

No.: 01/2026/TB-ĐHĐCĐ

Phu Tho, 27th May 2026

**MEETING INVITATION LETTER**  
**2026 ANNUAL GENERAL MEETING OF SHAREHOLDERS**  
**SONG HONG ALUMINUM SHALUMI GROUP JOINT STOCK COMPANY**

**To: Shareholders of Song Hong Aluminum Shalumi Group Joint Stock Company**

Board of Directors of Song Hong Aluminum Shalumi Group Joint Stock Company (“Company”) respectfully invites shareholders to attend the 2026 Annual General Meeting of Shareholders, specifically as follows:

1. **Time:** 08h30 date 20 June 2026

**Location:** 2nd floor Hall, Administration Building, Song Hong Aluminum Shalumi Group Joint Stock Company, Hong Ha Street, Thanh Mieu Ward, Phu Tho.

2. **Meeting content:** According to the attached meeting agenda.

3. **Meeting documents:** Shareholders please see the meeting documents on the Company’s website: <http://shalumi.com.vn/> from 27/5/2026.

4. **Participation conditions:** All shareholders currently owning shares of the Company as of the shareholder record date of 20/5/2026. Shareholders who cannot attend the meeting may authorize another person to attend according to the Company’s attached form.

5. **Registration and confirmation of attendance time:**

- Shareholders are requested to confirm their attendance or authorization to attend the 2026 Annual General Meeting of Shareholders (Attendance Confirmation attached to this Invitation) before 16:00 on 18/6/2026 by sending directly, or by post or email to the following address:

**Labor Organization Department – Song Hong Aluminum Shalumi Group Joint Stock Company**

*Address: Hong Ha Street, Thanh Mieu Ward, Phu Tho Province.*

*Telephone: (0210) 3.862.644*

- When attending, shareholders/authorized persons please bring the original legal documents of the individual (one of the following documents: Citizen ID card, Passport, other legal personal identification documents), Authorization Form (if authorized) of the individual or organization, Meeting Invitation and all documents sent with the Meeting Invitation.

Sincerely announce!

**Recipients:**

- As above;
- BOD, BOS;
- Archived BOD secretary.

**O.B./BOD/BOS OF DIRECTORS**



**Phạm Thị Quỳnh Thu**

**BOARD OF SUPERVISORS' REPORT**  
**SONG HONG SHALUMI ALUMINUM GROUP JOINT STOCK COMPANY**  
**2026 ANNUAL GENERAL MEETING OF SHAREHOLDERS**

Dear all Shareholders,

- *Pursuant to Law on Enterprise no. 59/2020/QH14 dated 17/6/2020;*
- *Pursuant to Law on Securities no. 54/2019/QH14 dated 26/11/2019;*
- *Pursuant to the functions, duties and powers of the Board of Supervisors as stipulated in the Charter of Song Hong Shalumi Aluminum Group Joint Stock Company;*
- *Pursuant to 2025 Financial Statements of Song Hong Shalumi Aluminum Group Joint Stock Company audited by UHY International Auditing and Valuation Company Limited.*

The Board of Supervisors would like to report to the 2026 Annual General Meeting of Shareholders on the supervision results of the 2025 financial year with the following main contents:

**I. Board of Supervisors' activity in 2024**

**1. 2025 Board of Supervisors has 03 members including:**

- |                               |          |
|-------------------------------|----------|
| - Ms.: Nguyen Thi Thanh Huong | - Head   |
| - Ms.: Pham Thi Ngoan         | - Member |
| - Mr.: Luu Duc Giang          | - Member |

**2. Board of Supervisors' activities in 2025:**

- Supervised and inspected the management and implementation of the 2025 profit plan of the Board of Directors (BOD) and the Executive Board, inspected the legality and reasonableness of business activities in 2025 according to the provisions of law.
- Inspected and supervised the issuance of resolutions and decisions of the BOD and the Executive Board.
- Inspected the reasonableness, legality, honesty and level of prudence in organizing accounting, statistics and financial reporting. Reviewed the 6-month report and the 2025 Financial Statement of the Company.

- In 2025, the Board of Supervisors held meetings of the Board of Supervisors, including assessing the accounting and financial activities, business performance, governance and operation of the Company in the first 6 months and the whole year 2025.
- Remuneration and operating expenses of the Board of Supervisors in 2025:

Regarding the remuneration of the Board of Supervisors in 2025: In accordance with the Resolution of the 2025 Annual General Meeting of Shareholders, the remuneration of the Board of Supervisors was:

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

Regarding the operating expenses of the Board of Supervisors in 2025: The operating expenses of the Board of Supervisors in 2025 complied with the provisions of the Company Charter and the Company's Governance Regulations.

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

### **1. Company's finance and accounting situation**

The Board of Supervisors highly appreciated the selection of International Auditing and Valuation Company Limited as the auditing company. The Company has fully complied with the requirements of current Vietnamese enterprise accounting standards and regulations.

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

Key figures on the financial situation as of 31/12/2025 are as follows:

*Unit: VND*

<b>Financial indicators</b>	<b>31/12/2024</b>	<b>31/12/2025</b>
<b>I. Total assets</b>	<b>912,241,314,817</b>	<b>932,121,459,860</b>
1. Short-term assets	779,580,637,754	811,985,038,409
2. Long-term assets	120,136,421,451	132,660,677,063
<b>II. Total capital</b>	<b>912,241,314,817</b>	<b>932,121,459,860</b>
1. Liabilities	690,847,979,627	674,126,920,187
2. Owner's equity	238,114,394,630	241,730,480,233

Total assets, total capital as of 31/12/2025 is **VND 932,121,459,860**, increased 102% compared to the same period in 2024.

### **2. Company's business performance**

In 2025, all activities of the Company complied with the Law on Enterprises, Law on Securities, the Company's Charter, and other legal provisions. Production and business results and accounting data have been verified and confirmed by the independent auditing company.

Business indicators	2024	2025
Net revenue	1,012,994,256,509	1,145,736,202,805
Profit before enterprise tax	2,665,705,864	4,466,202,992
Profit after enterprise tax	1,874,395,707	3,486,974,695
Basic earnings/share (EPS)	91	169

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

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

**4. Supervise the implementation of the 2025 General Meeting of Shareholders' Resolution**

Implementation of the 2025 business plan: From the beginning of the year, the Company's Board of Directors has been determined to implement it. However, due to fluctuations in the non-ferrous metal market, the real estate market as well as the economic situation, production and business results have not reached the planned targets.

Unit: VND

No.	Indicators	2025 Plan	2025 Actual	% Plan
1	Net revenue	1,250	1,145	91.7
2	Profit after enterprise tax	8.5	3.48	41%

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

- In exercising the powers and duties of the Board of Supervisors as stipulated in the Company Charter, the Board of Supervisors has supervised the Board of Directors and the Executive Board in the management and operation of the Company, promptly reflecting and recording opinions and suggestions on the directions, measures for directing and operating the Company's production and business activities.

- Through the supervision process, members of the Board of Directors and the Executive Board have made great efforts in directing and operating the Company's activities, developing

orientations and implementing resolutions on key and fundamental issues of the Company's production and business plan.

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

- In the spirit of cooperation and support, the members of the Board of Directors, the Board of Supervisors and the Board of Management have regularly exchanged work in accordance with the provisions of law, the Company's Charter and the Company's Governance Regulations.

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

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

- The Board of Directors encouraged and facilitated members of the Board of Directors, the Board of Supervisors, the Board of Management, officers holding management positions, and employees to participate in training courses, conferences, seminars and exchange sessions to improve their knowledge and skills.

**III. Operational direction of the Board of Supervisors in 2026**

Based on the activities of the Board of Supervisors in 2025 and the Company's production and business plan in 2025. The Board of Supervisors proposes the following 2026 operating plan:

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

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

+ Participate in and supervise the implementation of the 2026 production and business plan;

+ Appraise the production and business results report, financial report, and management assessment report of the Board of Directors in 2026. Analyze and evaluate the financial situation, management situation, capital use, and capital use efficiency of the Company.

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

**IV. Conclusion and recommendations**

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

In 2026, the Board of Supervisors recommends the Board of Directors and the Board of Management as follows:

- ☐ Maintain stability and increase the efficiency of existing business groups, focus on the strategy of developing export products and diversifying markets;
- ☐ Have appropriate investment strategies, carefully deploy new investment areas;
- ☐ In the context of the current Middle East war; raw material prices, especially Aluminum and other materials, have all fluctuated to very high levels; the Board of Directors and the Board of Management need to have plans to anticipate and import raw materials at reasonable prices to reduce product costs.
- ☐ Plan and have policies to supplement and improve the quality of human resources to meet the increasing demand of production and business activities;
- ☐ Improve the EPS profit ratio (currently low).

Above is the entire report on the activities of the Board of Supervisors in 2025 and the direction of activities in 2026, respectfully submitted to the General Meeting of Shareholders for consideration and approval.

Best wishes for a successful Meeting!

**O.B/ BOARD OF SUPERVISORS**



**Nguyễn Thị Thanh Hương**

SONG HONG SHALUMI  
ALUMINUM GROUP  
JOINT STOCK COMPANY  
No.: 02/2026/BC-BTGD

SOCIALIST REPUBLIC OF VIETNAM  
Independence - Freedom - Happiness  
Phu Tho, 20 June 2026  
Independence - Freedom - Happiness  
*Phu Tho, 27 May 2025*

**BOARD OF MANAGEMENT'S REPORT**  
**SONG HONG SHALUMI ALUMINUM GROUP JOINT STOCK**  
**COMPANY**  
**AT 2026 ANNUAL GENERAL MEETING OF SHAREHOLDERS**

Dear Shareholders!

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

Pursuant to the provisions of law, pursuant to the Charter of Song Hong Shalumi Aluminum Group Joint Stock Company, pursuant to Resolution 29.04/2026/NQ-HĐQT dated 29/04/2026 of the Board of Directors of the Company on approving the plan to organize the Annual General Meeting of Shareholders in 2026.

I would like to report to the General Meeting of Shareholders on the management, business results of production and business in 2025 and the 2026 Business Plan of the Company with the following contents:

**FIRST PART:**  
**MANAGEMENT WORK, PRODUCTION AND**  
**BUSINESS PERFORMANCE RESULTS IN 2025**

**I. RESULTS ACHIEVED:**

1. Advantages: In 2025, with the consensus on building the year's orientation and close direction of the Board of Directors in the flexible business regulation strategy, adding more product lines, penetrating deeply into niche product markets and upgrading and developing prominent multimedia brands nationwide. The strategy of researching new products and continuously developing the Aluminum Industry Product Ecosystem has brought about multi-layered market results of customer tastes in different product segments, the strategy of manufacturing high-quality aluminum products with Anode color plating technology and electrostatic painting technology, warranty and changing brand positioning along with product quality, customer service and improving solutions to bring to the customer market to accompany development.

❖ The Company's products are rich and diverse, so the product lines are flexible: Raw aluminum, Industrial aluminum, Interior and exterior aluminum, Aluminum processing and manufacturing, Aluminum produced according to design, Aluminum applied in the

fields of Health, Education, Household appliances, Civil, Export... with the aim of implementing the proposed business plan without being deeply affected when real estate construction is stagnant. In the Company's medium-term and long-term development plan, the Company's Board of Management always closely follows the goals, flexibly adjusts action strategies and makes maximum use of the capacity of the Enterprise, of employees, and at the same time uses all operational strategic thinking to implement the production and business plan for each month, quarter, and year of 2025, despite the developments of the inflationary economy on a large scale in the world and Vietnam.

❖ **Disadvantages:** 2025 was a difficult year for the world economy with a decline in GDP growth, trade and investment. Raw material prices both domestically and internationally fluctuated highly, bank interest rates were adjusted up continuously, the real estate and construction markets had tight capital sources, raw aluminum prices changed continuously during the year and the construction materials industry's slow purchasing power led to fierce competition in the market on price and sales volume. All production and business plans have been adjusted flexibly, regularly and continuously to respond to unpredictable fluctuations. Economic inflation and recession in various industries forced long-term business strategies to be divided into small pieces for implementation, which means dividing goals and plans into small pieces.

## 2. Company's production and business activities

### 2.1. Business results in 2025:

Business performance results in 2025 achieved the following key targets:

No.	Indicators	Unit	2025 Plan	2025 Actual	Compare d to 2025 Plan (%)	2024 Actual	Compare d to 2024 (%)
1	Net revenue	Billion VND	1,250	1,146	91.7%	1,013	113%
2	Profit after tax	Billion VND	8.5	3.48	41%	1.87	186%
3	Average salary/person /month	Million VND	9	10	111%	8.7	115%
4	Dividends to shareholders	%	3	1	33%	0	

### 2.2. Investment:

- In 2025, the Company invested in purchasing machinery and equipment and repairing a number of fixed assets, with a total investment of: VND 5,451,754,725; Of which:

+Aluminum extrusion equipment line 1700 T: 1,734,709,792 VND

+Newly installed roof of Extrusion Workshop 1: 1,058,807,000

+Newly installed roof of Oxidation Workshop 1	753,820,875 VND
+Newly installed partial roof of ANODE Workshop (OXH 2):	252,049,000 VND
+Dust and smoke treatment system for Casting Workshop	292,038,218 VND
+Newly installed roof of Finished goods warehouse (ANOD + AED):	398,176,380 VND
+Cooling machine cluster 180HP -CS 135kw:	545,454,545 VND
+Grinding machine:	225,000,000 VND
+Installation and commissioning of Solar power system	
+Repair of Casting Furnace:	180,493,915 VND
+DC Rectifier cluster for OXH chemical tank	101,205,000 VND

- The solar power rooftop system has been put into operation effectively, providing self-sufficient electricity, reducing energy costs, and creating a green environment for the business. Using green energy helps the business develop sustainably and easily meet international green certifications. This increases brand image value, reputation with partners and a great competitive advantage, especially as Shalumi is exporting Aluminum products to the international market.

- The Anode Line 1 and Anode Line 2 have been invested in and upgraded, increasing production capacity to 2,000 metric tons per month (24,000 metric tons per year), meeting both product quality standards and output requirements. This upgrade fulfills the supply demands for high-quality anode aluminum products for both domestic and international markets.

- The capital investment is an essential factor aimed at supplementing technological equipment and upgrading the machinery systems in production operations to enhance product quality, manufacture new product lines, fulfill both export and domestic orders, and diversify the product portfolio.

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

#### ***\* Organization of life:***

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

The Company's office is spacious, fully equipped, and dynamic. The Company's environment and landscape are planned to be green, clean, and beautiful. The workplace in the Workshops is spacious, clean, and beautiful, ensuring moderate noise and vibration

levels, with a cool ventilation system, clean air, adequate light, and clean water for employees to work, and implementing the 5S management principles at the workplace.

**\* Job security, Salary and benefits, policies;**

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

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

- In 2025, the Company paid social insurance and health insurance policies of: **VND 4.22 billion;**

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

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

The total amount of meals for employees in 2025 is: **VND 734 million.**

In order to restore labor, encourage and add spirit, health and joy in work and life, in 2025, the Company organized a vacation tour for all employees with a total amount of over **VND 200 million.**

Employees are cared for: They are assigned jobs that are suitable for their health, creating favorable conditions for them to complete their work well and take care of their home.

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

- The Trade Union's work in the Company was always directed towards the employees, harmonizing the relationship between employees and employers. Ensuring the legitimate rights and interests of both parties, harmonizing the relationship for mutual development, maintaining stability in the Company's production and business activities. All employees, parents and sick children are all visited by the Trade Union.

- On Children's Day and Mid-Autumn Festival, the Company organized meetings and presented gifts to children of staff and employees and children with excellent academic achievements at all levels. At the end of the 2025 school year, the Company organized rewards for children with excellent academic achievements with the total amount of: **VND 27.3 million.**

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

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

- Labor safety and hygiene, fire prevention:

100% of Workshops, machinery and equipment are fully insured for fire, explosion and special risks by the Company; with the amount of **VND 350 million**.

The Company pays attention to and provides labor protection equipment for workers in full; provides annual uniforms for all employees, with beautiful designs, good quality, enhancing the Shalumi brand culture.

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

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

#### **2.4. Emulation movements and technical innovation initiatives:**

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

In 2025, the Company had 01 technical innovation initiative bringing a benefit value of over VND 900 million per year; by a team of authors: *(01 solution won the Encouragement Award at the Phu Tho Province Technical Innovation Contest 2025)* and was awarded VND 6 million;

The Company constantly improves new high-quality product designs to suit the needs of domestic customers and exports abroad. Shalumi's high-tech anode aluminum has a quality warranty from 20 years.

The Company's Powder Coating Aluminum Lines are certified by PPG (of the US PPG Group), Jotun (an international brand from Norway), Dongtai (a brand from China)..., qualified to produce high-durability Aluminum with warranty from 10 years to 50 years. Shalumi's high-quality products are not only diverse in color and design, but also ensure weather resistance, anti-oxidation and fading, adaptability to the marine environment, and environmental friendliness, etc. The Company's market has spread throughout the provinces and cities of the country and is exported to the US and some EU countries, etc.

## **II. TENTATIVE PROFIT DISTRIBUTION:**

<b>Indicators</b>	<b>Value (VND)</b>
1. 2025 Profit after tax:	<b>3,486,974,695</b>
<b>2. The planned profit distribution is as follows:</b>	
+ <i>Deduction for Development Investment Fund</i>	1,000,000,000
+ <i>Deduction for Financial Reserve Fund</i>	417,630,995
+ <i>Dividends 100 VND/1 share (1%)</i>	2,069,343,700

### **III. OVERALL ASSESSMENT:**

Over the past year, the direction and production management of the Board of Management has been correct. Results in 2025 showed positive growth compared to 2024, but did not achieve high growth; However, in the context of the general difficulties of the entire aluminum industry, the direction and production management of the Board of Management was correct and brought about certain results. Focusing on brand promotion, product quality; expanding Shalumi aluminum coverage throughout the provinces and cities nationwide, while expanding the export market abroad with premium Anode products, affirming the core strengths in product manufacturing capacity, human resources capacity, market capacity, financial capacity to be ready to seize growth opportunities and welcome major customer partners to cooperate and develop in the domestic and international markets in the following years.

- **Sales:** Looking back at 2025, it can be said that it was a challenging year. The world war affected many aspects of economic and social life; causing raw material prices (especially metals - including Aluminum) to increase sharply; the production and business of the entire economic sector in general and the production and sales of the Company in particular were greatly affected.

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

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

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

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

- **Human resources:**

In 2025, the Company restructured its human resources in terms of both quantity and quality. Reduced redundant positions; Arranged workers according to professional qualifications and streamlined specialized departments. Employees in the Company were trained, retrained, and developed to improve their qualifications, ensure employment, and the average income of the entire Company reached a high average level. As a result, employees in the Company understood their responsibilities, worked with peace of mind and contributed to the Company's development.

- **Production:**

The Company's main input materials are aluminum ingots (aluminum ingots and aluminum billets), accounting for nearly 80% of the product manufacturing cost structure. The Company's current aluminum ingot supply source still has to import

aluminum ingots from foreign countries, including Malaysia, Singapore, India, Australia, Taiwan, Singapore, etc. Input material fluctuations greatly affect the Company's production costs and product prices.

Specifically, in the case of world aluminum prices fluctuating sharply upward as in the recent period, it greatly affects production costs and production progress of the Company.

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

## **SECOND PART**

### **DIRECTION AND TASKS IN 2026**

#### **I. GENERAL SITUATION OF THE COMPANY:**

##### **❖ Advantages:**

The Company has 27 years of experience in the aluminum bar manufacturing industry, especially high-tech Anode aluminum applied to exported aluminum, industrial aluminum and new trend construction aluminum systems today.

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

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

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

The Company's waste import license is also a strength in the industry for importing this raw material source to increase the supply chain of goods in international trade for raw materials and also increase the productivity of the Billet casting workshop.

The Company has 2 Anode aluminum production factories, which is a strength for the Company to produce high-end Anode aluminum products to meet the ecosystem of customers, high-end domestic projects and export to international markets.

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

**❖ Disadvantages:** *2025 was a difficult year for the world economy with a decline in GDP growth, trade and investment. Raw material prices both domestically and internationally fluctuated highly, bank interest rates were adjusted up continuously, the real estate and construction markets had tight capital sources, raw aluminum prices changed continuously during the year and the construction materials industry's slow purchasing power led to fierce competition in the market on price and sales volume. All production and business plans have been adjusted flexibly, regularly and continuously to respond to unpredictable fluctuations. Economic inflation and recession in*

*various industries forced long-term business strategies to be divided into small pieces for implementation, which means dividing goals and plans into small pieces.*

In 2026, the world economy in 2026 is forecasted to continue to develop in a complex and unpredictable manner, Middle East war has occurred, global economic, trade and investment growth will continue to slow down; Raw material prices fluctuate and increase. However, 2026 is an important milestone in realizing the Company's goals of being in the top National Brands, High Quality Vietnamese Goods, Golden Star of Vietnam, Global Brand, etc. And at the same time, it is the process of the Company reaching a new height, capable of cooperating in joint ventures and production and multi-faceted trade of the Aluminum industry, supporting industries and supplementary products in the industry.

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

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

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

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

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

## **II. DIRECTION AND TASKS IN 2025:**

### ***1. Production and business plan***

#### ***a) Main objectives:***

<i>No.</i>	<i>Indicators</i>	<i>Unit</i>	<i>Value</i>
1	Net revenue	Billion VND	1,280
2	Profit after tax	Billion VND	9.2

<i>No.</i>	<i>Indicators</i>	<i>Unit</i>	<i>Value</i>
3	Average income/person/month	Million VND	10.5
4	Dividend yield distributed to shareholders/Charter capital	%	3.5%

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

✓ Production department: Mastering technology; Constantly improving labor productivity, improving product quality, reducing consumption rates, materials and ensuring absolute labor safety in production, achieving the targets set by the Board of Management.

✓ Functional departments: strive to improve work efficiency, manage, use well and save office equipment.

***b) Development and investment:***

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

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

Invest in additional CNC machines for manufacturing high quality products and detailed products, Mechanical Processing to promote Export Product manufacturing.

Invest in additional air compressor and some machinery and equipment to continue increasing the capacity of 2 Anode lines to over 24,000 tons/year.

Invest in additional 2400 MT extrusion machine.

Invest in additional Aluminum Ingot and ADC Aluminum casting line;

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

***c) Sales work:***

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

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

- Strive to ensure that the monthly product consumption plan meets the set plan, increase the proportion of high-grade Anode aluminum sales and boost exports to the international market.

- The Sales Department presides over and coordinates with the Finance and Accounting Department to do a good job of debt reconciliation and collection, resolutely

not to let the situation of prolonged debt arise, and take active measures to completely handle outstanding debts.

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

- Actively improve working conditions, keep the workplace clean and airy. Provide adequate labor protection equipment, regularly check the Company's safety and hygiene.
- Organize well-balanced mid-shift meals to ensure quality and quantity, focusing on hygiene and food safety. Maintain regular toxic compensation, serve 3 shifts, ensure drinking water on site.
- Maintain and promote cultural, artistic, sports and female labor activities; Organize tours and vacations for employees according to the Company's welfare fund.
- Pay monthly salaries in full and on time to employees.
- Implement well: signing labor contracts, social insurance, health insurance, unemployment insurance, and recuperation for employees according to state regulations.
- Maintain training on occupational safety, hygiene, fire prevention, and flood prevention for employees throughout the Company.
- Do a good job of training, increasing salaries, and promoting employees in many forms, gradually improving their skills to increase labor productivity.
- Maintain security and order in the company area, ensuring that employees can work and produce with peace of mind.
- Create favorable conditions for mass organizations: Trade Unions, Youth Unions in the Company to operate effectively.
- Pay due attention to social work, the government coordinates with the trade union to consider timely subsidies for those in difficulty, families of war invalids and martyrs; Encourage employees to contribute to charity funds, support people affected by natural disasters and floods, victims of Agent Orange, funds for the poor, etc.

## **III. IMPLEMENTATION SOLUTIONS:**

To complete the key business plan for 2026, the Company orients and proposes key solutions for implementation as follows:

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

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

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

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

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

+ Encourage employees to promote technical innovation initiatives.

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

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

4. Continue to invest in Green Factory according to the 2024-2026 roadmap to become a green factory, clean energy, reduce carbon emissions. Promote the conditions for the Factory to fully meet the standards for manufacturing export products and become a factory producing environmentally friendly products.

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

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

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

**8. Ensure capital sources in production and business:**

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

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

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

**10. Orientation of human resource development** towards young, dynamic, technologically proficient, English-speaking personnel, human resource planning, promoting the effective development of work in each department, division, workshop, enhancing self-training according to the instructions of leaders, managing employee training.

**11. Strategy of developing a nationwide brand** enhancing product promotion through Trade Fairs, international trade promotion centers, ...

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

**Dear Meeting!** Song Hong Shalumi Aluminum Group Joint Stock Company has been very active in achieving the challenging goals of the 2025 fiscal year. This achievement has created confidence in seeing the right steps in investing in machinery and equipment in transforming product structure, in shifting export orientation to enter the 2026 plan year with more confidence, more timeliness, and better success in this context with wise preparations for expansion opportunities.

The above are the basic contents of the evaluation of the Company's production and business results and other tasks in 2025, review of the Board of Management's activities in the past year, expected goals, tasks and solutions to implement the Company's production and business tasks in 2026.

At this Meeting, the Board of Management would also like to express its deep gratitude to shareholders who have always trusted and accompanied Song Hong Shalumi Aluminum Group. To affirm the belief in overcoming the challenges of the domestic and foreign economic environment, the increasingly high competition in the industry, with the determination and solidarity of all employees and the support of shareholders, the Board of Directors. The Board of Management will make every effort to confidently fulfill the tasks of 2026.

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

Sincerely thank you!

**O.B/ BOARD OF MANAGEMENT**

**GENERAL DIRECTOR**



**Lê Văn Thắng**

## **REPORT**

### **On the activities and supervision of the Board of Directors in 2025 and the plan for 2026**

#### **To: 2026 Annual General Meeting of Shareholders**

On behalf of the Board of Directors (“BOD”), the Chairwoman of the Board of Directors of the Company would like to report to the General Meeting of Shareholders (“GMS”) on the activities of the Board of Directors in 2025 and the orientation of activities in 2026 as follows:

#### **I. PERFORMANCE RESULTS OF THE BOARD OF DIRECTORS IN 2025**

##### **1. Member of the Company's Board of Directors for the 2025-2030 term**

The 2025 Annual General Meeting of Shareholders elected the Company's Board of Directors for the 2025-2030 term, consisting of 05 members. The current number of members of the Board of Directors is as follows:

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

##### **2. General assessment of the Board of Directors' performance**

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

Overall, the global economy in 2025 was still in the context of prolonged impacts from overlapping negative shocks, such as the conflict between Russia and Ukraine and the tightening monetary policies of developed countries to curb inflation and move towards sustainable public finance; the trend of narrowing consumption; economic structure problems and a sharp decline in the real estate market... High energy prices and rising interest rates along with slowing economic activity in developed economies. However, Vietnam was still a bright spot in the general economic picture and was

constantly improving its international trade position and international economic integration through the State's stimulus policies.

With the timely strategic orientation of the Board of Directors, strategic decisions and development directions have been made, still followed the Company's development roadmap for the 2025 – 2030 term, with the orientation of increasing exports and diversifying domestic product segments in the market. Specifically in 2025 as follows:

## **2.2. Product quality management strategy:**

The company developed three product segments: Popular products; Mid-range products; High-end products, affirming the position and brand Shalumi in the market is still maintained and developed. Especially in 2025, Shalumi developed new niche products such as: Multi-style interior aluminum system, high-demand elevator aluminum system, specialized industrial aluminum system for open market, household aluminum system, decorative aluminum system, ... At the same time, increased production of Billet aluminum raw materials, increased Anode aluminum export products, ...

## **2.3. Short-term and medium-term development strategies**

### **- Short-term goals:**

The Company's goal for 2026 is to increase product quality and build a brand to find markets, develop new products and markets to exploit potential consumer tastes, specifically:

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

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

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

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

- The Company's aluminum interior cabinet and glass door interior products are also developing in the niche market of each industry.

- The Aluminum elevator frame system product is becoming number 1 in the market, supporting the Vietnamese elevator industry.

With a line of smart aluminum materials, both durable and beautiful, replacing wood and iron, with eternal durability, it will create a new consumer mentality and momentum for 2026 and the following years.

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

Currently, Shalumi has a great advantage in scale, with a full line of advanced production technology to meet the quality of aluminum exported worldwide, high capacity, a team of skilled employees with many years of experience, meeting the output and quality for domestic agents and exporting to foreign countries. With this advantage, Shalumi will certainly receive strong export opportunities from 2026.

**+ Being a leading manufacturer of new products:**

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

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

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

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

**- Medium-term goals:**

The Company continues to innovate technology, increase resources, increase core values of products, markets, brands, increase competitive advantages, creating the base to target

the roadmap of 2026 with higher revenue and higher profit margins, bringing value to the Company, employees and shareholders.

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

Determined to successfully complete the 2026 production and business plan in specific aspects: Production plan; Sales plan; Marketing plan; Purchasing plan; Human resource management plan; Financial plan;

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

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

#### **2.3. Resolutions/Decisions of the Board of Directors:**

Resolutions/Decisions approved by the Board of Directors in 2025:

No.	Resolution/Decisions no.	Date	Content	Approval rate
1	No.: 28.03/25/NQ-ĐQT	28/03/2025	On the merger and establishment of Anod 1 Workshop – Mechanical Engineering	100%
2	No.: 04/2025/NQ-HĐQT	06/05/2025	Regarding the organization of the 2025 Annual General Meeting of Shareholders	100%
3	No.: 03/2025/NQ-HĐQT	25/06/2025	Regarding the Election of Chairwoman of the Board of Directors for the 2025-2030 term	100%
4	No.: 30.06/25/NQ-HĐQT	30/06/2025	Regarding the selection of audit firm	100%
5	No.: 05.06/25/NQ-HĐQT	05/09/2025	Regarding the orientation of product consumption	100%
6	No.: 09.10/25/NQ-HĐQT	09/10/2025	Regarding the increase of Anodized capacity and EU market	100%

In addition to the Board of Directors meetings, the Chairwoman of the Board of Directors also collected written opinions from the Board of Directors members to unify

directions and resolve issues related to corporate governance; at the same time, directed, managed and supervised the activities of the Executive Board in implementing the Resolutions of the General Meeting of Shareholders and the Board of Directors.

### 3. Results of the direction and supervision of the Board of Management in implementing the 2025 production and business plan

In 2025, due to the impact of the Russia – Ukraine war and global supply chain bottlenecks during the pandemic, inflation has continued to rise worldwide. Rising prices of gasoline, raw materials, and banks raising interest rates have greatly affected the global economy as well as the Company.

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

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

#### 3.1. Business results in 2025:

2025 Business Performance Evaluation Table:

No.	Indicators	Unit	2025 Plan	2025 Actual	Compared to 2025 Plan (%)	2024 Actual	Compared to 2024 (%)
1	Net revenue	Billion VND	1,250	1,146	91.7%	1,013	113%
2	Profit after tax	Billion VND	8.5	3.48	41%	1.87	186%
3	Average salary/person/month	Million VND	9	10	111%	8.7	115%
4	Dividends	%	3	I	33%	0	

#### 3.2: Tentative profit distribution

Indicators	Value (VND)
1. Profit after tax in 2025:	3,486,974,695
<b>2. The tentative profit distribution is as follows:</b>	
+ Allocation for development investment fund	1,000,000,000

Indicators	Value (VND)
+ Allocation to financial reserve fund	417,630,995
+ Dividend VND 100/share (1%)	2,069,343,700

### 3.3. Regarding Investment

- In 2025, the Company invested in purchasing machinery and equipment and repairing a number of fixed assets, with a total investment of: **5,451,754,725 VND**; Of which:

+Aluminum extrusion equipment line 1700 T:	1,734,709,792 VND
+Newly installed roof of Extrusion Workshop 1:	1,058,807,000 VND
+Newly installed roof of Oxidation Workshop 1	753,820,875 VND
+Newly installed partial roof of ANODE Workshop (OXH 2):	252,049,000 VND
+Dust and smoke treatment system for Casting Workshop	292,038,218 VND
+Newly installed roof of Finished goods warehouse (ANOD + AED):	398,176,380 VND
+Cooling machine cluster 180HP -CS 135kw:	545,454,545 VND
+Grinding machine:	225,000,000 VND
+Installation and commissioning of Solar power system	
+Repair of Casting Furnace:	180,493,915 VND
+DC Rectifier cluster for OXH chemical tank	101,205,000 VND

- The rooftop solar power system has been put into operation and has been effective, proactively sourcing electricity, reducing electricity costs, creating a green environment for the enterprise. Using green energy helps the enterprise develop sustainably, easily meeting international green certificates. This increases the value of the image, reputation with partners and great competitive advantages, especially as Shalumi is exporting aluminum products to the international market.

- Anode 1 and Anode 2 production lines have been invested and upgraded, increasing capacity to 2,000 tons/month (24,000 tons/year), meeting both product quality and product output; Meeting the demand for supplying high-quality Anode aluminum products for the domestic and international markets.

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

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

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

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

❖ **Debt payment situation and ability:** The Company's bank loans were all well liquid before maturity and on time. The liquidity of receivables from customers is strictly managed, and there was no bad debt.

❖ **Cost management situation:** The company managed costs well from the beginning, limiting inventory, focusing on sales and debt collection, reducing management and production costs... with the goal of increasing competitive advantage, reducing product costs to increase profits.

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

In 2025, the Board of Directors supervised the Board of Management in operating the Company's production and business activities according to the Company's strategies. The leadership team has promoted all its capacity and made continuous efforts to operate the Company to overcome the difficulties of the pandemic period and the period of widespread economic inflation in the world and Vietnam.

The 2025 results have shown positive growth compared to 2024, but have not achieved high growth; However, in the context of general difficulties of the entire aluminum industry, the direction and production management of the Board of Management was suitable and has brought certain results. Focused on promoting the

brand, product quality; covering Shalumi aluminum across all provinces and cities nationwide, while expanding export markets abroad with high-end Anod products, affirming the core of product manufacturing capacity, human resources capacity, market capacity, financial capacity to be ready to seize opportunities for revenue growth, market share and welcomed large customer partners to cooperate and develop in the domestic and international markets.

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

- Directed and supervised the Board of Management of the Company in operating production and business, closely following the plans approved by the General Meeting of Shareholders in 2025 and the Board of Directors;
- Developed a production and business plan for 2025;
- Proactively accessed production technology, digital transformation technology, built and operated new management processes to increase productivity, product quality, and create competitive advantages;
- Developed a salary, bonus and other remuneration mechanism linked to work efficiency and productivity. Regularly provided direct and indirect training to improve the qualifications and capacity of employees; cared for, encouraged and motivated employees to develop their capacity to better assume responsibilities at work;
- Developed sales policies, researched and grasped economic – social and market information to promptly regulate effective business solutions;
- Continued to develop traditional customer markets, expanded new markets, new customers, promoted import and export trade abroad;
- Developed new products, improved quality, managed market positioning, customers, and selling prices;
- Tightly managed cash flow, proactively balanced working capital.

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

## **5. Remuneration and operating expenses of the Board of Directors in 2025:**

### **5.1. Regarding remuneration of the Board of Directors, Supervisory Board, and Secretary of the Board of Directors in 2025:**

Implemented in accordance with the approved Resolution of the 2025 Annual General Meeting of Shareholders. Total was 156,000,000 VND. Of which:

- Board of Directors remuneration was:

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

- Remuneration of the Supervisory Board was:

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

## **5.2. Regarding the operating expenses of the Board of Directors in 2026:**

The operating expenses of the Board of Directors in 2026 complied with the provisions of the Company's Charter and the Company's internal governance regulations. In 2025, there were no expenses related to the activities of the Board of Directors.

## **6. Financial handling of bad debts:**

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

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

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

For the term of 2020 – 2025, the Company's Board of Directors consists of 1 independent member:

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

### **❖ Activities of independent members of the Board of Directors in 2025:**

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

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

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

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

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

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

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

## **III. FUTURE OPERATION PLAN OF THE BOARD OF DIRECTORS**

In 2026, facing the difficulties of the economic context of deep integration and globalization through trade agreements and international treaties. This is a condition to promote the development of the Company; Shalumi has prepared autonomous resources to change distribution channels, customer market networks, increase customer service, increase business connections between Manufacturers – Contractors – Distributors – Customers to sign product consumption contracts and increase industry connections to have more customers in the aluminum industry ecosystem.

The Board of Directors and the Board of Management developed key goals and tasks for the 2026 plan with the following specific key targets:

### **1. Financial targets for the year 2026:**

<b>No.</b>	<b>Indicators</b>	<b>Unit</b>	<b>Value</b>
1	Net revenue	Billion VND	1,280
2	Profit after tax	Billion VND	9.2
3	Average income/person/month	Million VND	10.5
4	Dividend yield distributed to shareholders/Charter capital	%	3.5

### **2. Regarding investment and development**

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

Invest in additional CNC machines to serve the production of high-quality products and detailed products, Mechanical processing to produce Export Products.

Invest in additional air compressors and equipment to continue increasing the capacity of 2 Anode production lines to over 24,000 tons/year

Invest in additional 2400 MT extrusion machine.

Invest in additional ADC Aluminum Ingot Casting Line;

Continue to invest in solar power system to save energy costs and create a green environment for the enterprise.

### **3. Human resource planning**

Strengthen human resource management, streamline the administration effectively, manage according to functions, tasks and capacities; Recruit additional qualified employees such as engineers, skilled workers in mechanical engineering, automation, ....

### **4. Remuneration plan for the Board of Directors, Supervisory Board, and Secretary of the Board of Directors in 2026**

- Board of Directors' remuneration is: VND 2,000,000/person/month
- Remuneration for the Supervisory Board is: VND 1,000,000/person/month

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

## **5. Goals and core tasks of the Board of Directors**

### **5.1. Target**

- Complete the production and business plan assigned by the General Meeting of Shareholders;
- The Company's production and business activities in the coming years will continue to focus strongly on the production and business industry;
  - + Raw Aluminum;
  - + Aluminum profiles in construction, interior and exterior;
  - + Industrial aluminum bars;
  - + Mechanically processed aluminum.
  - + Industrial household aluminum;
- Sales volume structure: 40% Construction aluminum, 15% Raw aluminum, 25% Industrial aluminum, 20% Export aluminum;
- Market structure:
  - + Domestic market: North 40%, Central 25%, South 15%;
  - + Export market: US and EU countries 30%.
- Product structure:
  - + Traditional technology powder coated aluminum, traditional Anode technology: 40%
  - + High-end powder coated aluminum with 10, 20, 30-year warranty; Liquide paint (water-based paint): 25%;
  - + High-end color-plated Anode aluminum, leading technology in Vietnam: 25%
- Shalumi's goal is to be a leading brand, with a market spread across the North - Central - South regions with products diversified in design and models, diverse customer taste segments and to promote exports to the world market.
- Continue to research and launch unique new Shalumi products such as high-end Anod aluminum systems with warranties from 20 years to over 50 years for the colors Bronze Brown, Gold, Cobalt Blue, ED Glossy Black, etc. on elevator aluminum systems, construction aluminum door systems and interior and exterior systems. In addition, the new Sandblasting Anode Technology with color plating on the surface; Salt-resistant powder-coated aluminum with a 20-year product surface warranty will continue to launch quality color ranges to the market, causing strong influence, leading market trends.

### **5.2. Key tasks**

- Direct the Company's Board of Management to closely follow the 2026 plan targets to be implemented monthly and quarterly, to inspect, monitor and evaluate monthly and quarterly performance results, and to proactively implement timely and effective management solutions to ensure the achievement of the set plan;
- **Financial Management:** Prepare and meet sufficient capital sources for working capital needs and investment in machinery and equipment to serve the Company's production and business activities;
- **Human Resource Management:** Improve human resource management according to capacity and function. Build a lean management team with good professional skills, implementing labor discipline and company regulations, creating a base for developing high-quality human resources in production and business;
- **Commercial Management:** Focus on marketing to develop the market, expand distribution channels, and enhance the brand;  
Research and develop new products and consumer markets, improve product quality, and manage costs;
- **Production management:** Improve productivity and product quality, reduce costs, create competitive advantages; launch creative labor emulation movements in production and business, find typical positive factors to replicate and apply in production to increase labor productivity;

Above is the report on the activities and supervision of the Board of Directors in 2025 and the Board of Directors' plan for 2026. We respectfully request the General Meeting of Shareholders to review and approve the Report.

Wishing all shareholders and delegates good health and a successful 2026 Annual General Meeting of Shareholders!

Sincerely thank you!

**O.B/ BOARD OF DIRECTORS**

**CHAIRWOMAN**  
  
**Phạm Thị Quỳnh Thu**

Phu Tho, date 27 month 05 year 2026



## AUTHORIZATION FORM

Regarding Attendance at the 2026 Annual General Meeting of Shareholders

Song Hong Aluminum Shalumi Group Joint Stock Company

(Attached with meeting invitation letter and meeting documents)

To: Organizing Committee of General Meeting of Shareholders

### I. Authorizing party:

Shareholder's name:.....

ID no./Passport/ Business registration certificate:.....Date of issued:.....

Place of issued:.....

Legal representative (for organization):.....

Address:.....

Telephone:.....

Number of shares owned: ..... shares

### II. Authorized party:

Full name: .....

ID no./Passport:.....Date of issued:.....

Place of issued:.....

Address:.....

Telephone:.....

### Authorization content:

- Number of shares authorized:.....shares.

- The authorized party acts on behalf of the authorizing party:

+ Attend the 2026 Annual General Meeting of Shareholders of Song Hong Aluminum Shalumi Group Shalumi on 20/06/2026;

+ Speak, elect, and vote on issues within the authority of the Meeting; Exercise all other related rights and obligations at the Meeting within the scope of authorized shares.

### Term of authorization:

- This Authorization Form is only valid during the 2026 Annual General Meeting of Shareholders of Song Hong Aluminum Shalumi Group Joint Stock Company. The authorized party may not re-authorize a third party to perform the tasks stated in this Authorization Form.
- The Authorizing Party and the Authorized Party commit to clearly understand their legal rights and obligations regarding the above authorization. The Authorizing Party is fully responsible before the law for this authorization and commits not to have any complaints or lawsuits against Song Hong Aluminum Shalumi Group Joint Stock Company.

**Authorizing Party**

(Sign and full name, seal if legal entity)

**Authorized Party**

(Sign and full name)

**SOCIALIST REPUBLIC OF VIETNAM**  
**Independence – Freedom – Happiness**

....., date    month    year 2026



**AUTHORIZATION FORM**

**Regarding Attendance at the 2026 Annual General Meeting of Shareholders  
Song Hong Aluminum Shalumi Group Joint Stock Company**

(Attached with meeting invitation letter and meeting documents)

**To: Organizing Committee of General Meeting of Shareholders**

Today, ...../.../....., at .....

**1. Authorizing party:** We are the shareholders of the Shares of Song Hong Aluminum Shalumi Group Joint Stock Company whose names are listed below:

No.	Full name	ID no./Passport/ Business registration certificate	Number of shares owned	Sign/Seal
	<b>Total</b>			

**2. Authorized party:** Mr. (Ms.): .....

ID/Passport no.: ..... Date of issued : ..... Place of issued: .....

Permanent address: .....

Telephone: .....

**Authorization content:**

- Number of shares authorized: .....shares.

- The authorized party acts on behalf of the authorizing party:

+ Attend the 2026 Annual General Meeting of Shareholders of Song Hong Aluminum Shalumi Group Shalumi on **20/06/2026**;

+ Speak, elect, and vote on issues within the authority of the Meeting; Exercise all other related rights and obligations at the Meeting within the scope of authorized shares.

**Term of authorization:**

- This Authorization Form is only valid during the 2026 Annual General Meeting of Shareholders of Song Hong Aluminum Shalumi Group Joint Stock Company. The authorized party may not re-authorize a third party to perform the tasks stated in this Authorization Form.
- The Authorizing Party and the Authorized Party commit to clearly understand their legal rights and obligations regarding the above authorization. The Authorizing Party is fully responsible before the law for this authorization and commits not to have any complaints or lawsuits against the Company.

**Authorized Party**  
(Sign and full name)



**ATTENDANCE CONFIRMATION TO THE 2026 ANNUAL GENERAL  
MEETING OF SHAREHOLDERS  
SONG HONG ALUMINUM SHALUMI GROUP JOINT STOCK COMPANY**

*(Completed with meeting invitation letter and meeting documents)*

**To: Song Hong Aluminum Shalumi Group Joint Stock Company**

Name of Organization/ Individual:.....

ID no./Passport/ Business registration certificate:.....

Date of issued:.....Place of issued.....

Address:.....

Telephone:.....

Currently owning (as of the closing date of the list of shareholders attending the General Meeting on 20/5/2026): ..... shares of Song Hong Aluminum Shalumi Group Joint Stock Company.

I hereby register to attend the Annual General Meeting of Shareholders of Song Hong Aluminum Shalumi Group Joint Stock Company on **20/6/2026**.

.....,date .....month..... year 2026

**SHAREHOLDER/REPRESENTATI**

**VE**

*(Signature and seal if organization)*

**Note:**

*To facilitate the organization of the General Meeting, we respectfully request that shareholders send the Confirmation of Attendance at the 2026 Annual General Meeting of Shareholders by mail to the Company or email **before 4:00 p.m. on 18/6/2026** to the following address:*

*Labor Organization Department – Song Hong Aluminum Shalumi Group Joint Stock Company*

*Address: Hong Ha Street, Thanh Mieu Ward, Phu Tho Province*

*Telephone: (0210) 3.862.644*

**SONG HONG ALUMINUM SHALUMI GROUP JOINT STOCK COMPANY**

Address : Hong Ha Street, Thanh Mieu Ward, Phu Tho Province

Telephone: (0210) 3 862 644

Fax: (0210) 3 862 708

Business registration number: 2600213532

Website: <http://shalumi.com.vn/>



**2026 ANNUAL GENERAL MEETING OF SHAREHOLDERS AGENDA**

*8h30 date 20 month 6 year 2026*

*Location:*

*2nd floor hall, Administration Building, Song Hong Aluminum Shalumi Group,  
Hong Ha Street, Thanh Mieu Ward, Phu Tho Province.*

Time	Content	Perform by
08h30 – 09h00	<ul style="list-style-type: none"><li>- Welcome guests, register shareholders for meetings, distribute documents</li><li>- Verify shareholders' eligibility.</li></ul>	Organizing Committee
09h00 – 09h15	<ul style="list-style-type: none"><li>- Report on the results of the verification of shareholders' eligibility to attend the Meeting</li><li>- Salute the flag, declare the reason for holding the Meeting, open the Meeting</li><li>- Introduce the delegates attending</li></ul>	Shareholders' eligibility verification Committee Organizing Committee
09h15 – 09h20	<ul style="list-style-type: none"><li>- Approve the Presidium, Secretariat, and Vote Counting Committee</li><li>- Approve the Program and Working Regulations at the Meeting.</li></ul>	Chairman
09h20 – 09h30	<ul style="list-style-type: none"><li>- Report on the activities and supervision of the Board of Directors in 2025 and the plan for 2026</li></ul>	Board of Directors
09h30 – 09h40	<ul style="list-style-type: none"><li>- Report on the activities of the Supervisory Board to the 2026 Annual General Meeting of Shareholders</li></ul>	Supervisory Board
09h40 – 09h55	<ul style="list-style-type: none"><li>- Report of the Board of Management on business results in 2025, business plan in 2026.</li><li>- Proposal to approve the audited financial statements in 2025.</li></ul>	General Director
09h55 – 10h30	<ul style="list-style-type: none"><li>- Proposal on remuneration of the Board of Directors, Supervisory Board and BOD Secretary</li><li>- Proposal on profit distribution plan and fund allocation</li><li>- Proposal on authorization for the Board of Directors to select an auditing company for the Company's 2026 financial statements</li><li>- Proposal on revising the Company's Charter.</li><li>- Proposal on removal of member of the Board of Directors for the remaining period of the 2025-2030 term.</li><li>- Other issues under authority (if any).</li></ul>	Board of Directors
10h30 – 10h45	Discuss and answer shareholders' comments	Chairman
10h45 – 11h00	Break	
11h00 – 11h10	Report on voting results	Chairman
11h10 – 11h30	Approval of the Minutes of the Meeting and Resolution of the Meeting	Secretariat
	Closing statement of the Meeting	Chairman

*(\*)The agenda of the meeting may change and will be approved at the Meeting.*

**MEETING ORGANIZING COMMITTEE**





2026 ANNUAL GENERAL MEETING OF SHAREHOLDERS  
SONG HONG ALUMINUM JOINT STOCK COMPANY

## VOTING CARD

CODE

.....

● ● ● ● ●

NUMBER OF VOTING SHARES

.....

● ● ● ● ● ● ● ● ● ●

Shareholder's name/Representative: .....

Number of shares owned: ..... shares

Number of authorized/represented shares: ..... shares

Total number of voting shares: ..... shares

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*This voting card is only applicable and used to vote on all matters at the 2026 Annual General Meeting of Shareholders of Song Hong Aluminum Joint Stock Company.*

*Phu Tho, 27 May 2026*

**PROPOSAL**

**Re: Approval of 2025 audited financial statements**

**To: GENERAL MEETING OF SHAREHOLDERS**

**SONG HONG SHALUMI ALUMINUM GROUP JOINT STOCK COMPANY**

The Board of Directors of Song Hong Shalumi Aluminum Group Joint Stock Company respectfully submits to the General Meeting of Shareholders for approval of the contents of the 2025 Financial Statements audited by International Auditing and Valuation Company Limited, with the following main financial indicators:

<b>No.</b>	<b>Indicators</b>	<b>31/12/2025 (VND)</b>
1	Total assets	932,121,459,860
2	Liabilities	690,847,979,627
3	Owner's equity	241,273,480,233
4	Net revenue	1,145,736,202,805
5	Net profit from operating activities	4,024,439,200
6	Profit after enterprise income tax	3,486,974,695

The full text of the 2025 Audited Financial Statements has been posted on the Company's website <https://www.shalumi.com.vn/> in the Shareholder Relations section as prescribed. <https://www.shalumi.com.vn/>

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

**Recipient:**

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

**O.B/ BOARD OF DIRECTORS**

**CHAIRWOMAN**



**Pham Thi Quynh Thu**

**PROPOSAL**

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

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

The Board of Directors of Song Hong Shalumi Aluminum Group Joint Stock Company respectfully submits to the General Meeting of Shareholders for consideration and approval of the 2025 remuneration settlement and the 2026 remuneration plan for the BOD, BOS and Secretary of the BOD as follows:

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

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

- **Approve the remuneration plan of the BOD, BOS, and Secretary of the BOD in 2026:**

No.	Position	Remuneration level (VND/person/month)	Number of members
1	BOD members	2,000,000	05
2	BOS members	1,000,000	03
3.	Secretary of the BOD cum Member of the BOS	1,000,000	01

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

**Recipient:**

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

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



**Phạm Thị Quỳnh Thu**

**PROPOSAL**

***Re: the plan for profit distribution and fund allocation***

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

- Pursuant to the Law on Enterprises 2020;
- Pursuant to the Charter of organization and operation of Song Hong Shalumi Aluminum Group Joint Stock Company;
- Pursuant to the Company's audited 2025 Financial Statements.

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

Indicators	Value (VND)
<b>1. Profit after tax in 2025:</b>	<b>3,486,974,695</b>
<b>2. The planned profit distribution is as follows:</b>	
+ Deduction for Development Investment Fund	1,000,000,000
+ Deduction for Financial Reserve Fund	417,630,995
+ Deduction for Welfare Reward Fund	
+ Dividends 100 VND/1 share (1%)	2,069,343,700
<b>3. Remaining undistributed profit after allocation</b>	<b>0</b>

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

**Recipient:**

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

**O.B/ BOARD OF DIRECTORS**

**CHAIRWOMAN**



**Pham Thi Quynh Thu**

**PROPOSAL**

***Re: Authorizing the Board of Directors to select an auditing company for the  
2026 Financial Statements***

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

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

**1. Some criteria for selecting an auditing company:**

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

**2. Proposal of the Board of Supervisors:**

- The Board of Supervisors of Song Hong Shalumi Aluminum Group Joint Stock Company respectfully submits to the General Meeting of Shareholders for approval of the authorization for the Board of Directors to select an auditing company for the 2026 Financial Statements, based on the proposal of the Board of Supervisors.

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

**Recipient:**

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

**O.B/ BOARD OF SUPERVISORS**



**Nguyễn Thị Thanh Hương**

Phu Tho, 27 May 2026

No.: 09/2026/TTr-HĐQT

**PROPOSAL**

*Re: Removal of member of the Board of Directors for the remaining period of  
the term 2025 - 2030*

**To: GENERAL MEETING OF SHAREHOLDERS**

**SONG HONG ALUMINUM SHALUMI GROUP JOINT STOCK  
COMPANY**

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

The Board of Directors ("**BOD**") of Song Hong Aluminum Shalumi Group Joint Stock Company ("**Company**") has received the resignation letter of 01 member of the BOD for the term 2025-2030.

To ensure the structure of the BOD, the BOD respectfully submits to the Company's 2026 Annual General Meeting of Shareholders for approval the following contents:

1. Approve the removal of Mr. Nguyen Minh Ke from the position of member of the BOD of the Company for the term 2025-2030.
2. Approve the number of members of the BOD for the remaining period of the term 2025 – 2030 is 04 members.

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

**Recipient:**

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

**O.B/ BOARD OF DIRECTORS**



**Pham Thi Quynh Thu**

No. 01/2026/NQ-ĐHĐCĐ

Phu Tho, 27th May 2026

DRAFT



**2026 ANNUAL GENERAL MEETING OF SHAREHOLDERS  
SONG HONG ALUMINUM SHALUMI GROUP JOINT STOCK  
COMPANY**

**Pursuant to:**

- Law on Enterprises No. 59/2020/QH14 passed by the National Assembly of the Socialist Republic of Vietnam on 17/06/2020;
- Charter of Organization and Operation of Song Hong Aluminum Shalumi Group Joint Stock Company;
- Minutes of the 2026 Annual General Meeting of Shareholders of Song Hong Aluminum Shalumi Group Joint Stock Company No. ..../2026/BB-ĐHĐCĐ dated 20/06/2026.

**RESOLUTION**

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

1. **Resolution 01:** Approval of the Report on the activities and supervision of the Board of Directors in 2025 and the plan for 2026 No 01./2026/BC-HĐQT dated 27/05/2026 with the following main contents:

- **Approved the 2026 business plan with the following specific key targets:**

No.	Indicators	Unit	Value
1	Net revenue	VND billion	1,280
2	Profit after enterprise income tax	VND billion	9.2
3	Average income/person/month	VND million	10.5
4	Dividend Yield /Charter capital	%	3.5

2. **Resolution 02:** Approval of the Supervisory Board's Report submitted to the 2026 Annual General Meeting of Shareholders No. 03/2026/BC-BKS dated 27/05/2026.
3. **Resolution 03:** Approval of the Report of the Board of Management at the 2026 Annual General Meeting of Shareholders No. 02/2026/BC-BTGĐ dated 27/05/2026.
4. **Resolution 04:** Approval of the audited 2025 Financial Statements according to the proposal No. 04/2026/ĐHĐCĐ-NSH dated 27/05/2026 with the following basic indicators:

No.	Indicators	31/12/2025 (VND)
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No.	Indicators	31/12/2025 (VND)
1	Total assets	932,121,459,860
2	Liabilities	690,847,979,627
3	Owner's equity	241,273,480,233
4	Net revenue	1,145,736,202,805
5	Net profit from operating activities	4,024,439,200
6	Profit after enterprise income tax	3,486,974,695

**5. Resolution 05:** Approval of the remuneration of the Board of Directors, the Supervisory Board and the Secretary of the Board of Directors according to the proposal No. 05./2026/DHĐCĐ-NSH dated 27/05/2026, specifically as follows:

- Approved 2025 remuneration settlement of the Board of Directors, Supervisory Board, and Secretary of the Board of Directors:

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

- Approved the remuneration plan of the Board of Directors, Supervisory Board, and Secretary of the Board of Directors in 2026

No.	Position	Remuneration level (VND/person/month)	Number of members
1	BOD members	2,000,000	05
2	BOS members	1,000,000	03
3.	Secretary of the BOD	1,000,000	01

**6. Resolution 06:** Approval of the profit distribution plan and funds allocation according to the proposal No. 06/2026/DHĐCĐ-NSH dated 27/05/2026 as follows:

Indicators	Value (VND)
<b>1. Profit after tax in 2025:</b>	<b>3,486,974,695</b>
<b>2. The planned profit distribution is as follows:</b>	
+ Deduction for Development Investment Fund	1,000,000,000
+ Deduction for Financial Reserve Fund	417,630,995

+ Deduction for Welfare Reward Fund	
+ Dividends to shareholders 100VND/1share (1%)	2,069,343,700
<b>3. Remaining undistributed profit after allocation:</b>	<b>0</b>

**7. Resolution 07:** Approval of the proposal on authorizing the Board of Directors to select an auditing company for the 2026 Financial Statements according to the proposal No. 07/2026/ĐHĐCĐ-NSH dated 27/05/2026.

The General Meeting of Shareholders approved the authorization for the Company's Board of Directors to select an audit unit for the Company's 2026 Financial Statements and assigned the Company's General Director to sign an audit service contract with the selected auditing company.

**8. Resolution 08:** Approval of the proposal on revising the Charter of Organization and Operation of the Company according to the proposal No. 08/2026/ĐHĐCĐ-NSH dated 27/05/2026.

**9. Resolution 09:** Approval of the removal of member of the Board of Directors for the remaining period of the term 2025-2030 according to the proposal No. 09/2026/ĐHĐCĐ-NSH dated 27/05/2026.

- Approved the removal of Mr. Nguyen Minh Ke from the position of member of the BOD of the Company for the term 2025-2030.
- Approved the number of members of the BOD for the remaining period of the term 2025 – 2030 is 04 members

**Article 2:** This Resolution takes effect from the date of signing. Shareholders, Board of Directors, Supervisory Board, Board of Management, Heads and Deputy Heads of departments and units under the Company and related individuals are responsible for implementing this Resolution./.

**Recipients:**

- Shareholders (to implement);
- BOD, BOS (to acknowledge and follow);
- Board of Management (to implement);
- Archived: Office, Filing;

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

**PHAM THI QUYNH THU**

**DRAFT**

**WORKING AND VOTING REGULATIONS**  
**AT THE 2026 ANNUAL GENERAL MEETING OF SHAREHOLDERS**  
**SONG HONG ALUMINUM SHALUMI GROUP JOINT STOCK**  
**COMPANY**

**Article 1: Scope and subjects of application**

1. These regulations apply to the organization and conduct of the 2026 Annual General Meeting of Shareholders ("GMS") of Song Hong Aluminum Shalumi Group Joint Stock Company ("Company").
2. This Charter specifically stipulates the rights and obligations of shareholders, authorized representatives of shareholders and parties attending the General Meeting, conditions and procedures for conducting the General Meeting.
3. Shareholders, authorized representatives of shareholders and parties participating in the General Meeting are responsible for implementing the provisions of this Charter.

**Article 2: General principles**

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

**Article 3: Conditions for holding General Meeting of Shareholders**

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

**Article 4: Conditions for attendance and regulations on authorization**

1. A shareholder is an individual or an authorized representative of an organization shareholder whose name is on the list of shareholders of Song Hong Aluminum

Shalumi Group Joint Stock Company on the record date of shareholders entitled to attend the 2026 Annual General Meeting of Shareholders.

2. Shareholders who are entitled to attend the General Meeting of Shareholders may attend in person or authorize their representatives to attend. Authorized persons may not re-authorize another person to attend the General Meeting of Shareholders. In case more than one authorized representative is appointed, the number of shares and votes of each representative must be specifically determined.
3. The authorization form is made according to the company's form and the provisions of the civil law. In case the shareholder does not use the authorization form according to the Company's form, the authorization document must clearly state the name of the authorized individual or organization and the number of authorized shares.  
The individual or organization authorized to attend the General Meeting of Shareholders must present the authorization document when registering to attend the meeting before entering the meeting room.
4. Before attending the meeting, Shareholders/Authorized Representatives of Shareholders must complete the registration procedure to attend the meeting.

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

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

**Article 6: Chairman of the Meeting**

1. The Chairman of the Board of Directors shall chair the meeting or authorize another member of the Board of Directors to chair the General Meeting of Shareholders convened by the Board of Directors. In case the Chairman is absent or temporarily unable to work, the remaining members of the Board of Directors shall elect one of them to chair the meeting according to the majority principle. In case no one can be elected as the chairperson, the Head of the Supervisory Board shall direct the General Meeting of Shareholders to elect the meeting chairperson from among the attendees and the person with the highest number of votes shall chair the meeting.
2. The Chairman of the General Meeting nominates personnel for the Presidium, the Vote Counting Committee, the Secretary/the Secretariat of the General Meeting for approval by the General Meeting of Shareholders.
3. The Chairman presides over and, together with members of the Presidium, directs the General Meeting of Shareholders and resolves any issues that arise (if any) during the General Meeting.
4. The Chairman has the right to take necessary and reasonable measures to conduct the General Meeting in an orderly manner, in accordance with the approved agenda and reflecting the wishes of the majority of attendees.
5. The Chairman has the right to request all meeting attendees to submit to inspection or other legal and reasonable security measures; request competent authorities to maintain order at the meeting; expel those who do not comply with the Chairman's authority, intentionally disrupt order, prevent the normal progress of the meeting or do not comply with security inspection requirements from the General Meeting of Shareholders.
6. The Chairman of the General Meeting has the rights and obligations as prescribed by law and by the Company.

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

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

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

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

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

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

#### **Article 10: Rights and obligations of the Vote Counting Committee**

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

#### **Article 11: Through the decision of the General Meeting of Shareholders**

1. Form of Voting:
  - a. Shareholders and Shareholders' Representatives exercise their voting rights at the 2026 Annual General Meeting of Shareholders of Song Hong Aluminum Shalumi Group Joint Stock Company by using Voting Card and Voting Form.

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

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

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

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

**Article 12: Speaking at the Meeting**

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

**Article 13: Minutes and Resolutions of the Meeting**

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

**Article 14: Effective Date**

These working and voting regulations are publicly announced before the General Meeting of Shareholders, take effect immediately after being voted and approved by the General Meeting of Shareholders and applied at the 2026 Annual General Meeting of Shareholders of Song Hong Aluminum Shalumi Group Joint Stock Company.

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

No. 08./2026/HDQT-NSH

Phu Tho, 27 May 2026

**PROPOSAL**

***(Re: Revising the Charter on Organization and Operations of the Company)***

**To: Shareholders of Song Hong Aluminum Shalumi Group Joint Stock Company**

- Pursuant to the Law on Enterprises No. 59/2020/QH14 adopted by the National Assembly on 17/6/2020; as amended and supplemented by Law No. 03/2022/QH15 dated 11/01/2022; Law No. 76/2025/QH15 dated 17/06/2025 and guiding documents for implementation;
- Pursuant to the Law on Securities No. 54/2019/QH14 adopted by the National Assembly of the Socialist Republic of Vietnam on 26/11/2019; as amended and supplemented by Law No. 56/2024/QH15 promulgated on 29/11/2024 and relevant guiding documents for implementation;
- Pursuant to Decree 245/2025/ND-CP dated 11/9/2025 amending and supplementing a number of articles of Decree No. 155/2020/ND-CP dated 31/12/2020;
- Pursuant to the Charter on Organization and Operations of Song Hong Aluminum Shalumi Group Joint Stock Company ("***the Company***");
- In consideration of the actual circumstances of the Company.

Pursuant to the provisions of current law, in order to facilitate the organization and operations of the Company, the Board of Directors respectfully proposes to the General Meeting of Shareholders for consideration and approval of the following revisions to the Company's Charter:

- 1. Revising Clause 1 - Article 4 of the Charter on Organization and Operations of the Company regarding the Company's business lines due to updating in compliance with Vietnam's industry classification system (VSIC 2018):**

**"Article 4. Objectives of the Company's operations**

1. Business lines of the Company:

No.	Business line	VSIC code
1	Manufacture of structural metal products Details: Manufacture of aluminum profiles of all types; other products from aluminum;	2511 (Primary)
2	Inland water freight transport	5022
3	Wholesale of metals and metal ores Details: Trading of aluminum profiles of all types; other products from aluminum;	4672
4	Freight transport by road	4933
5	Real estate business, land use rights owned, used or leased. Details: Housing business	6810
6	Installation of other building systems	4329
7	Building completion and finishing	4330
8	Other specialized construction activities	4390
9	Agents, brokers and auctioneers Details: Agency for sale of goods (Excluding tobacco and cigars, books, newspapers and magazines, recorded media, precious metals and	4610
10	Wholesale of agricultural machinery, equipment and supplies	4653
11	Wholesale of other machinery, equipment and parts (Excluding recorded media)	4659
12	Wholesale of other construction materials, installation equipment	4673
13	Other business support service activities not elsewhere classified Details: Import and export of aluminum of all types, machinery, equipment and supplies (Excluding tobacco and cigars, books, newspapers and	8299
14	Architectural activities and related technical consultancy Details: Investment and construction consultancy	7110

15	Specialized design activities Details: Interior and exterior decoration activities	7410
16	Machining; treatment and coating of metals	2592
17	Construction of residential buildings	4101
18	Construction of non-residential buildings	4102
19	Construction of roads	4212
20	Construction of water supply and drainage works	4222
21	Construction of telecommunications and information works	4223
22	Construction of other public utility works	4229
23	Construction of mining works	4292
24	Construction of processing and manufacturing works	4293
25	Construction of other civil engineering works	4299
26	Installation of electrical systems	4321

**2. Revising the head office address on the cover of the Charter and Clause 3 - Article 2 of the Company's Charter due to changes in administrative boundaries.**

"Article 2. Name, form, head office, branches, representative offices, business locations and term of operation of the Company

3. Registered head office of the Company:

- Head office address: Hong Ha Street, Thanh Mieu Ward, Phu Tho Province, Vietnam."

**3. Revising Clause 1 of Article 26 of the Company's Charter regarding the composition and term of office of members of the Board of Directors as follows:**

**Revising the minimum number of members of the Board of Directors**

"1. The Board of Directors shall consist of a minimum of three (03) and a maximum of eleven (11) members. The General Meeting of Shareholders shall decide the specific number of members of the Board of Directors for each term of office."

**Revising the composition of non-executive members of the Board of Directors:**

"3. The composition of the Board of Directors shall be as follows:

a) A minimum of 01 non-executive member where the company has from 03 to 05 members of the Board of Directors;

b) A minimum of 02 non-executive members where the company has from 06 to 08 members of the Board of Directors;

c) A minimum of 03 non-executive members where the company has from 09 to 11 members of the Board of Directors;

The total number of independent members of the Board of Directors of the Company must satisfy the following requirement: .....”

4. **The General Meeting of Shareholders assigns and authorizes the Chairperson of the Board of Directors of the Company to review, finalize and promulgate the Appendix on revisions and supplements and/or the full text of the Charter on Organization and Operations of the Company; and assigns the Chairperson of the Board of Directors - the Legal Representative of the Company to carry out the necessary procedures at competent State authorities to effect the business registration changes of the Company in compliance with the contents approved by the General Meeting of Shareholders.**

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

**ON BEHALF OF THE BOARD OF DIRECTORS**

To:

- As above;

- Information disclosure on website, CIMS;

- BOD; Supervisory Board.

- Filed at GA.

**CHAIRPERSON OF THE BOARD OF  
DIRECTORS**



**Pham Thi Quynh Thu**

Phu Tho, 27 May 2026

**PROPOSAL**

**Re: Approval of 2025 audited financial statements**

**To: GENERAL MEETING OF SHAREHOLDERS**

**SONG HONG SHALUMI ALUMINUM GROUP JOINT STOCK COMPANY**

The Board of Directors of Song Hong Shalumi Aluminum Group Joint Stock Company respectfully submits to the General Meeting of Shareholders for approval of the contents of the 2025 Financial Statements audited by International Auditing and Valuation Company Limited, with the following main financial indicators:

No.	Indicators	31/12/2025 (VND)
1	Total assets	932,121,459,860
2	Liabilities	690,847,979,627
3	Owner's equity	241,273,480,233
4	Net revenue	1,145,736,202,805
5	Net profit from operating activities	4,024,439,200
6	Profit after enterprise income tax	3,486,974,695

The full text of the 2025 Audited Financial Statements has been posted on the Company's website <https://www.shalumi.com.vn/> in the Shareholder Relations section as prescribed. <https://www.shalumi.com.vn/>

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

**Recipient:**

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

**O.B/ BOARD OF DIRECTORS**

**CHAIRWOMAN**



**Pham Thi Quynh Thu**

**PROPOSAL**

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

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

The Board of Directors of Song Hong Shalumi Aluminum Group Joint Stock Company respectfully submits to the General Meeting of Shareholders for consideration and approval of the 2025 remuneration settlement and the 2026 remuneration plan for the BOD, BOS and Secretary of the BOD as follows:

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

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

- **Approve the remuneration plan of the BOD, BOS, and Secretary of the BOD in 2026:**

No.	Position	Remuneration level (VND/person/month)	Number of members
1	BOD members	2,000,000	05
2	BOS members	1,000,000	03
3.	Secretary of the BOD cum Member of the BOS	1,000,000	01

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

**Recipient:**

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

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



**Phạm Thị Quỳnh Thu**

**PROPOSAL**

***Re: the plan for profit distribution and fund allocation***

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

- Pursuant to the Law on Enterprises 2020;
- Pursuant to the Charter of organization and operation of Song Hong Shalumi Aluminum Group Joint Stock Company;
- Pursuant to the Company's audited 2025 Financial Statements.

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

Indicators	Value (VND)
<b>1. Profit after tax in 2025:</b>	<b>3,486,974,695</b>
<b>2. The planned profit distribution is as follows:</b>	
+ Deduction for Development Investment Fund	1,000,000,000
+ Deduction for Financial Reserve Fund	417,630,995
+ Deduction for Welfare Reward Fund	
+ Dividends 100 VND/1 share (1%)	2,069,343,700
<b>3. Remaining undistributed profit after allocation</b>	<b>0</b>

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

**Recipient:**

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

**O.B/ BOARD OF DIRECTORS**

**CHAIRWOMAN**



**Pham Thi Quynh Thu**

**PROPOSAL**

***Re: Authorizing the Board of Directors to select an auditing company for the  
2026 Financial Statements***

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

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

**1. Some criteria for selecting an auditing company:**

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

**2. Proposal of the Board of Supervisors:**

- The Board of Supervisors of Song Hong Shalumi Aluminum Group Joint Stock Company respectfully submits to the General Meeting of Shareholders for approval of the authorization for the Board of Directors to select an auditing company for the 2026 Financial Statements, based on the proposal of the Board of Supervisors.

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

**Recipient:**

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

**O.B/ BOARD OF SUPERVISORS**



**Nguyễn Thị Thanh Hương**

Phu Tho, 27 May 2026

No.: 09 /2026/TTr-HĐQT

**PROPOSAL**

*Re: Removal of member of the Board of Directors for the remaining period of  
the term 2025 - 2030*

**To: GENERAL MEETING OF SHAREHOLDERS**

**SONG HONG ALUMINUM SHALUMI GROUP JOINT STOCK  
COMPANY**

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

The Board of Directors ("**BOD**") of Song Hong Aluminum Shalumi Group Joint Stock Company ("**Company**") has received the resignation letter of 01 member of the BOD for the term 2025-2030.

To ensure the structure of the BOD, the BOD respectfully submits to the Company's 2026 Annual General Meeting of Shareholders for approval the following contents:

1. Approve the removal of Mr. Nguyen Minh Ke from the position of member of the BOD of the Company for the term 2025-2030.
2. Approve the number of members of the BOD for the remaining period of the term 2025 – 2030 is 04 members.

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

**Recipient:**

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

**O.B/ BOARD OF DIRECTORS**



**Pham Thi Quynh Thu**