of Mr. Phan Van Hung from the position of Chief Executive Officer to undertake a new assignment, with effect from November 25, 2025.	100%
9	09/2025/NQ-HĐQT-FRECO	25/11/2025	Approved the appointment of Mr. Phan Van Hung as Chairman of the Board of Directors with effect from November 25, 2025.	100%

NO	RESOLUTION	DATE	CONTENT	APPROVAL RATE
10	10/2025/NQ-HĐQT-FRECO	25/11/2025	Approved the assignment of Mr. Dang Tien Sy – Deputy General Director – to serve as Acting Chief Executive Officer with effect from November 25, 2025	100%
11	11/2025/NQ-HĐQT-FRECO	27/11/2025	Approved the change of the Company's legal representative.	100%
12	12/2025/NQ-HĐQT-FRECO	04/12/2025	Approved the appointment of Mr. Nguyen Thanh Quang – Sales Director – as Deputy General Director with effect from December 4, 2025.	100%
13	13/2025/NQ-HĐQT-FRECO	16/12/2025	Approved the acquisition in principle of a 35% equity interest in Hue Minh Company Limited.	100%

4. Implementation of the GMS resolutions:

The BOD has implemented all contents in accordance with the Resolution of the 2025 Annual General Meeting of Shareholders, in compliance with the Company Charter, internal governance regulations, BOD working regulations, and relevant laws:

4.1. Business performance in 2025

In implementation of the Resolution of the 2025 General Meeting of Shareholders, the Board of Directors has directed and supervised the Executive Board in organizing and managing the Company's production and business operations. Closely monitoring market developments, the Board has adopted appropriate and timely policies to ensure that all business activities are conducted smoothly and efficiently. The results achieved are as follows:

Unit of measurement: millions of dong

No	Items	The plan was approved by the Annual GMS 2025.	Implemented in 2025	Percentage of Implementation
1	Net revenue	90.291	97.724	108%
2	Profit after tax	4.665	5.364	115%

In 2025, the global economy in general and the Vietnamese economy in particular experienced significant fluctuations. Notably, the Government accelerated public investment activities nationwide, leading to a sharp increase in demand and prices for construction materials (including construction stone). This contributed positively to Freco's revenue and profit growth.

In addition, through effective revenue and cost management measures, together with the application of technology and artificial intelligence (AI) in its operations, Freco improved its pre-tax profit margin from 6.4% in 2024 to 7.0% in 2025. As a result, the Company exceeded its business plan for 2025

4.2. Profit distribution in 2025

Details are presented in Proposal No. 02/2026/TTr-HĐQT.

4.3. Selection of auditor for the 2025 financial statements.

On October 10, 2025, the BOD issued Resolution No. 06/2025/NQ-HĐQT-FRECO appointing An Viet Auditing Co., Ltd. as the auditor for the 2025 financial statements.

4.4. Company Charter and Internal Regulations

The Board of Directors has promulgated the Company Charter, Internal Regulations on Corporate Governance, the Board of Directors' Operating Regulations, and the Audit Committee's Operating Regulations in full compliance with applicable procedures and regulations.

4.5. Acquisition of Assets

1.5.1. The Board of Directors issued Resolution No. 13/2025/NQ-HĐQT-FRECO dated December 16, 2025, and completed the acquisition of capital contribution [REDACTED], with details as follows:

- Name of capital contribution: Charter capital of [REDACTED]
- Transfer value: VND [REDACTED], equivalent to [REDACTED] % of the charter capital
- Implementation timeline: In 2026

4.6. Disposal of Assets

4.6.1. The Board of Directors issued Resolution No. 03/2025/NQ-HĐQT-FRECO dated April 8, 2025, regarding the disposal of land use rights and assets attached to land at 53 Dich Vong, Cau Giay Ward, Hanoi. The disposal has been completed.

5. With respect to transactions between the Company, its subsidiaries, and entities in which the Company holds more than 50% of the charter capital with members of the Board of Directors and their related persons, and transactions between the Company and entities in which members of the Board of Directors are founders or have served as managers within the last three (03) years before the transaction.

As of December 31, 2025, the Company has no subsidiaries.

The Company has no transactions with entities in which members of the Board of Directors, the Chief Executive Officer, or other executives are founders or have acted as managers within the three (03) years preceding the transaction.

6. Activities of the Audit Committee under the Board of Directors

Details are presented in the Report on the Audit Committee's activities in 2025.

7. Activities of Independent Members of the Board of Directors and Their Evaluation

7.1. Activities of Independent Members

Details are presented in the Report on the Audit Committee's activities in 2025.

7.2. Supervisory Results of the Board of Directors and the Executive Board

- The Board of Directors and the Executive Board have complied with all applicable laws and regulations in the management and operation of the Company's business activities. Members of the Board of Directors, the Executive Board, and management personnel have duly performed their assigned functions and duties in accordance with the Law on Enterprises, the Law on Accounting, the Company Charter, and resolutions of the General Meeting of Shareholders;
- Members of the Board of Directors have performed their roles in evaluating and supervising the Executive Board objectively, ensuring the avoidance of conflicts of interest among related parties, enhancing fairness and effectiveness in strategic direction, risk management, and production quality assurance. Non-executive members possess extensive experience in production, commerce, finance, and corporate governance;
- In 2025, the Board of Directors convened 13 meetings and issued 13 resolutions to direct the implementation of tasks assigned by the General Meeting of Shareholders. All meetings were convened and conducted in accordance with the Law on Enterprises and the Company's Charter;
- Minutes of the Board of Directors' meetings accurately reflect the discussions and opinions of members and were prepared in accordance with regulations;

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- Resolutions and decisions of the Board of Directors and its Chairman were issued in compliance with proper procedures and applicable laws, as well as the Company Charter and resolutions of the General Meeting of Shareholders;
- Such resolutions and decisions primarily focused on implementing the 2025 General Meeting of Shareholders' resolutions, directing business operations, meeting governance requirements, and facilitating the Executive Board's management activities;
- Based on resolutions of the General Meeting of Shareholders, the Board of Directors and the Executive Board closely monitored economic conditions, market developments, and industry-specific regulations to flexibly manage the Company's operations, while adjusting the organizational and personnel structure in line with market changes to optimize costs and maintain appropriate business scale;
- Decisions of the Executive Board regarding business operations were aligned with the Company's organizational structure, management conditions, and overall market developments;
- The Executive Board strengthened management practices, enhanced the workforce, provided professional training, and improved the professional capacity and ethics of employees to improve operational quality, proactively prevent violations, and mitigate risks for the Company.

II. ORIENTATION OF THE BOARD OF DIRECTORS FOR 2026

Although the economic, social, and socio-political situation has generally stabilized and shown signs of improvement, it is anticipated that challenges will persist in 2026. However, based on the results achieved in 2025, together with thorough preparation in terms of resources and products, as well as the strong commitment of the management team and employees, the Board of Directors is confident that the Company will successfully achieve its business plan for 2026, as follows:

Unit of measurement: millions of dong

No	Item	2025 actual	2026 plan	Change (2026 vs 2025)
1	Net revenue	97.724	120.000	+ 22,8%
2	Profit after tax	5.364	6.000	+ 11,8%

In addition, the Board of Directors has formulated strategies to continue mobilizing capital through various channels to support the Company's business operations and facilitate expansion into potential business sectors. To meet the Company's long-term development objectives, the Executive Board is also actively seeking qualified talent from various sources to strengthen and enhance the workforce, thereby ensuring the effective implementation of plans approved by the General Meeting of Shareholders and the Board of Directors.

The Board of Directors will implement all contents approved under the Resolution of the 2026 Annual General Meeting of Shareholders in accordance with the prescribed procedures and timelines, ensuring that the Company's operations are conducted continuously and efficiently, in full compliance with the Company Charter, internal corporate governance regulations, and applicable laws. Responsibilities among members of the Board of Directors will be appropriately assigned to enhance the effectiveness of the Board in strategic planning and in supervising the implementation of the results of the Executive Board.

III. CHANGES IN THE BOARD OF DIRECTORS

On November 25, 2025, Mr. Phan Van Hung was appointed as Chairman of the Board of Directors, replacing Mr. Nguyen Viet Hung for the 2023–2028 term.

The above constitutes the full report on the activities of the Board of Directors in 2025 and the operational plan for 2026.

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

Respectfully submitted./.

Recipients:

- As above;
- Board of Directors, Executive Board;
- Archives.

ON BEHALF OF THE BOARD OF DIRECTORS



Phan Van Hung





**FRECO VIETNAM
CORPORATION**

SOCIALIST REPUBLIC OF VIETNAM
Independence – Freedom – Happiness

No. 02/2026/BC-UBKT

Hanoi, June 6, 2026

REPORT ON THE ACTIVITIES OF THE AUDIT COMMITTEE IN 2025

To: **General Meeting of Shareholders,
Freco Vietnam Corporation.**

Pursuant to the functions and duties of the Audit Committee ("AC") in accordance with applicable laws and the Charter on organization and operation of Freco Vietnam Corporation, the Audit Committee hereby reports to the General Meeting of Shareholders on its activities and performance in 2025 as follows:

I. ACTIVITIES OF THE AUDIT COMMITTEE

1. Information on members of the Audit Committee in 2025

No.	Audit Committee Member	Position	Date of Appointment / Cessation		
			Appointment Date	Cessation Date	
1	Mr. Nguyen Anh Tuan	Chairman of the Audit Committee	26/03/2024		Master of Business Administration
2	Ms. Tran Thi Viet Anh	Member of the Audit Committee	26/03/2024		Bachelor of Business Administration

2. Activities of the Audit Committee

1.1. Meetings of the Audit Committee conducted during the year:

NO.	Audit Committee Member	Meetings Attended	Attendance Rate	Voting Rate	Reason for Absence
1	Mr. Nguyen Tuan Anh	02/02	100%	100%	None
2	Ms. Tran Thi Viet Anh	02/02	100%	100%	None

1.2. Contents of the Audit Committee meetings:

- Discussed and agreed on the objectives and operational plan of the Audit Committee.
- Reviewed and evaluated the implementation of Resolutions and Decisions issued by the Board of Directors and the General Meeting of Shareholders in 2025. Periodic meetings were conducted in accordance with regulations, with minutes duly recorded and signed by all attending members.
- Reviewed and assessed quarterly and annual business and financial reports; supervised and urged relevant departments to ensure timely disclosure of information in compliance with legal requirements.
- Reviewed compliance with applicable laws, the Company Charter, and internal regulations; appraised financial statements; reviewed risk management and internal control systems; and provided recommendations to address outstanding issues and enhance operational efficiency.

1.3. Conclusions and recommendations of the Audit Committee

At meetings with the Board of Directors and the Executive Board, the Audit Committee provided independent opinions to highlight existing issues and risks in business operations and corporate governance, contributing to the achievement of targets set by the General Meeting of Shareholders. Key recommendations include:

- Conduct regular and continuous communication on business objectives, corporate culture, risk management, and management documentation systems for management staff and all employees.
- Departments should establish and maintain appropriate processes to manage operations and identify risks during execution.
- Enhance awareness among employees regarding corporate culture and risk management.

3. Remuneration of the Audit Committee

Details of remuneration for members of the Audit Committee are presented in the Proposal on the Board of Directors' remuneration report for 2025 and the remuneration plan for 2026.

II. RESULTS OF SUPERVISION OF THE 2025 FINANCIAL STATEMENTS AND THE COMPANY'S OPERATIONS AND FINANCIAL POSITION

The 2025 financial statements audited by An Viet Auditing Co., Ltd. fairly and accurately reflect, in all material respects, the Company's financial position and business performance for the fiscal year 2025, in accordance with applicable accounting standards and regulations.

Key financial and operational indicators of the Company in 2025 are as follows:

Table 1: Financial position and business performance in 2025

Unit of measurement: millions of dong

Items	2025	2024	% Change
1. Total assets	99.636	96.416	+ 3,34%
2 Net revenue	97.724	82.083	+ 19,06%
3. Operating profit	6.950	4.880	+ 42,42%
4. Other profit	(108)	365	- 129,56%

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Items	2025	2024	% Change
5. Profit before tax	6.842	5.245	+ 30,45%
6. Profit after tax	5.364	4.202	+ 27,63%

(Source: Audited Financial Statements 2025 of the Company)

III. EVALUATION RESULTS OF THE INTERNAL CONTROL AND RISK MANAGEMENT SYSTEMS

The Company's management documentation system has been developed in accordance with applicable laws, as well as the Company's governance requirements and principles, and has been communicated to all employees for proper understanding and implementation.

All activities across the Company are controlled at various levels in accordance with regulations and management directives. The Company has also implemented risk management measures, financial controls, compliance controls, and operational supervision mechanisms, with particular emphasis on contract control and cost control.

IV. With respect to transactions between the Company, its subsidiaries, and entities in which the Company holds more than 50% of the charter capital with members of the Board of Directors, the Chief Executive Officer, other executives, and their related persons; and transactions between the Company and entities in which members of the Board of Directors, the Chief Executive Officer, or other executives are founders or have served as managers within the three (03) years preceding the transaction

As of December 31, 2025, the Company has no subsidiaries.

The Company has no transactions with entities in which members of the Board of Directors, the Chief Executive Officer, or other executives are founders or have acted as managers within the three (03) years preceding the transaction.

V. RESULTS OF SUPERVISION OF THE BOARD OF DIRECTORS AND THE EXECUTIVE BOARD

- The Board of Directors and the Executive Board have complied with all applicable laws and regulations in managing and operating the Company's business activities. Members of the Board of Directors, the Executive Board, and management personnel have duly performed their assigned functions and duties in accordance with the Law on Enterprises, the Law on Accounting, the Company Charter, and resolutions of the General Meeting of Shareholders;
- Members of the Board of Directors have objectively performed their roles in evaluating and supervising the Executive Board, ensuring the avoidance of conflicts of interest among related parties, enhancing fairness and effectiveness in strategic direction, risk management, and production quality assurance. Non-executive members possess extensive experience in production, commerce, finance, and corporate governance.
- In 2025, the Board of Directors convened 13 meetings and issued 13 resolutions to direct the implementation of tasks assigned by the General Meeting of Shareholders. All meetings were convened and conducted in compliance with the Law on Enterprises and the Company's Charter;
- Minutes of the Board of Directors' meetings accurately reflect the discussions and opinions of members and were prepared in accordance with regulations;



- Resolutions and decisions of the Board of Directors and its Chairman were issued in compliance with proper procedures and applicable laws, as well as the Company Charter and resolutions of the General Meeting of Shareholders;
- Such resolutions and decisions primarily focused on implementing the 2025 General Meeting of Shareholders' resolutions, directing business operations, meeting governance requirements, and facilitating the Executive Board's management activities;
- Based on resolutions of the General Meeting of Shareholders, the Board of Directors and the Executive Board closely monitored economic conditions, market developments, and industry-specific regulations to flexibly manage the Company's operations, while adjusting the organizational and personnel structure in line with market changes to optimize costs and maintain an appropriate business scale;
- Decisions of the Executive Board regarding business operations were aligned with the Company's organizational structure, management conditions, and overall market developments;
- The Executive Board strengthened management practices, enhanced the workforce, provided professional training, and improved the professional capacity and ethics of employees to enhance operational quality, proactively prevent violations, and mitigate risks for the Company.

VI. ASSESSMENT OF COORDINATION AMONG THE AUDIT COMMITTEE, THE BOARD OF DIRECTORS, THE EXECUTIVE BOARD, AND SHAREHOLDERS

The coordination between the Audit Committee, the Board of Directors, the Executive Board, and other management personnel has been conducted closely and in line with the resolutions of the General Meeting of Shareholders. The Audit Committee has been provided with all necessary documents and information to effectively perform its supervisory role. All recommendations and proposals of the Audit Committee have been duly considered by the Board of Directors and the Executive Board, who have instructed relevant departments to implement them seriously.

VII. CONCLUSION

Based on the activities of the Audit Committee in 2025, the Company's business operations have been conducted safely, in compliance with applicable laws, and in alignment with the directions outlined in the resolutions of the General Meeting of Shareholders.

Respectfully submitted to the General Meeting of Shareholders..

Respectfully submitted./.

Recipients:

- As above;
- Board of Directors, Executive Board;
- Archives.

**CHAIRMAN OF
THE AUDIT COMMITTEE**



NGUYEN ANH TUAN



**FRECO VIETNAM
CORPORATION**

SOCIALIST REPUBLIC OF VIETNAM
Independence – Freedom – Happiness

No: 01/2026/TTr-HDQT

Hanoi, June 6, 2026

PROPOSAL

Subject: Approval of the Audited Financial Statements for 2025

**To: General Meeting of Shareholders,
Freco Vietnam Corporation.**

- Pursuant to the Law on Enterprises No. 59/2020/QH14 adopted by the National Assembly of the Socialist Republic of Vietnam on June 17, 2020;
- Pursuant to the Law on Securities No. 54/2019/QH14 adopted by the National Assembly of the Socialist Republic of Vietnam on November 26, 2019;
- Pursuant to the current Charter of Organization and Operation of Freco Vietnam Corporation.

The Board of Directors (the "BOD") hereby respectfully submits to the 2026 Annual General Meeting of Shareholders (the "GMS") for approval the audited financial statements for 2025 of Freco Vietnam Corporation as follows:

The 2025 audited financial statements of Freco Vietnam Corporation have been audited by An Viet Auditing Co., Ltd. in accordance with applicable auditing standards. The full set of the 2025 audited financial statements has been duly disclosed on the Company's official website and through other disclosure channels in compliance with regulations.

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

Respectfully submitted./.

Recipients:

- As above;
- Board of Directors, Executive Board;
- Archives.

ON BEHALF OF THE BOARD OF DIRECTORS



Phan Van Hung

**FRECO VIETNAM
CORPORATION**

SOCIALIST REPUBLIC OF VIETNAM
Independence – Freedom – Happiness

No: 02/2026/TTr-HDQT

Hanoi, June 6, 2026

PROPOSAL

Subject: Approval of the Plan for Appropriation of Funds, Profit Distribution, and Dividend Payment for 2025

**To: General Meeting of Shareholders,
Freco Vietnam Corporation.**

- Pursuant to the Law on Enterprises No. 59/2020/QH14 adopted by the National Assembly of the Socialist Republic of Vietnam on June 17, 2020;
- Pursuant to the Law on Securities No. 54/2019/QH14 adopted by the National Assembly of the Socialist Republic of Vietnam on November 26, 2019;
- Pursuant to the current Charter of Organization and Operation of Freco Vietnam Corporation.
- Pursuant to the audited financial statements for 2025 of Freco Vietnam Corporation;

Based on the 2025 audited financial statements and the Company's actual situation, the Board of Directors (the "BOD") hereby respectfully submits to the 2026 Annual General Meeting of Shareholders (the "GMS") for approval the plan for appropriation of funds and profit distribution for 2025 as follows:

No.	Indicators	Amount (VND)
1	Total undistributed profit after tax	17.104.964.212
1.1	Retained earnings brought forward	11.741.207.629
1.2	Profit after tax for the year	5.363.756.583
2	Appropriation of funds	-
3	Profit after tax after appropriation (3 = 1 - 2)	17.104.964.212
4	Proposed stock dividend	0
5	Retained earnings (5 = 3 - 4)	17.104.964.212

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

Respectfully submitted./.

Recipients:

- As above;
- Board of Directors, Executive Board;
- Archives.

ON BEHALF OF THE BOARD OF DIRECTORS



Phan Van Hung

**FRECO VIETNAM
CORPORATION**

SOCIALIST REPUBLIC OF VIETNAM
Independence – Freedom – Happiness

No: 03/2026/TTr-HDQT

Hanoi, June 6, 2026

PROPOSAL

Subject: Selection of an Independent Audit Firm for the Audit of the 2026 Financial Statements

**To: General Meeting of Shareholders,
Freco Vietnam Corporation.**

- Pursuant to the Law on Enterprises No. 59/2020/QH14 adopted by the National Assembly of the Socialist Republic of Vietnam on June 17, 2020;
- Pursuant to the Law on Securities No. 54/2019/QH14 adopted by the National Assembly of the Socialist Republic of Vietnam on November 26, 2019;
- Pursuant to the current Charter of Organization and Operation of Freco Vietnam Corporation.

The Board of Directors hereby respectfully submits to the General Meeting of Shareholders for approval the authorization for the Board of Directors to select an independent audit firm to audit the Company's financial statements for 2026.

The selected audit firm must be an independent consulting and auditing entity legally operating in Vietnam and listed in the State Securities Commission of Vietnam's list of audit firms approved to audit listed and public companies. The auditors must be included in the list of practicing auditors holding valid practicing certificates officially issued by the Ministry of Finance.

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

Respectfully submitted./.

Recipients:

- As above;
- Board of Directors, Executive Board;
- Archives.

ON BEHALF OF THE BOARD OF DIRECTORS



Phan Van Hung

No: 04/2026/TTr-HDQT

Hanoi, June 6, 2026

PROPOSAL

Subject: Report on Remuneration of the Board of Directors in 2025 and Remuneration Plan for 2026

**To: General Meeting of Shareholders,
Freco Vietnam Corporation.**

- Pursuant to the Law on Enterprises No. 59/2020/QH14 adopted by the National Assembly of the Socialist Republic of Vietnam on June 17, 2020;
- Pursuant to the Law on Securities No. 54/2019/QH14 adopted by the National Assembly of the Socialist Republic of Vietnam on November 26, 2019;
- Pursuant to the current Charter of Organization and Operation of Freco Vietnam Corporation;

The Board of Directors of Freco Vietnam Corporation hereby respectfully submits to the General Meeting of Shareholders (the "GMS") for consideration and approval the remuneration of the Board of Directors (the "BOD") and the Audit Committee for 2025, as well as the remuneration plan for 2026, as follows:

1. Remuneration paid to the BOD and the Audit Committee in 2025

According to the 2025 financial statements, the total salary and remuneration fund of the Board of Directors and the Audit Committee amounted to VND 1.156.412.946.

2. Remuneration plan for the BOD and the Audit Committee in 2026

Based on the 2026 business plan targets, the total planned salary and remuneration fund for the Board of Directors and the Audit Committee in 2026 is VND 2,000,000,000 (two billion Vietnamese Dong), detailed as follows:

No.	Position	Actual 2025		Planned 2026	
		Salary	Remuneration	Salary	Remuneration
1	Chairman of the BOD	572.024.545	54.000.000	2.000.000.000	
2	Member of the BOD	530.388.401	0		
3	Chairman of the Audit Committee	0	0		
4	Member of the Audit Committee	0	0		

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

Respectfully submitted./.

Recipients:

- As above;
- Board of Directors, Executive Board;
- Archives.

ON BEHALF OF THE BOARD OF DIRECTORS
CHAIRMAN



Phan Van Hung

FRECO VIETNAM
CORPORATION

SOCIALIST REPUBLIC OF VIETNAM
Independence – Freedom – Happiness

No: 07/2026/TTr-HDQT

Hanoi, June 6, 2026

PROPOSAL

Subject: Change of the Company's Head Office Address

**To: The General Meeting of Shareholders,
Freco Vietnam Corporation.**

- Pursuant to the Law on Enterprises No. 59/2020/QH14 passed by the National Assembly of the Socialist Republic of Vietnam on June 17, 2020;
- Pursuant to the Law on Securities No. 54/2019/QH14 passed by the National Assembly of the Socialist Republic of Vietnam on November 26, 2019;
- Pursuant to the current Charter on Organization and Operation of Freco Vietnam Corporation.
- Pursuant to the actual operation situation of Freco Vietnam Corporation.

Based on the actual business operation situation of Freco Vietnam Joint Stock Company (the "Company"), and for brand orientation, facilitating the search for investment opportunities, strengthening connections with partners, and expanding the market in line with the Company's sustainable development strategy in the new phase, the Board of Directors respectfully submits to the General Meeting of Shareholders for approval the plan to change the Company's head office address as follows.

1. **Proposed change:** The General Meeting of Shareholders authorizes the Board of Directors to consider and identify a new head office address for the Company that is most suitable for the Company's sustainable development orientation in the new phase.
2. **Approval of the change plan:** The General Meeting of Shareholders approves the amendment and update of the Company's legal documents (including the Charter, Enterprise Registration Certificate, licenses, and other relevant documents and records relating to the legal status of Freco Vietnam Joint Stock Company) in connection with the change of the Company's head office address.
3. **Timing of implementation of enterprise registration amendment (change of the Company's head office address):** The General Meeting of Shareholders authorizes the Board of Directors to issue the decision on the change and carry out the relevant legal procedures at an appropriate time, but no later than 12 months from the date on which this Resolution is approved by the General Meeting of Shareholders.

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

Respectfully submitted./.

Recipients:

- As above;
- Board of Directors, Executive Board;
- Archives.

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



Phan Van Hung

**FRECO VIETNAM
CORPORATION**

SOCIALIST REPUBLIC OF VIETNAM
Independence – Freedom – Happiness

No: 08/2026/TTr-HDQT

Hanoi, June 6, 2026

PROPOSAL

Subject: Dismissal of a Member of the Board of Directors and Adoption of the Regulations on Election of Members of the Board of Directors for the 2023–2028 Term

**To: The General Meeting of Shareholders,
Freco Vietnam Corporation.**

- Pursuant to the Law on Enterprises No. 59/2020/QH14 passed by the National Assembly of the Socialist Republic of Vietnam on June 17, 2020;
- Pursuant to the Law on Securities No. 54/2019/QH14 passed by the National Assembly of the Socialist Republic of Vietnam on November 26, 2019;
- Pursuant to the current Charter on Organization and Operation of Freco Vietnam Corporation.
- Pursuant to the resignation letter submitted by Ms. Tran Thi Viet Anh;

Based on the provisions of Clause 3, Article 160 of the Law on Enterprises No. 59/2020/QH14, the Board of Directors respectfully submits to the General Meeting of Shareholders for consideration and approval the following matters:

(1) Dismissal from the position of Member of the Board of Directors of the following individual:

- Ms. Tran Thi Viet Anh Date of birth: November 26, 1982

(2) For the purpose of implementing the Company's business and development strategy for the 2023–2028 period, the General Meeting of Shareholders shall conduct the election and consolidation of the Board of Directors for the 2023–2028 term;

The Board of Directors respectfully requests the General Meeting of Shareholders to review and approve the above matters.

Respectfully submitted./.

Recipients:

- As above;
- Board of Directors, Executive Board;
- Archives.

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



Phan Van Hung

FRECO VIETNAM
CORPORATION

SOCIALIST REPUBLIC OF VIETNAM
Independence – Freedom – Happiness

Hanoi, June 6, 2026

**REGULATIONS ON ELECTION OF MEMBERS OF THE BOARD OF DIRECTORS
FOR THE TERM 2023–2028
AT THE 2026 ANNUAL GENERAL MEETING OF SHAREHOLDERS
OF FRECO VIETNAM CORPORATION**

- Pursuant to the Law on Enterprises No. 59/2020/QH14 passed by the National Assembly of the Socialist Republic of Vietnam on June 17, 2020;
- Pursuant to Decree No. 155/2020/ND-CP issued by the Government on December 31, 2020 detailing the implementation of a number of articles of the Law on Securities;
- Pursuant to the current Charter on organization and operation of FRECO.

CHAPTER I: NOMINATION OF MEMBERS OF THE BOARD OF DIRECTORS

Article 1: Standards and Conditions for Members of the Board of Directors

- 1.1 Having full civil act capacity and not being prohibited from establishing and managing enterprises pursuant to Clause 2, Article 17 of the Law on Enterprises No. 59/2020/QH14.
- 1.2 Members of the Board of Directors must satisfy the standards and conditions prescribed in Clauses 1 and 2, Article 155 of the Law on Enterprises and Article 275 of Decree No. 155/2020/ND-CP.
- 1.3 Possessing professional qualifications and experience in business administration or in the business lines and sectors of FRECO, and not necessarily being a shareholder of FRECO;
- 1.4 A member of the Board of Directors of FRECO may concurrently serve as a member of the Board of Directors of another company but shall not concurrently serve on the Board of Directors of more than five (05) other companies.
- 1.5 An independent member of the Board of Directors must satisfy the following standards and conditions:
 - Not currently working for the Company or its subsidiary; not having worked for the Company or its subsidiary for at least three (03) consecutive years immediately preceding the appointment;
 - Not currently receiving salary or remuneration from the Company, except for allowances to which members of the Board of Directors are entitled in accordance with regulations;
 - Not being a spouse, biological parent, adoptive parent, biological child, adopted child, sibling of a major shareholder of the Company; or a manager of the Company or its subsidiary;
 - Not directly or indirectly owning at least 1% of the total voting shares of the Company;
 - Not having served as a member of the Board of Directors or the Supervisory Board of the Company for at least five (05) consecutive years immediately preceding the appointment.



Article 2: Nomination of Candidates for the Board of Directors

- 2.1 Shareholders or groups of shareholders owning 10% or more of the total ordinary shares shall have the right to nominate candidates to the Board of Directors as follows:
- a. Ordinary shareholders forming a group to nominate candidates to the Board of Directors must notify the attending shareholders of such grouping prior to the opening of the General Meeting of Shareholders;
 - b. The nomination of candidates to the Board of Directors must be made in writing and include the following information: full name, contact address, nationality, legal identification documents in respect of individual shareholders; enterprise registration number or legal documents and head office address in respect of institutional shareholders; number of shares held by each shareholder, total number of shares held by the shareholder group, and ownership ratio in the total shares of the Company; signatures of all shareholders forming the group;
 - c. Dossiers and information relating to candidates shall comply with regulations on information disclosure in the securities market;
- 2.2 Shareholders or groups of shareholders holding shares are entitled to aggregate their voting rights to nominate candidates to the Board of Directors. Shareholders or groups of shareholders holding from 10% to under 20% of the total ordinary shares may nominate one (01) candidate; from 20% to under 30% may nominate up to two (02) candidates; from 30% to under 40% may nominate up to three (03) candidates; from 40% to under 50% may nominate up to four (04) candidates; from 50% to under 60% may nominate up to five (05) candidates; from 60% to under 70% may nominate up to six (06) candidates; from 70% to 80% may nominate up to seven (07) candidates; and from 80% to under 90% may nominate up to eight (08) candidates.
- 2.3 In the event that the number of candidates nominated and self-nominated remains insufficient as required under Clause 5, Article 115 of the Law on Enterprises, the incumbent Board of Directors may nominate additional candidates or organize nominations in accordance with the Company Charter, Internal Corporate Governance Regulations, and Regulations on Operation of the Board of Directors. Any additional nominations by the incumbent Board of Directors must be clearly disclosed before the General Meeting of Shareholders votes to elect members of the Board of Directors in accordance with law.

Article 3: Dossiers for Self-Nomination and Nomination of Candidates for Election to the Board of Directors

- 3.1. Application form for self-nomination/nomination to the Board of Directors (in the prescribed form);
- 3.2. Curriculum vitae declared by the candidate (in the prescribed form);
- 3.3. Copies of Citizen Identification Card/Identity Card, permanent residence book (or long-term temporary residence registration certificate), passport for overseas Vietnamese or foreigners, and diplomas, certificates evidencing educational and professional qualifications.

Article 4: Selection of Candidates

Based on the self-nomination/nomination forms submitted by shareholders/shareholder groups, the

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Organizing Committee shall prepare a list of candidates satisfying the prescribed conditions for election to the Board of Directors.

CHAPTER II: ELECTION OF MEMBERS OF THE BOARD OF DIRECTORS

Article 5: Eligible Voters

Shareholders owning voting shares and authorized representatives of shareholders owning voting shares of the Company.

Article 6: Ballots and Voting Instructions

6.1 List of Candidates for the Board of Directors

- Candidates shall be arranged in alphabetical order by name, with full names stated on the ballot.

6.2 Ballots and Voting Instructions

- Ballots shall be uniformly printed and specify the total number of voting shares corresponding to each attendance code;
- Shareholders or authorized representatives shall simultaneously receive ballots for election of members of the Board of Directors corresponding to their attendance code (including owned and authorized shares);
- In case of errors in recording, shareholders may request the Vote Counting Committee to replace the ballot;
- Shareholders or authorized representatives must personally write the number of votes allocated to each candidate in the blank box corresponding to such candidate on the ballot.

6.3 Invalid Ballots

- Ballots not in the form prescribed by the Organizing Committee or not bearing the seal of FRECO;
- Ballots containing erasures, amendments, additional information, or names not included in the list of candidates approved by the General Meeting of Shareholders before voting;
- Ballots where the total number of votes cast for candidates exceeds the total voting rights held by such shareholder (including owned and authorized shares).

Article 7: Voting method

7.1 The election of members of the Board of Directors shall be conducted by cumulative voting;

7.2 Each shareholder shall have a total number of votes corresponding to the total number of voting shares held (including owned and authorized shares) multiplied by the number of Board members to be elected;

7.3 Shareholders may allocate all votes to one candidate or several candidates, provided that the number of candidates voted for does not exceed the number approved by the General Meeting of Shareholders.

Article 8: Vote Counting Committee, Voting and Vote Counting Principles

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8.1 Vote Counting Committee

- The Vote Counting Committee shall be nominated by the Chairperson and approved by the General Meeting of Shareholders;
- The responsibilities of the Vote Counting Committee include:
 - + Distributing ballots and instructing shareholders on voting procedures;
 - + Conducting vote counting;
 - + Announcing election results before the General Meeting.
- Members of the Vote Counting Committee must not be included in the list of nominees or candidates for the Board of Directors;

8.2 Principles for Voting and Vote Counting

- The Vote Counting Committee shall inspect the ballot box in the presence of shareholders;
- Voting shall commence after ballot distribution is completed and end when the last shareholder has cast his/her ballot into the ballot box;
- Vote counting shall be conducted immediately after voting ends;
- Vote counting results shall be recorded in writing and announced before the General Meeting by the Head of the Vote Counting Committee.

Article 9: Principles of Cumulative Voting and Election of Members of the Board of Directors

9.1 Principles of Cumulative Voting:

As guided in the Appendix attached to these Regulations.

9.2 Principles for Determination of Elected Members of the Board of Directors:

- Based on the number of Board members approved, the General Meeting shall determine elected candidates in descending order of votes received, starting from the candidate with the highest number of votes until sufficient members are elected, while ensuring the minimum number of independent Board members as required by law and the current Charter of FRECO;
- A candidate elected to the Board of Directors must receive at least one (01) vote;
- In the event that the required number of Board members cannot be selected due to multiple candidates receiving an equal number of votes, a re-election shall be conducted among those candidates to determine the candidate with the higher number of votes.

Article 10: Preparation and Announcement of Vote Counting Minutes

10.1 After completion of vote counting, the Vote Counting Committee must prepare the vote counting minutes;

10.2 The full text of the vote-counting minutes must be announced before the General Meeting;

10.3 Any complaints relating to the election and vote counting shall be resolved by the Chairperson of the meeting and recorded in the minutes of the General Meeting of Shareholders.



APPENDIX
GUIDELINES FOR ELECTING MEMBERS OF THE BOARD OF DIRECTORS
BY CUMULATIVE VOTING METHOD

1. Type of Ballot

- Green ballot paper: Election of members of the Board of Directors

2. Ballot Submission

- Ballots for the election of members of the Board of Directors shall be deposited into a sealed ballot box.

3. Instructions for Completing the Ballot

- Each shareholder shall have a total number of votes corresponding to the total number of voting shares held (including owned shares and authorized shares) multiplied by the number of members to be elected to the Board of Directors.
- Shareholders may allocate their total votes equally among all candidates, or cumulate all votes for one or several candidates; however, the total number of votes cast for all candidates must not exceed the shareholder's total voting rights.

Illustrative Examples

The General Meeting of Shareholders elects 07 members of the Board of Directors from a total of 10 candidates. Shareholder Nguyen Van A holds (including owned and authorized shares) 1,000 voting shares. Accordingly, the total number of votes of shareholder Nguyen Van A shall be:

$1,000 \text{ shares} \times 7 = 7,000 \text{ votes.}$

Shareholder Nguyen Van A may cast cumulative votes as follows:

Case 1: Shareholder Nguyen Van A distributes votes equally among 10 candidates (each candidate receives 700 votes)

Candidate	Votes Allocated
Candidate 1	700
Candidate 2	700
Candidate 3	700
Candidate 4	700
Candidate 5	700

Candidate	Votes Allocated
Candidate 6	700
Candidate7	700
Candidate 8	700
Candidate 9	700
Candidate10	700

Case 2: Shareholder Nguyen Van A allocates all 7,000 votes to one candidate

Candidate	Votes Allocated
Candidate 1	0
Candidate 2	7.000
Candidate 3	0
Candidate 4	0
Candidate 5	0

Candidate	Votes Allocated
Candidate 6	0
Candidate7	0
Candidate 8	0
Candidate 9	0
Candidate10	0

Case 3: Shareholder Nguyen Van A allocates 7,000 votes among several candidates

Candidate	Votes Allocated
Candidate 1	6.000
Candidate 2	400
Candidate 3	0
Candidate 4	0
Candidate 5	0

Candidate	Votes Allocated
Candidate 6	200
Candidate7	0
Candidate 8	400
Candidate 9	0
Candidate10	0



4. Invalid Ballots

- Ballots not in the prescribed form or not bearing the Company's seal.
- Ballots containing erasures, amendments, additional information, or names that are incorrect or not included in the list of candidates approved by the General Meeting of Shareholders prior to voting.
- Ballots where the total votes cast for candidates exceed the total voting rights held by the shareholder (including owned and authorized shares).

Case 4: Invalid ballot due to exceeding the shareholder's total voting rights.

In this case, shareholder Nguyen Van A cast a total of 8,000 votes, which exceeds the shareholder's total voting rights of 7,000 votes)

Candidate	Votes Allocated
Candidate 1	4.000
Candidate 2	2.000
Candidate 3	0

Candidate	Votes Allocated
Candidate 6	2.000
Candidate7	0
Candidate 8	0

Candidate	Votes Allocated
Candidate 4	0
Candidate 5	0

Candidate	Votes Allocated
Candidate 9	0
Candidate10	0

- Other cases as stipulated in the Election Regulations.



**FRECO VIETNAM
CORPORATION**

SOCIALIST REPUBLIC OF VIETNAM
Independence – Freedom – Happiness

No: 09/2026/TTr-HDQT

Hanoi, June 6, 2026

Proposal

Subject: List of Candidates for the Board of Directors for the 2023–2028 Term

**To: The General Meeting of Shareholders,
Freco Vietnam Corporation.**

- Pursuant to the Law on Enterprises No. 59/2020/QH14 passed by the National Assembly of the Socialist Republic of Vietnam on June 17, 2020;
- Pursuant to the Law on Securities No. 54/2019/QH14 passed by the National Assembly of the Socialist Republic of Vietnam on November 26, 2019;
- Pursuant to the current Charter on Organization and Operation of Freco Vietnam Corporation.

The Board of Directors has compiled the list of candidates for the position of Member of the Board of Directors for the 2023–2028 term who satisfy the required criteria for inclusion in the official list of nominees to be presented at the 2026 Annual General Meeting of Shareholders, as follows:

No.	Full name	Date of Birth	Professional Qualification	Shareholding of Nominating Shareholder(s)/Shareholder Group
1	Ms. Nguyen Le Thuy	June 28, 1982	12/12	Ms. Nguyen Le Thuy: 160,000 shares; Ms. Le Thi Hong: 372,700 shares; Ms. Nguyen Thi Diem My: 247,400 shares.

Shareholders are kindly requested to refer to the Candidate Profile attached to this Submission for further details.

The Board of Directors respectfully requests that the General Meeting of Shareholders approve the list of nominated candidates and proceed with the election in accordance with applicable regulations.

Respectfully submitted./.

Recipients:

- As above;
- Board of Directors, Executive Board;
- Archives.

ON BEHALF OF THE BOARD OF DIRECTORS
CHAIRMAN



Phan Van Hung