

HCMC, April 25, 2025



ORGANIZATION/WORKING REGULATIONS
ANNUAL GENERAL MEETING OF SHAREHOLDERS 2025
VIETNAM VEGETABLE OILS INDUSTRY CORPORATION - JSC

Pursuant to:

- *Law on Enterprises No. 59/2020/QH14 passed by the National Assembly of the Socialist Republic of Vietnam on 2020-06-17;*
- *Securities Law No. 54/2019/QH14 passed by the National Assembly of the Socialist Republic of Vietnam on 2019-11-26; and its sub-law documents;*
- *Decree 155/2020/ND-CP Detailing the Implementation of a Number of Articles of the Securities Law passed on 2020-12-31;*
- *Charter of Vietnam Vegetable Oils Industry Corporation – JSC;*
- *Internal Regulations on Corporate Governance of Vietnam Vegetable Oils Industry Corporation – JSC.*

To ensure the success of the 2025 Annual General Meeting of Shareholders of Vietnam Vegetable Oils Industry Corporation - JSC, the Board of Directors establishes the following regulations, principles of organization, working, conduct, and voting at the General Meeting:

Article 1. Purpose:

- Ensure the procedures, principles of conduct, and voting at the Annual General Meeting of Shareholders of Vietnam Vegetable Oils Industry Corporation - JSC take place in accordance with regulations and are successful.
- The resolutions of the General Meeting of Shareholders express the unified will of the General Meeting of Shareholders, meet the wishes and interests of shareholders, and comply with the law.

Article 2. Subjects and Scope

- ***Subjects of application:*** All shareholders, representatives (authorized persons) of shareholders owning shares of Vietnam Vegetable Oils Industry Corporation - JSC and guests attending the Annual General Meeting of Shareholders of Vietnam Vegetable Oils Industry Corporation - JSC must comply with the regulations in these Regulations, the Company's Charter, and current legal provisions.

- **Scope of application:** These Regulations are used for organizing the 2025 Annual General Meeting of Shareholders of Vietnam Vegetable Oils Industry Corporation - JSC.

Article 3. Explanation of terms/abbreviations

- Company : Vocarimex
- BOD : Board of Directors
- BOS : Board of Supervisors
- OC : Organizing Committee
- GMS : General Meeting of Shareholders
- Delegates : Shareholders, representatives (*authorized persons*)

Article 4. Conditions for conducting the General Meeting of Shareholders

- The General Meeting of Shareholders shall be held when the number of shareholders present represents more than 50% of the total voting shares.
- If the required number of delegates is not present within thirty (30) minutes from the scheduled opening time of the meeting, the convener shall cancel the meeting. The General Meeting of Shareholders must be reconvened within thirty (30) days from the date of the first scheduled General Meeting of Shareholders. The second convened General Meeting of Shareholders shall only be held when the number of shareholders present represents at least 33% of the total voting shares.
- If the second meeting cannot be held due to the lack of the required number of delegates within thirty (30) minutes from the scheduled opening time, the third General Meeting of Shareholders may be convened within twenty (20) days from the date of the second scheduled meeting. In this case, the meeting shall be held regardless of the total number of voting shares on all matters proposed for approval at the first General Meeting of Shareholders.

Article 5. Delegates participating in the 2025 Annual General Meeting of Shareholders

- All shareholders of the Company as of the record date of March 25, 2025 are entitled to attend or authorize their representatives to attend the General Meeting of Shareholders. In cases where more than one authorized representative is appointed in accordance with the law, the specific number of shares held by each representative must be determined.

Article 6. Invited Guests at the General Meeting

- Management positions of the Company, invited guests, and members of the Organizing Committee who are not shareholders of the Company but are invited to attend the General Meeting.

- Invited guests do not participate in speaking at the General Meeting (*unless invited by the Chairperson of the General Meeting, or pre-registered with the Organizing Committee and approved by the Chairman*).

Article 7. Chairperson and Presidium

- The Chairman of the Board of Directors chairs the meetings convened by the Board of Directors.
- The Presidium consists of 01 Chairperson and Members. The Chairman of the Board of Directors chairs the meetings convened by the Board of Directors or the Chairman of the Board of Directors authorizes another member of the Board of Directors to chair the General Meeting. Specifically:

No.	Member's name	Position
1	Mr. Tran Kim Thanh	Chairman of the Board of Directors
2	Mr. Tran Le Nguyen	Member of the Board of Directors
3	Mrs. Nguyen Thi Xuan Lieu	Member of the Board of Directors
4	Mr. Tran Tien Hoang	General Director
5	Mr. Bui Thanh Tung	Deputy General Director

- In the event of the Chairman's absence or authorization, the remaining members of the Board of Directors shall elect one of them to chair the General Meeting by majority vote. If no chairman is elected, the Head of the Supervisory Board shall preside over the General Meeting of Shareholders to elect a chairperson from among the attendees, and the person with the highest number of votes shall chair the meeting.
- In other cases, the person who signs the notice convening the General Meeting of Shareholders shall preside over the General Meeting of Shareholders to elect a chairperson, and the person with the highest number of votes shall be elected as the chairperson.
- Duties of the Presidium:
 - Conduct the General Meeting in accordance with the agenda, regulations, and rules approved by the General Meeting.
 - Assign and introduce representatives of the Board of Directors and the Supervisory Board to present reports at the General Meeting.
 - Introduce the members of the Vote Counting Committee for the General Meeting's approval.
 - Introduce the members of the Presidium for the General Meeting's approval (if any).

- Guide the General Meeting in discussions and obtaining votes on matters within the agenda of the General Meeting and related matters throughout the General Meeting.
- Respond to and record matters within the agenda approved by the General Meeting.
- Resolve issues arising during the General Meeting.
- Approve and issue documents, results, minutes, and resolutions of the General Meeting after its conclusion.
- The Chairperson works on the principle of democratic centralism and decides by majority vote.

Article 8. Delegate Eligibility Check Committee

- The Delegate Eligibility Check Committee of the General Meeting consists of 01 person, responsible to the Presidium and the General Meeting of Shareholders for their duties. The Delegate Eligibility Check Committee is introduced specifically by the Chairperson as follows:

No.	Member's name	Note
1	Mr. Ho Minh Son	Shareholder

- Duties:
- Receive shareholder documents (if any), verify and check the validity of shareholders attending offline.
- Report to the General Meeting of Shareholders on the results of the shareholder eligibility check before the General Meeting of Shareholders officially commences.
- Coordinate with the Vote Counting Committee to guide, support, and supervise voting.

Article 9. Secretariat of the General Meeting:

- The Secretariat of the General Meeting consists of 01 person appointed by the Chairman, responsible to the Presidium and the General Meeting of Shareholders for their duties and under the direction of the Presidium. The Secretariat is introduced specifically by the Chairman as follows:

No.	Member's name	Note
1	Mr. Thach Minh Huy	Shareholder

- Duties:
- Receive, review registration forms for shareholder comments, and submit them to the Presidium for decision.

- Record the minutes of the General Meeting of Shareholders fully and truthfully, including all proceedings and matters approved or noted by shareholders.
- Assist the Chairperson in announcing the draft minutes of the General Meeting and Resolutions on matters approved at the General Meeting.

Article 10. Vote Counting Committee

- The Vote Counting Committee, introduced by the Chairperson, comprises one Head and members.
- The Vote Counting Committee includes:

No.	Member's name	Note
1	Mr. Nguyen Duc Thuyet - Head of Committee	Shareholder
2	Mrs. Tran Thi Mai Phuong	Shareholder
3	Mr. Thai Hoa Hung	Shareholder Representative

- Duties:
- The Vote Counting Committee must prepare minutes of the vote count and be responsible to the Presidium and the GMS when performing its duties.
- Accurately determine the voting results for each matter voted on at the General Meeting.
- Promptly notify the secretary of the voting results.
- Review and report to the General Meeting any violations of voting procedures or complaints regarding voting results.

Article 11. Discussion at the General Meeting

1. Principles:

- Discussion is only permitted within the allotted time and within the scope of the matters presented in the General Meeting of Shareholders agenda.
- Only shareholders may participate in the discussion.
- Shareholders can register their discussion topics as follows:
- Shareholders may submit questions in the Question Form included in the meeting materials.
- The Secretariat will organize shareholder questions and forward them to the Chairperson.

2. Responding to Delegate Comments:

- Based on the shareholders' Question Forms, the Chairperson or a designated member will respond to delegate comments.
- Due to time constraints, any unanswered questions will be addressed in writing directly by the company.

Article 12. Discussion and Voting at the General Meeting

1. Principles:

All matters on the General Meeting's agenda must be discussed and voted on publicly by the General Meeting of Shareholders.

- Voting Method:
 - Shareholders choose one of three voting options: Approval, Disapproval, or Abstention for each matter presented for voting at the General Meeting, as recorded on the Ballot included in the General Meeting materials.
 - Shareholders then cast their votes by placing their ballots in the ballot box.
- Voting and Election Procedures (specified in the election regulations)

2. Voting Rules:

Each share is equivalent to one voting right. Each attending shareholder represents one or more voting rights.

- As of the record date (March 25, 2025), the total number of voting shares of the company is 121,800,000 shares, equivalent to 121,800,000 voting rights.

For resolutions voted on in person or by proxy at the General Meeting of Shareholders, a resolution will be passed with the approval of more than 50% of the total voting shares attending the General Meeting. In certain cases specified in Clause 1, Article 20 of the Company Charter, a resolution requires the approval of at least 65% of the total voting shares attending the General Meeting.

- Note:
 - Shareholders/authorized representatives with related interests do not have voting rights for contracts and transactions valued at 35% of the total asset value of the Company as recorded in the most recent financial report; these contracts or transactions are only approved when a number of shareholders/authorized representatives holding at least 65% of the remaining voting rights agree (according to Clause 4, Article 167, Law on Enterprises 2020).
 - Shareholders/authorized representatives who own from 51% of the total voting shares or more, or related persons of such shareholders, do not have voting rights for contracts and transactions valued at more than 10% (total asset value of the Company as recorded in the most recent financial statements) with that shareholder (according to Point b, Clause 3 and Clause 4, Article 167 of the Law on Enterprises 2020).

3. Recording voting results

- The Vote Counting Committee will check, synthesize, and report the vote counting results of each issue according to the meeting agenda to the Chairperson. The voting results will be announced by the chairperson right before the meeting closes.

Article 13. Minutes, Resolution of the General Meeting of Shareholders

All contents at the General Meeting of Shareholders must be recorded in the minutes of the General Meeting of Shareholders by the Secretary of the Meeting. The minutes of the General Meeting of Shareholders must be read and approved before the closing of the Meeting.

Article 14. Implementation of Regulations

These organizational regulations are read publicly before the 2025 Annual General Meeting of Shareholders and take effect immediately upon approval by the General Meeting of Shareholders of Vocarimex.

Shareholders, authorized representatives, and guests who violate this Regulation will be considered and subject to disciplinary actions according to the Company's Charter and the Law on Enterprise, depending on the specific severity of the violation.

ON BEHALF OF THE BOARD OF DIRECTORS

CHAIRMAN OF THE BOD

Signed

TRAN KIM THANH



HCM City, April 25 2025



PROPOSAL

2025 ANNUAL GENERAL MEETING OF SHAREHOLDERS

- Pursuant to the Law on Enterprises No. 59/2020/QH14 dated 2020-06-17, effective from 2021-01-01 (“**Law on Enterprises**”);
- Pursuant to the Securities Law No. 54/2019/QH14 dated 2019-11-26, effective from 2021-01-01 (“**Securities Law**”);
- Pursuant to Decree No. 155/2020/ND-CP of the Government dated 2020-12-31 detailing the implementation of a number of articles of the Securities Law (“**Decree No. 155**”);
- Pursuant to the Charter of Organization and Operation of Vietnam Vegetable Oil Industry Corporation – JSC (“**Vocarimex**”);
- Based on the 2024 financial statements audited by Ernst & Young Vietnam Co., Ltd. (E&Y), ending on 2024-12-31 of Vietnam Vegetable Oil Industry Corporation – JSC.

The Board of Directors of Vietnam Vegetable Oil Industry Corporation – JSC respectfully submits to the Annual General Meeting of Shareholders 2025 for approval the following content:

Content 1: Approval of the 2024 Reports

- Audited Financial Statements
- Report of the Board of Directors
- Report of the Board of Management on production-business results
- Report of the Board of Supervisors

Content 2: Production-Business Plan for 2025

Based on the current production-business situation and market forecast for 2025, the Board of Directors submits to the General Meeting of Shareholders for approval the 2025 plan as follows:

- Net Revenue: 500 billion VND
- Profit before tax: 42 billion VND

Based on the actual profit after corporate income tax in 2025, the Board of Directors will submit to the 2026 Annual General Meeting of Shareholders the dividend payout ratio and the allocation to funds.



Content 3: Report on remuneration paid to the Board of Directors and Board of Supervisors in 2024 and the remuneration plan for the BOD and BOS in 2025

1. Total remuneration paid to the Board of Directors and Board of Supervisors in 2024

- **Board of Directors:** **276,000,000 VND**
 In which: Chairman of the BOD: 8,000,000 VND/month
 Members of the BOD: 6,000,000 VND/month/person
 Secretary of the BOD: 3,000,000 VND/month
- **Board of Supervisors:** **144,000,000 VND**
 In which: Head of the BOS: 6,000,000 VND/month
 Members of the BOS: 3,000,000 VND/month/person

2. Remuneration plan for the Board of Directors and Board of Supervisors in 2025

- **Board of Directors:** **276,000,000 VND**
 In which: Chairman of the BOD: 8,000,000 VND/month
 Members of the BOD: 6,000,000 VND/month/person
 Secretary of the BOD: 3,000,000 VND/month
- **Board of Supervisors:** **144,000,000 VND**
 In which: Head of the BOS: 6,000,000 VND/month
 Members of the BOS: 3,000,000 VND/month/person

Content 4: Profit distribution and dividend plan for 2024:

- Based on the operating results and undistributed after-tax profit shown on Vocarimex's audited 2024 Financial Statements

The Board of Directors respectfully submits to the General Meeting of Shareholders for approval the profit distribution plan for 2024 as follows:

Unit: VND

No.	Indicator	Value
1	Accumulated after-tax profit as of 2024-12-31, of which	924,790,265,704
1a	Remaining after-tax profit as of 2023-12-31	872,882,792,343
1b	Profit after tax for the year 2024	51,907,473,361
2	Allocation to bonus and welfare funds	2,000,000,000
3	Bonus for the Board of Directors and Executive Board	1,000,000,000
4	Dividends: 10% of par value (⇔ 1,000 dong/share)	121,800,000,000
5	Remaining profit after tax: (1) – (2) – (3) – (4)	799,990,265,704

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Content 5: Selection of an audit firm for the 2025 Financial Statements of Vietnam Vegetable Oil Industry Corporation - JSC

We respectfully propose that the General Meeting of Shareholders authorize the Board of Directors to select Ernst & Young Vietnam Co., Ltd. to audit the 2025 Financial Statements. This company is on the list approved by the Ministry of Finance and the State Securities Commission to audit listed and public companies.

Content 6: Approval of the postponement of the delisting of the public company and the cancellation of stock trading registration approved at the 2024 Annual General Meeting of Shareholders

On April 17, 2024, the 2024 Annual General Meeting of Shareholders ("GMS") approved the continuation of the delisting of the public company and the cancellation of stock trading registration (approved at the 2023 Extraordinary General Meeting of Shareholders on December 12, 2023).

On that basis, the Board of Directors ("BOD") has carried out the procedures related to the delisting of the public company as regulated. However, after carefully considering legal and market factors, and recognizing that delisting is not appropriate in the current conditions and context of the Company, on May 10, 2024, the BOD passed Resolution No. 13/NQ-HĐQT on temporarily suspending the implementation of procedures related to the delisting of the public company and the cancellation of stock trading registration on the Hanoi Stock Exchange ("HNX").

At the same time, according to the list of shareholders as of March 25, 2025 provided by Vietnam Securities Depository and Clearing Corporation ("VSDC"), currently there is only **one major shareholder** of the Company holding **106,329,900 shares**, equivalent to **87.30% of the Company's charter capital**. Therefore, up to now, Vocarimex still meets the conditions of a public company as prescribed in Point a, Clause 1, Article 32 of the Securities Law No. 54/2019/QH14, as amended by the Law amending the Securities Law No. 56/2024/QH15.

To ensure the interests of shareholders and in line with the Company's future development orientation, the BOD respectfully submits to the GMS for consideration and approval the postponement of the delisting of the public company and the cancellation of stock trading registration approved at the 2023 Extraordinary GMS and the 2024 Annual GMS.

When the Company meets the conditions, the BOD will consider the time to hold the GMS, submit to the GMS for approval the decision to delist the public company. The GMS will authorize the BOD to carry out procedures related to the delisting of the public company, ensuring



compliance with current legal regulations.

The BOD respectfully submits to the GMS for consideration and approval of the above contents.

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

Signed

TRAN KIM THANH



HCM City, April 25, 2025



REPORT ACTIVITIES OF THE BOARD OF DIRECTORS IN 2024

Pursuant to the Enterprise Law No. 68/2014/QH13 dated 2014-11-26;

Pursuant to the rights and responsibilities of the Board of Directors as stipulated in the Charter of Organization and Operation of Vietnam Vegetable Oils Industry Corporation - JSC.

The Board of Directors of Vietnam Vegetable Oils Industry Corporation - JSC (Vocarimex) hereby Report on the activities of the Board of Directors in 2024 as follows:

I. Assessment of the Board of Directors on the Company's activities

1. Some characteristics in 2024 impacting the Company's business

Year 2024 continued to be a challenging year for the global and Vietnamese economies, with many complex fluctuations directly affecting Vocarimex's production and business activities.

- **Global inflation, although cooling down, remained high**, causing input costs to increase significantly.
- **The prolonged Ukraine-Russia conflict** disrupted supply chains and increased raw material prices.
- **Global energy prices remained high**, significantly impacting operating, production, and logistics costs.

In addition to the challenges of the global economy, the Vietnamese economy also faces difficulties and declining purchasing power.

- **Economic growth was lower than expected**, affecting many consumer goods sectors.
- **People tightened spending**, focusing on essential goods, reducing demand for high-end cooking oil products.
- **Input material prices fluctuated significantly**, especially vegetable oil and packaging materials.
- **Competitive pressure in the cooking oil industry intensified** as domestic and international competitors expanded their market share.

Vocarimex is no exception when facing the aforementioned difficulties and challenges. The slow economic recovery has made the export market difficult; the unpredictable fluctuations in raw material prices affect the import plan and inventory management; increased transportation and logistics costs reduce profit margins; major trading partners reduce orders due to the cost-cutting trend of F&B businesses.

Vocarimex's solutions

Faced with these difficulties, Vocarimex has made efforts to implement flexible

solutions to ensure stable production and business activities and achieve the 2024 plan targets:

- **Optimize production & operating costs**, reduce waste, and improve operational efficiency.
- **Strengthen strategic cooperation with domestic and international partners**, exploiting potential export markets.
- **Financial restructuring** and capital optimization to ensure sustainable development.

With these efforts, Vocarimex is confident in overcoming challenges and maintaining its leading position in the vegetable oil industry in Vietnam.

2. Results of implementing the 2024 production and business targets.

a. Production and Business Results in 2024:

- The targets according to the Resolution of the 2024 Annual General Meeting of Shareholders, and the implementation results are as follows:

Revenue reached 419 billion VND, achieving 69.8% of the plan (Target: 600 billion VND).

Pre-tax profit reached 65 billion VND, exceeding 91% of the plan (Target: 34 billion VND).

The Corporation has ensured jobs and income for employees, contributed to the State budget, and supported community activities.

- The 2024 financial statements of Vocarimex have been audited by Ernst & Young Limited Liability Company with an unqualified opinion.

In the context of economic advantages and difficulties, the above-mentioned achievements are the great efforts of the Board of Directors, Board of Management, and employees of Vocarimex.

b. Activities of the company's Board of Directors in 2024:

Some basic features of the Board of Directors' activities in 2024 are as follows:

- Exercising the rights and fulfilling the duties assigned by the General Meeting of Shareholders in accordance with the provisions of the Enterprise Law, relevant laws, and the Company's Charter.

- Closely monitoring the activities of the Board of Management, promptly addressing their proposals, and making timely decisions that bring economic efficiency to the Corporation.

- Defining business strategies and organizing their implementation to achieve the set business plan.

- Organizing performance evaluation and setting directions for the next period. Reviewing and adjusting implementation plans to suit the actual situation, as well as maximizing market opportunities.

- Financial management has always received special attention from the Board of Directors in the past year, including auditing and controlling financial indicators in business activities.

c. Summary of Board of Directors meetings:

The total number of Board of Directors meetings in 2024 was 22 to address issues related to production and business and other matters under the authority of the Board of Directors.

In addition, there were many other directives to urge and guide the Board of Management in the process of managing the Company's production and business.

No.	Resolution Number	Date	Content	Approval rate
1	01/NQ-HĐQT	2024-01-02	The Board of Directors appoints Mr. Nguyen Duc Thuyet to represent Vocarimex's capital contribution in LG Vina.	100%
2	02/NQ-HĐQT	2024-01-03	The Board of Directors appoints Mrs. Nguyen Thi Xuan Lieu and Mr. Nguyen Duc Thuyet to represent Vocarimex's capital contribution in LG Vina to vote and approve LG Vina's 2024 business plan.	100%
3	03/NQ-HĐQT	2024-01-04	The Board of Directors agrees to lend ATO Investment Joint Stock Company 300 billion VND.	100%
4	04/NQ-HĐQT	2024-01-04	The Board of Directors agrees to extend the loan agreement with ATO Investment Joint Stock Company for the amount of 30 billion VND.	100%
5	05/NQ-HĐQT	2024-01-05	The Board of Directors agrees to extend the loan agreement with Saigon Truong Luu Thuy Joint Stock Company for the amount of 150 billion VND.	100%
6	06/NQ-HĐQT	2024-01-06	The Board of Directors agrees to extend the loan agreement with Nhat Vinh Food One Member Limited Liability Company for the amount of 260 billion VND.	100%
7	07/NQ-HĐQT	2024-02-26	The Board of Directors approves the convening of the 2023 Annual General Meeting of Shareholders.	100%
8	08/NQ-HĐQT	2024-04-08	The Board of Directors agrees to lend TVH Trading Joint Stock Company 45 billion VND.	100%
9	09/NQ-HĐQT	2024-04-11	The Board of Directors agrees to lend TVH Trading Joint Stock Company 40 billion VND.	100%
10	10/NQ-HĐQT	2024-04-11	The Board of Directors elects Mr. Tran Kim Thanh as Chairman of the Board of Directors for the 2024-2029 term.	100%
11	11/NQ-HĐQT	2024-04-11	The Board of Directors approves rewarding the Board of Directors & Executive Board according to the resolution of the General Meeting of Shareholders.	100%
12	12/NQ-HĐQT	2024-04-11	The Board of Directors agrees to extend the loan agreement with Saigon Truong Luu Thuy Joint Stock Company for the amount of 150 billion VND.	100%
13	12A/NQ-HĐQT	2024-04-11	The Board of Directors agrees to extend the loan agreement with ATO Investment Joint Stock Company for the amount of 30 billion VND.	100%
14	12B/NQ-HĐQT	2024-04-11	The Board of Directors agrees to lend ATO Investment Joint Stock Company 300 billion VND.	100%
15	12C/NQ-HĐQT	2024-04-11	The Board of Directors agrees to extend the loan agreement with Nhat Vinh Food One Member Limited Liability Company for the amount of 260 billion VND.	100%

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16	13/NQ-HĐQT	2024-05-10	The Board of Directors unanimously agreed to temporarily suspend the procedures related to the cancellation of the Public Company status and the cancellation of stock transactions on the HNX stock exchange.	100%
17	14/NQ-HĐQT	2024-05-22	The Board of Directors agrees to finalize the list of the record date for 2023 dividend distribution.	100%
18	15/NQ-HĐQT	2024-07-10	The Board of Directors agrees to appoint Mr. Tran Tien Hoang as General Director, replacing Mrs. Nguyen Thi Xuan Lieu.	100%
19	15a/NQ-HĐQT	2024-07-10	The Board of Directors agreed to dismiss Mrs. Nguyen Thi Xuan Lieu from the position of General Director.	100%
20	16/NQ-HĐQT	2024-07-17	The Board of Directors agreed to lend TVH Trading Joint Stock Company 245 billion VND.	100%
21	17/NQ-HĐQT	2024-07-19	The Board of Directors agreed to lend TVH Trading Joint Stock Company 255 billion VND.	100%
22	18/NQ-HĐQT	2024-08-06	The Board of Directors agreed to lend TVH Trading Joint Stock Company 170 billion VND.	100%

All members attended the meetings of the Board of Directors.

II. Supervision by the Board of Directors:

➤ Supervising the Board of Management:

- In 2024, the Board of Directors effectively supervised and directed the Board of Management and management personnel in the Corporation's production and business management.

- Directed the Board of Management to evaluate the 2024 operating results and develop the 2025 production and business plan.

- The Board of Management has demonstrated its role in managing production and business activities in accordance with the direction and guidance of the Board of Directors. The Board of Management has exploited and promoted existing resources in terms of human resources, investment capital, and operating mechanisms to fulfill the 2024 business plan targets approved by the Board of Directors and the General Meeting of Shareholders. The Board of Management always proactively implements the strategies and plans set forth by the Board of Directors. Strictly implements the Resolutions, Decisions, and announcements of the Board of Directors.

- Transparent reporting, timely and accurate information disclosure.

➤ Supervising management personnel:

In 2024, the members of the Board of Directors and the company's management effectively fulfilled their responsibilities in utilizing and promoting the available resources of capital, assets, and labor of the Corporation, organizing the implementation of production and business tasks according to the plan assigned by the Board of Directors, fully fulfilling obligations to the state, and implementing policies for employees.

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III. Production and Business Plan for 2025:

1. Production and Business Plan for 2025

Items	Unit	2024 Plan	2024 Actual	2025 Plan	2025 Plan/ 2024 Actual
[1]	[2]	[3]	[4]	[5]	[6] = [5] / [4]
Net Revenue	Billion VND	600	419	500	119%
Profit Before Tax	Billion VND	34	65	42	65%

2. Business Orientation for 2025

Given the forecasts of continued challenges in the global and domestic economic situation, the Board of Directors has directed the General Director to develop a flexible business orientation for 2025, adapting to the new context while maximizing existing resources to create a foundation for Vocarimex's sustainable development.

- Fully focus on growing the core business operations, optimize the supply chain, and promote a strategy of rational sourcing of input materials to control product costs.
- Focus on building and developing markets that align with Vocarimex's business characteristics; leverage the ecosystem advantages from the KIDO Group to expand distribution channels and increase market share both domestically and internationally.
- Promote export activities, expand markets in Southeast Asia and the Middle East; strictly control costs and optimize product pricing to enhance competitiveness.
- Implement strict financial management measures to ensure sustainable business efficiency; maintain good cash flow balance, ensuring liquidity and strong financial capability to support production and business operations.

The Board of Directors expresses gratitude to shareholders for attending the 2025 Annual General Meeting. We are committed to performing our duties with honesty, prudence, and professionalism to ensure the highest benefits for the Corporation and meet shareholder expectations.

With a clear strategy, the unity of the entire team, along with the support of shareholders and partners, Vocarimex believes that 2025 will be a year of strong development, taking the company further in the vegetable oil industry in Vietnam and reaching international stature.

Sincere thanks.

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

Signed

TRAN KIM THANH

