

**XUAN HOA VIET NAM  
JOINT STOCK COMPANY**

No. 138/XHC - TB - HĐQT

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

Phu Tho, May 29, 2026

**NOTICE OF INVITATION  
TO THE 2026 ANNUAL GENERAL MEETING OF SHAREHOLDERS**

To: Shareholders of Xuan Hoa Vietnam Joint Stock Company

The Board of Directors of Xuan Hoa Vietnam Joint Stock Company respectfully invites all shareholders to attend the 2026 Annual General Meeting of Shareholders as follows:

1. Time: 08:30 AM, June 20, 2026.
2. Venue: Meeting Room, Xuan Hoa Vietnam Joint Stock Company  
Address: Nguyen Van Linh Street, Xuan Hoa Ward, Phu Tho Province, Vietnam.
3. Participants: All shareholders whose names appear in the shareholder list finalized on May 26, 2026, as certified by the Vietnam Securities Depository and Clearing Corporation (VSDC).
4. Meeting Agenda and Documents: The meeting agenda and related documents will be available on the Company's website at [www.xuanhoa.vn](http://www.xuanhoa.vn) from May 29, 2026.
5. Proxy: Shareholders who are unable to attend the Meeting in person may authorize another person to attend on their behalf using the Power of Attorney form issued by the Company and published on the Company's website.
6. Registration Procedures: Upon arrival, shareholders or their duly authorized representatives are requested to present:  
Original ID Card or Citizen Identification Card; and  
Original Power of Attorney (if attending as an authorized representative).
7. Confirmation of Attendance:  
For organizational purposes, shareholders are kindly requested to confirm their attendance or proxy by post, fax, or email to: [khuyennt@xuanhoa.vn](mailto:khuyennt@xuanhoa.vn) no later than 5:00 PM on June 10, 2026, at the following address:  
General Administration Department - Xuan Hoa Vietnam Joint Stock Company  
Address: Nguyen Van Linh Street, Xuan Hoa Ward, Phu Tho Province, Vietnam.  
Tel: 0211 386 3343  
Contact person: Ms. Nguyen Thi Khuyen - Mobile: 0984 394 159  
Yours sincerely,

**CHAIRMAN OF THE BOARD  
OF DIRECTORS**



**Nguyen Viet Anh**

*(Note: Shareholders shall bear all costs of travel, accommodation, and meals incurred during their attendance at the Meeting)*



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....., ....., 2026

**CONFIRMATION OF ATTENDANCE**  
**AT THE 2026 ANNUAL GENERAL MEETING OF SHAREHOLDERS**  
**OF XUAN HOA VIETNAM JOINT STOCK COMPANY**

To: Xuan Hoa Vietnam Joint Stock Company

Name of organization / individual: .....

Shareholder Registration No.: ..... Date of Issue: .....Place of Issue: .....

Contact Address: .....

Telephone No.: .....

Currently holding (as of May 26, 2026): ..... shares of Xuan Hoa Vietnam Joint Stock Company.

By this confirmation, I hereby confirm my attendance at the 2026 Annual General Meeting of Shareholders of Xuan Hoa Vietnam Joint Stock Company to be held on June 20, 2026.

....., ....., 2026

**SHAREHOLDER**  
*(Signature and full name)*





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....., 2026

**POWER OF ATTORNEY**

(Re: Attendance at the 2026 Annual General Meeting of Shareholders  
of Xuan Hoa Vietnam Joint Stock Company)

**I. PRINCIPAL:** .....

Shareholder Registration No.: ..... Date of Issue: .....

Currently holding: ..... shares of Xuan Hoa Vietnam Joint Stock  
Company as recorded on May 26, 2026.

**II. ATTORNEY-IN-FACT:** .....

ID Card / Citizen Identification Card No.: ..... Date of Issue: .....

Number of shares authorized: ..... shares (in words: .....)

Or authorize all shares to one of the following persons (who have agreed to accept the  
authorization):

- ☐ Mr. Nguyen Viet Anh – Chairman of the Board of Directors  
ID No.: 001077022116, issued on April 29, 2021
- ☐ Mr. Nguyen Anh Tuan – Member of the Board of Directors  
ID No.: 037079012176, issued on July 10, 2021
- ☐ Mr. Khuc Van Quang – Member of the Board of Directors  
ID No.: 026076002598, issued on June 27, 2017
- ☐ Mr. Nguyen Hoang Hai – Member of the Board of Directors  
ID No.: 001080021256, issued on July 10, 2021

**III. SCOPE OF AUTHORIZATION:**

- The Attorney-in-Fact is authorized to represent the Principal at the 2026 Annual  
General Meeting of Shareholders of Xuan Hoa Vietnam Joint Stock Company and to  
exercise all rights and obligations relating to the authorized shares in accordance with  
applicable laws and regulations.

- Both parties shall be fully responsible for this authorization and undertake to strictly  
comply with applicable laws and regulations and the Charter of Xuan Hoa Vietnam Joint  
Stock Company.

- This Power of Attorney shall take effect from the date of signing until the conclusion  
of the Meeting. The Attorney-in-Fact may not re-authorize any third party.

**PRINCIPAL**

(Signature and full name)

**ATTORNEY-IN-FACT**

(Signature and full name)



## AGENDA

### 2026 ANNUAL GENERAL MEETING OF SHAREHOLDERS

**Time:** From 08:30 AM, June 20, 2026

**Venue:** Meeting Room, Xuan Hoa Vietnam Joint Stock Company, Nguyen Van Linh Street, Xuan Hoa Ward, Phu Tho Province

Time	Content
08h30' - 9h00'	Welcoming delegates and shareholders
	Verifying shareholder eligibility and compiling the list of attendees
09h00' - 09h 30'	Opening of the Meeting, statement of purpose, and introduction of delegates
	Presentation of the shareholder eligibility verification report
	Introduction of the Presidium and Chairman of the General Meeting
	Appointment of the Meeting Secretary
	Introduction and approval of the Vote Counting Committee
	Approval of the Meeting Agenda
	Approval of the Meeting Working Regulations
09h30' - 09hh10'	Presentation of the General Director's Report
	Presentation of the Board of Directors' Report
	Presentation of the Supervisory Board's Report
	Presentation of the Proposal on approval of the 2025 audited Financial Statements
	Presentation of the Proposal on the 2025 profit distribution and dividend payment plan
	Presentation of the Proposal on 2026 plan targets
10h10' - 11h00'	Presentation of the Proposal on selection of an auditing company for the 2026 fiscal year
	Discussion and voting on the three reports and four proposals
	Recess
	Vote Counting Committee announces the Minutes of voting results at the General Meeting
10h10' - 11h00'	Approval of the Meeting Minutes and the Resolution of the Annual General Meeting
	Declaration of Meeting closure



Phú Thọ, June 20, 2026

## **WORKING REGULATIONS**

### **2026 ANNUAL GENERAL MEETING OF SHAREHOLDERS XUAN HOA VIET NAM JOINT STOCK COMPANY**

- Pursuant to the Law on Enterprises No. 76/2025/QH15 dated June 17, 2025, amending and supplementing a number of articles of the Law on Enterprises No. 59/2020/QH14 dated June 17, 2020;

- Pursuant to the Charter of Xuan Hoa Viet Nam Joint Stock Company;

The Chairman of the General Meeting hereby seeks the approval of the General Meeting of Shareholders to adopt the Working Regulations of the 2026 Annual General Meeting of Shareholders as follows:

#### **I. GENERAL PROVISIONS**

##### **1. Scope and Subjects of Application**

- These Regulations apply to the 2026 Annual General Meeting of Shareholders of Xuan Hoa Viet Nam Joint Stock Company.

- These Regulations set forth the working principles and order of the Meeting; conditions for attending and conducting the Meeting; rights and obligations of shareholders, authorized representatives attending the Meeting, and operating and supporting bodies of the Meeting; methods of voting and adopting the contents of the Meeting.

##### **2. Working Principles of the Meeting**

- Transparency, fairness, and democracy.  
- Ensuring the lawful rights and interests of the Company's shareholders.  
- Compliance with the provisions of law, the Company Charter, and these Regulations.

##### **3. Rules of the Meeting**

- Attendees are expected to sit in their designated seats and follow the Organizing Committee's instructions when entering or exiting the meeting room.  
- Smoking is not allowed in the meeting room.  
- Please turn off your phone or set it to vibrate mode. If you need to take a call, kindly step outside to talk.



- No filming, photography, or recording is allowed without the consent of the Organizing Committee during the meeting.

- No information may be shared externally by any means until the Meeting concludes.

#### **4. Conditions for Attending the Meeting**

- Attendees must be shareholders or legally authorized representatives of shareholders (hereinafter collectively referred to as "shareholders") authorized in writing (using the form issued by Xuan Hoa Viet Nam Joint Stock Company) by one or more shareholders listed in the Company's shareholder register as of the record date May 26, 2026, as confirmed by the Vietnam Securities Depository (VSD). The authorization letter must be sent to the Company via email or post...

- Shareholders attending the Meeting must bring their ID card, passport, or another legally recognized personal identification document.

- Authorized persons are not permitted to further delegate their authorization. All individuals or organizations authorized to attend the Meeting must present the original written authorization when registering, prior to entering the meeting room.

#### **5. Conditions for Conducting the Meeting**

- The Meeting shall proceed if shareholders attending represent more than 50% of the total voting shares according to the shareholder list established as of the record date May 26, 2026.

- If more than thirty minutes after the scheduled opening time of the Meeting (as specified in the Meeting agenda sent to shareholders) the number of shareholders registered to attend still does not represent more than 50% of the total voting shares, the Meeting shall be considered as not meeting the conditions for conducting.

- If the Meeting does not meet the conditions for being conducted, the convocation and organization of subsequent Meetings shall follow the provisions of the Charter of Xuan Hoa Viet Nam Joint Stock Company and the current Law on Enterprises.

## **II. Rights and Obligations of Shareholders and Their Representatives Attending the General Meeting, and Responsibilities of the Meeting's Governing and Supporting Bodies.**

### **1. Responsibilities of the General Meeting Chairman**

- The General Meeting Chairman is in charge of running the work of the General Meeting.

- Powers and duties of the General Meeting Chairman:

+ Presiding over the General Meeting in accordance with the agenda and Regulations approved by the General Meeting;



+ Conducting the Meeting in accordance with the principles of democratic participation and majority voting.

+ Guiding shareholders in discussions and voting on the contents of the General Meeting.

+ Addressing any issues that arise during the General Meeting;

+ Exercising other powers and performing other duties as stipulated in the Company's Charter.

## **2. Responsibilities of the Secretariat**

- The Secretariat shall assist the Chairman and operate under the direction of the Chairman.

- The duties of the Secretariat:

+ Accurately and truthfully recording the entire proceedings of the General Meeting and the matters approved by shareholders.

+ Compiling and verifying the voting results and reporting them to the Chairman of the General Meeting

+ Drafting the Minutes and the Resolution of the General Meeting.

## **3. Responsibilities of the Vote Counting Committee**

- The Vote Counting Committee shall assist the Organizing Committee and the Chairman of the General Meeting of Shareholders.

- Its duties include:

+ Monitoring and recording the voting results on all matters discussed at the General Meeting;

+ Counting the votes, preparing the vote counting report, and announcing the results during the General Meeting.

## **4. Rights and Obligations of Shareholders or Their Legal Representatives Attending the General Meeting**

### **a. Rights of Shareholders**

- To receive voting cards and the General Meeting documents;

- To participate in discussions and vote on all matters within the scope of the Meeting's agenda.

### **b. Obligations of Shareholders**

- To comply with these Regulations and the Company's Charter;

- To actively contribute constructive opinions on the matters listed in the Meeting's agenda;

- When speaking or discussing, shareholders shall follow the instructions of the Chairman. Remarks must be concise, relevant, and non-repetitive;



- To follow the instructions of the Chairman and the Organizing Committee, and refrain from any behavior that disrupts or causes disorder during the General Meeting.

### **III. VOTING ON MATTERS AT THE GENERAL MEETING**

#### **1. General Voting Procedure**

All voting at the 2026 Annual General Meeting of Shareholders shall be conducted by raising the Voting Card.

#### **2. Voting Method:**

- Each shareholder or duly authorized representative attending the General Meeting shall be issued one (01) pink Voting Card to vote on the matters presented.

The Voting Card shall clearly state: the full name of the shareholder or representative,

their ID card/passport/citizen ID number, the number of shares owned or represented,

the participation code, and bear the official seal of Xuan Hoa Vietnam Joint Stock Company in the upper left corner.

- For each matter to be voted on, the shareholder or representative shall raise the Voting Card **once only** - to vote in favor, against, or abstain.

- If a shareholder or representative raises the Voting Card more than once for the same matter, the vote shall be deemed invalid.

- If the Voting Card is not raised for any of the three options, the vote shall be considered as an abstention.

- The Vote Counting Committee shall supervise the voting process, record the results in writing, and report them to the General Meeting.

### **IV. OTHER REGULATIONS**

1. When a shareholder speaks at the General Meeting, the Chairman shall be responsible for responding or assigning a response to each issue raised. Matters that have already been voted on by the General Meeting shall not be discussed again.

2. During the General Meeting, shareholders must follow the instructions of the Organizing Committee when entering or leaving the General Meeting Hall. If a shareholder leaves before the General Meeting concludes, their shares shall no longer be counted in the total number of shares with voting rights from the time of departure.

3. Any complaints regarding the vote counting results, including the counting of Voting Cards, shall only be considered during the Meeting.

4. The Chairman, the Secretariat, the Vote Counting Committee, and all shareholders or their authorized representatives must comply with these General Meeting Regulations.



These Regulations shall take effect immediately upon approval by the General Meeting and shall remain effective throughout the 2026 Annual General Meeting of Shareholders of Xuan Hoa Vietnam Joint Stock Company.

**CHAIRMAN OF THE BOARD  
OF DIRECTORS**

***Recipients:***

- As above;
- Shareholders;
- Archived: XHC, BOD. "H.03"



**Nguyen Viet Anh**



Phú Thọ, June 20, 2026

**REPORT OF THE GENERAL DIRECTOR  
ON BUSINESS PERFORMANCE IN 2025 AND PLAN FOR 2026  
(Presented at the 2026 Annual General Meeting of Shareholders)**

**I. BUSINESS PERFORMANCE IN 2025**

**1. Overview of Business and Production Activities in 2025**

In 2025, the global economy continued to face significant uncertainties due to prolonged geopolitical conflicts and changes in U.S. trade and tariff policies affecting many countries. These factors directly impacted the Vietnamese economy through weakening consumer demand, rising raw material costs, and increasingly intense competition in export markets.

For the furniture industry, these developments resulted in declining export orders, higher production costs, and tighter consumer spending in the domestic market, creating significant challenges for manufacturing and business operations.

**2. 2025 Business Performance Results**

**2.1. Key Performance Indicators**

No.	Indicator	Unit	2025 Plan	2025 Actual	% Achieved
1	Net Revenue	VND Billion	850	490.4	58%
2	Profit Before Tax	VND Billion	70	64.9	93%
3	Dividend	%	10%	10%	100%

- Net revenue achieved 58% of the plan:

In 2025, global political conflicts and changes in U.S. trade and tariff policies continued to pose significant challenges to the global economy, directly affecting XHC's production and business activities. These factors increased pressure on export markets, raised input costs, and weakened consumer demand, thereby impacting the Company's overall business performance.



In response to changing market conditions and with the aim of diversifying its business operations, the Company expanded its focus to several new product lines, including bicycles, electrical cabinets, and the manufacturing and trading of electrical materials and equipment. However, due to unfavorable market conditions and slower-than-expected market development, the results achieved have yet to meet the Company's initial expectations.

- Profit before tax reached 93% of the plan:

- + Due to revenue reaching only 58% of the plan, profit before tax was also below expectations.

- + In late 2025, the Company made provisions for bad debts and inventory devaluation, leading to increased cost of goods sold and administrative expenses, which reduced profit for the period.

- + Although revenue reached only 58% of the planned target, profit before tax achieved 93% of the plan, primarily driven by increased income from investment activities in 2025. In addition, throughout the year, the Company's Board of Directors and Executive Board implemented timely and effective management measures to optimize operations, enhance cost efficiency, and strengthen overall business performance. These efforts contributed significantly to improving profitability, preserving the Company's capital, and protecting shareholders' interests. The dividend target was also fully achieved at 100% of the approved plan.

## **2.2. Evaluation of Key Operational Aspects in 2025**

### **- Sales & Marketing:**

- + Continued innovation in sales approaches, enhanced product promotion and trade marketing activities.

- + Focused on selecting and developing suitable products; invested in researching and developing e-commerce sales strategies. Export sales saw strong growth in 2025.

- + Recovered certain overdue receivables, improving cash flow. Continued strict monitoring of receivables, especially doubtful debts.

- + Actively addressed slow-moving inventory to recover and preserve capital.

### **- Production Management:**

- + Proactively reorganized production and manpower in inefficient areas to increase productivity and product quality.

- + Maintained safe production practices, ensuring occupational safety and fire prevention.

- + Sought alternative, more cost-effective material sources and maximized the use of existing inventories in production.

### **- Financial Management:**



+ Proactively managed cash flow to support operations and reduce capital costs.

+ Prioritized cost control and cash flow management as key objectives to optimize expenditures.

**- Investment Activities:**

+ Equity Investment Status as of December 31, 2025:

No.	Company Name	Tax Code	Capital Invested (VND)
1	DeMy Furniture JSC	0110246479	3.800.000.000
2	Xuan Hoa Elevator JSC	0110252842	3.800.000.000
3	Xuan Hoa Power JSC	0110275159	3.400.000.000
4	Toyota Boshoku Hanoi Co., Ltd.	2500152396	16.336.701.068
5	Xuan Hoa Vietnam Joint Stock Company - Southern Region	0319153402	1.700.000.000
6	Nett Vietnam Joint Stock Company	2601142066	2.000.000.000
	<b>Total</b>		<b>31.036.701.068</b>

**- Human Resources and Compensation:**

+ Continue reviewing, revising, and implementing labor productivity norms for direct workers, applying piece-rate compensation schemes, and making necessary adjustments in accordance with actual operating conditions.

+ Fully implemented employee benefits and entitlements.

+ Continued to innovate in staff evaluation, recruitment, and appointments to enhance workforce quality.

**- Corporate Governance:**

+ Continued efforts in digital transformation and adapting the Bravo software system to current company needs.

+ Continued applying international management systems and standards in operations, such as ISO, BSCI, QSA, CTPAT, IWAY, GO/NOGO, FSC, IWAY FORESTRY, etc.

+ Expanded and developed new product lines.

**II. PLANS AND ORIENTATIONS FOR 2026**

**1. Challenges:**



- The global political and economic situation remains unpredictable. Many major economies continue to implement tight monetary policies, adversely affecting global trade, consumption, and investment.

- Domestic furniture enterprises still face numerous difficulties in production and business activities. Demand in key export markets such as the United States and the European Union has declined significantly. Moreover, increasingly stringent regulations and U.S. tax policies have negatively impacted orders. As a result, competition in furniture exports is growing more intense across global markets.

- Exchange rate fluctuations have led to increased financial costs.

- Issues remain regarding slow-moving inventories and uncollectible receivables from previous years.

## **2. Advantages:**

The Company has a long-standing brand and reputation. Customers continue to place strong trust in the quality of XHC's products, under the slogan: "Enduring Commitment, Lasting Value."

The Board of Directors, Executive Management, and all employees of Xuan Hoa Vietnam Joint Stock Company remain united and committed to sustainable development, reinforcing XHC's position and brand both domestically and internationally.

## **3. 2026 Business Targets:**

No.	Indicator	Unit	2026 Plan
1	Net Revenue	VND Billion	850
2	Profit Before Tax	VND Billion	70
3	Dividend	%	20

## **4. Solutions to Achieve the 2026 Plan:**

In 2026, amidst risks stemming from global trade fluctuations and protectionist policies from major partners, the Vietnamese furniture industry - including Xuan Hoa Vietnam JSC - will continue to face substantial challenges. These include: Fierce competition from low-cost imported products, particularly from China; Cost pressures related to raw materials and logistics; Increasingly strict environmental compliance requirements from export markets; Changes in tax policies in the United States, etc.

To overcome these difficulties, the Executive Management of Xuan Hoa Vietnam JSC will implement the following comprehensive solutions:

- Continue improving product quality, upgrading technology, and building a strong brand to compete effectively in both domestic and international markets.



- Intensify efforts in project acceptance, payment processing, and debt collection - especially on long-overdue receivables - to improve cash flow.
- Rigorously address stagnant and slow-moving inventory to recover capital and preserve assets.
- Review and revise internal policies and regulations to align with current legal requirements.
- Continue optimizing and redesigning traditional product lines to reduce material consumption and improve efficiency.
- Develop and design new products, including pursuing international cooperation for product development
- Seek out new suppliers to secure better pricing; enhance material and inventory cost control to reduce production costs and improve competitiveness
- Review and restructure the production organization, including both indirect departments and workshops, to better fit the Company's management model and improve operational efficiency
- Take proactive measures to strengthen sales and marketing. Establish a professional marketing and sales system
- Actively work with banks to negotiate financial products with the most favorable costs, ensuring sufficient cash flow for operations

### III. CONCLUSION

The above is the report on the business performance of 2025 and the operational plan for 2026 presented by Xuan Hoa Vietnam Joint Stock Company to the General Meeting of Shareholders.

In 2026 the business environment will remain complex, with both opportunities and challenges intertwined. The entire workforce of Xuan Hoa Vietnam JSC is determined to remain united, make every effort, overcome existing limitations, and strive to achieve the business goals set for 2026 ./.

#### **Recipients:**

- As above;
- Shareholders; SB;
- Archived: XHC, BOD. "H.03"

**GENERAL DIRECTOR**



**Nguyễn Anh Tuan**



Phú Thọ, June 20, 2026

**REPORT OF THE BOARD OF DIRECTORS  
ON 2025 OPERATING RESULTS AND 2026 BUSINESS ORIENTATION  
(Presented at the 2026 Annual General Meeting of Shareholders)**

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

**1. Assessment of the Company's Operations in 2025**

In 2025, the prolonged Russia - Ukraine conflict, together with changes in U.S. trade and tariff policies, continued to exert significant impacts on the global economy. Overall, the global economy maintained stable growth but lacked strong momentum due to adverse geopolitical factors and rising input costs. These developments weakened market confidence and directly affected the production and business activities of many industries, including the furniture industry.

Despite numerous challenges in 2025, the leadership team and all employees of Xuan Hoa Vietnam Joint Stock Company made every effort to fulfill the tasks assigned by the General Meeting of Shareholders and achieved the following results:

No.	Indicator	Unit	2025 Plan	2025 Actual	2024 Actual	% 2025 Actual / 2025 Plan	% 2025 Actual / 2024 Actual
1	Net Revenue	VND Billion	850	490.4	545.9	58%	90%
2	Profit Before Tax	VND Billion	70	64.9	52.9	93%	123%
3	Dividend	%	10%	10%	0%	100%	-

In 2025, although the profit before tax target was set 23% higher than that of 2024 and the dividend target reached 100% of the approved plan, the Company did not achieve its net revenue and profit before tax targets as planned.

**2. Activities of the Board of Directors in 2025**

**2.1. Personnel Structure of the Board of Directors**



As of December 31, 2025, the Board of Directors (BOD) comprised five members, including one non-executive member. The members serving on the Board during 2025 were as follows:

- |                        |  |
|------------------------|--|
| - Mr. Nguyen Viet Anh  | - Chairman of the BOD                        |
| - Mr. Nguyen Anh Tuan  | - Member of the BOD, General Director        |
| - Mr. Nguyen Hoang Hai | - Member of the BOD, Deputy General Director |
| - Mr. Khuc Van Quang   | - Member of the BOD, Deputy General Director |
| - Mr. Nguyen Tien Hai  | - Member of the BOD                          |

## **2.2. Activities of the Board of Directors**

- The Board of Directors operated in compliance with the Company's Charter, Internal Governance Regulations, and applicable laws and regulations.

- During 2025, the members of the Board of Directors leveraged their expertise and experience and made every effort to fulfill their assigned duties in accordance with the Company's Charter and prevailing regulations.

- In addition to regular meetings and daily discussions, the Board of Directors held 13 meetings in 2025 and issued Resolutions and Decisions within its authority as stipulated in the Company's Charter and Internal Governance Regulations, providing operational direction and addressing difficulties and issues arising during the course of business operations.

- The Board of Directors presided over and organized the 2025 Annual General Meeting of Shareholders on June 20, 2025.

- The Board of Directors supervised the implementation of the Resolutions and Decisions of the Annual General Meeting of Shareholders and the Board of Directors, and monitored the management and operational activities of the Company's Executive Board.

- The salaries and remuneration of the Board of Directors in 2025 amounted to VND 5,460,000,000.

## **3. Implementation and Supervision of the Charter, Annual General Meeting Resolutions, and BOD Resolutions**

- The Board of Directors proactively implemented and supervised activities in accordance with the Company's Charter and the Resolution of the 2025 Annual General Meeting of Shareholders, and implemented the Resolutions and Decisions of the Board of Directors in compliance with the Company's Charter and applicable laws and regulations.

- In order to implement the resolutions adopted at the 2025 Annual General Meeting of Shareholders, the Board of Directors directed various cost-saving measures in production and business operations, including organizational and personnel restructuring at certain units within the Company; technological



improvements and investment in machinery and equipment; workforce reorganization to enhance labor productivity; and the handling of matters within the authority of the Board of Directors.

- Assessment by the Board of Directors of the performance of the Executive Board and management personnel:

- + In 2025, although the Company did not achieve its net revenue and profit before tax targets and the Board of Directors together with the Executive Board did not fully accomplish the business plan approved by the 2025 Annual General Meeting of Shareholders, the Executive Board and management personnel made significant efforts in implementing the 2025 business plan, resulting in the Company's profit before tax increasing by 23% compared to 2024, while the dividend payout achieved 100% of the approved plan.

- + The Executive Board closely followed and implemented the tasks assigned by the General Meeting of Shareholders and the Board of Directors, maintained stable employment and employee welfare, and fully fulfilled the Company's obligations to the State.

- During 2025, Xuan Hoa Vietnam Joint Stock Company conducted transactions with related parties as follows:

No.	Company	Sales Revenue (VND)	Purchase Revenue (VND)
1	Toyota Boshoku Hanoi Co., Ltd.	24,003,570,861	-
2	Xuan Hoa Vietnam Joint Stock Company - Southern Region	1,928,952,882	-
	<b>Total</b>	<b>25,932,523,743</b>	<b>-</b>

#### **4. Shareholder Management**

The BOD managed shareholders in accordance with the Company Charter and applicable laws.

#### **II. ORIENTATION OF THE BOARD OF DIRECTORS FOR 2026**

The year 2026 is expected to continue to pose challenges to the global economy in general and Xuan Hoa Vietnam JSC in particular, due to ongoing global economic recession and increasing competitive pressures.

In 2026, Xuan Hoa Vietnam JSC will continue to engage in purchase/sale transactions with related parties such as DeMy Furniture JSC, Xuan Hoa Elevator JSC, Xuan Hoa Power JSC, and Toyota Boshoku Hanoi Co., Ltd., Xuan Hoa Vietnam Joint Stock Company - Southern Region.

The BOD has set the following 2026 targets:

Net Revenue: VND 850 billion

Profit Before Tax: VND 70 billion

Dividend: 20%

To achieve these targets, the BOD proposes the following solutions:

- Implement the contents approved at the 2026 Annual General Meeting of Shareholders, focusing on fulfilling the 2026 business plan.
- Closely direct, supervise, and support the Executive Board in all business operations to achieve the targets assigned by the 2026 Annual General Meeting.
- Focus on standardizing the Company's processes to enhance efficiency and ensure legal compliance, especially in terms of information security.
- Strengthen risk management and comprehensive corporate governance oversight.
- Promote sustainable development and enhance corporate value along with social responsibility initiatives.

The Board of Directors of Xuan Hoa Vietnam JSC respectfully requests the support, cooperation, and consensus of all shareholders.

This concludes the 2025 performance report and 2026 orientation of the Board of Directors.

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

***Recipients:***

- As above;
- Shareholders;
- Archived: XHC, BOD. "H.03"

**CHAIRMAN OF THE BOARD  
OF DIRECTORS**



**Nguyen Viet Anh**



Phu Tho, June 20, 2026

## **REPORT OF THE BOARD OF SUPERVISORS**

Re: Report on the activities of the Board of Supervisors; Assessment of production and business operation reports; Report and evaluation of the management activities of the Board of Directors and the Board of Management in 2025

To: General Meeting of Shareholders of Xuan Hoa Vietnam Joint Stock Company

Pursuant to the Law on Enterprises No. 59/2020/QH14 passed by the National Assembly on June 17, 2020;

Pursuant to the Charter on organization and operation of Xuan Hoa Vietnam Joint Stock Company;

Pursuant to the functions, duties and authority of the Board of Supervisors;

The Board of Supervisors of Xuan Hoa Vietnam Joint Stock Company respectfully reports to the General Meeting of Shareholders on the supervision of production, business and investment activities of the Company in 2025, as well as the management and executive activities of the Board of Directors and the Board of Management in implementing the Resolution of the 2025 Annual General Meeting of Shareholders, as follows:

### **I. ACTIVITIES OF THE BOARD OF SUPERVISORS**

#### **1. Members of the Board of Supervisors**

The members of the Board of Supervisors from the 2025 General Meeting of Shareholders to the 2026 General Meeting of Shareholders include:

- Mr. Truong Hong Phong – Head of the Board
- Ms. Nguyen Thi Khuyen – Member
- Ms. Tran Thanh Hang – Member

In 2025, the Board of Supervisors performed its duties in accordance with the law, the Company Charter and the Operating Regulations of the Board of Supervisors. Members proactively developed periodic inspection and supervision plans and coordinated with relevant departments to fulfill assigned tasks.

#### **2. Main activities of the Board of Supervisors in 2025**

During 2025, the Board of Supervisors carried out the following key tasks:

- Reviewing the legality, honesty and completeness of the quarterly, semi-annual and annual 2025 financial statements before and after audit.
- Supervising the implementation of the Resolution of the General Meeting of Shareholders and the resolutions and decisions of the Board of Directors and the Board of Management.
- Inspecting and supervising compliance with legal regulations, the Company Charter and internal governance regulations.
- Monitoring and evaluating corporate governance, risk management and internal control activities.
- Regularly exchanging information with the independent audit firm to update potential risks and recommendations related to financial governance.
- Attending meetings of the Board of Directors to provide opinions within the authority and responsibility of the Board of Supervisors.



- Supervising information disclosure, governance reporting and compliance with obligations to State management agencies.
- Reviewing periodic production and business reports of the Board of Management to update the Company's operational status.
- Performing other duties in accordance with the Law on Enterprises and the Company Charter.

### 3. Meetings of the Board of Supervisors

In addition to online exchanges and direct meetings with functional departments, in 2025 the Board of Supervisors held 05 regular and extraordinary meetings to implement inspection and supervision plans.

After each inspection, the Board of Supervisors prepared minutes and made recommendations to the Board of Directors and the Board of Management to improve corporate governance efficiency, strengthen risk management and ensure sustainable development.

## II. RESULTS OF THE BOARD OF SUPERVISORS' ACTIVITIES IN 2025

### 1. Evaluation of the implementation of the 2025 General Meeting of Shareholders' Resolution and the management activities of the Board of Directors and the Board of Management

#### a) Regarding the Board of Directors

The Board of Directors seriously implemented the contents approved by the 2025 Annual General Meeting of Shareholders; governance activities were conducted in compliance with legal regulations and the Company Charter.

In 2025, the Board of Directors held regular meetings and issued resolutions and decisions to promptly direct production and business activities, investment, finance and corporate governance. The decisions of the Board of Directors were generally appropriate to the Company's actual situation and market context, ensuring stable operations, improving business efficiency and enhancing the Company's competitiveness.

#### b) Regarding the Board of Management

The Board of Management operated production and business activities in line with the direction of the Board of Directors and the Resolution of the General Meeting of Shareholders.

In the context of continued economic fluctuations, especially intense competition in the furniture industry and high input costs, the Board of Management proactively implemented solutions to stabilize production, expand markets, control costs and improve operational efficiency.

The Board of Management fully implemented the resolutions and decisions of the Board of Directors while strengthening financial governance, receivables management, inventory management and effective use of the Company's resources.

#### c) Results of the 2025 production and business plan

1. Total revenue (VND billion): Plan 850 – Actual 490.4 – Achievement rate 58%
2. Profit before tax (VND billion): Plan 70 – Actual 64.9 – Achievement rate 92.8%
3. Dividend rate: Plan 10% – Actual 10%

The Board of Supervisors recommends that the Board of Directors and the Board of Management continue implementing solutions to improve revenue, business efficiency and the Company's financial capacity in the coming period.

#### d) Independent audit firm

The independent audit firm conducting the audit of the Company's 2025 financial statements was: RSM Vietnam Auditing & Consulting Co., Ltd. – Hanoi Branch.

### 2. Supervision of financial activities in 2025

The Board of Supervisors supervised the Company's financial situation through reviewing quarterly, semi-annual and annual financial statements for 2025.

Through inspection activities, the Board of Supervisors found that:

- Financial statements were prepared in accordance with Vietnamese Accounting Standards, the current enterprise accounting regime and relevant legal regulations.



- Accounting work was fully and properly performed.
- Financial statements fairly and accurately reflected the Company's financial position, business performance and cash flows.
- Revenue, expenses, receivables and assets were recognized in compliance with current regulations.
- The Company disclosed financial information on time in accordance with regulations.

The opinion of the independent auditor on the 2025 financial statements was: Acceptance of the entire report content.

The 2025 financial statements were publicly disclosed on the Company's website in compliance with regulations.

### 3. Coordination between the Board of Supervisors, the Board of Directors, the Board of Management and shareholders

In 2025, the Board of Supervisors closely coordinated with the Board of Directors, the Board of Management and functional departments in performing inspection and supervision duties.

The Board of Directors and the Board of Management created favorable conditions for the Board of Supervisors to perform its duties, including providing documents, records and relevant information and coordinating when requested.

The Board of Supervisors regularly exchanged information with the Board of Directors and the Board of Management to promptly grasp the Company's operational status and provide recommendations to strengthen governance and internal control efficiency.

### III. OPERATION PLAN OF THE BOARD OF SUPERVISORS FOR 2026

The Board of Supervisors will continue fully performing its rights and obligations in accordance with the Law on Enterprises, the Company Charter and resolutions of the General Meeting of Shareholders.

Key tasks for 2026 include:

- Supervising compliance with legal regulations, the Company Charter and resolutions of the General Meeting of Shareholders.
- Monitoring production and business activities and the Company's financial status.
- Supervising the preparation and implementation of the 2026 business plan.
- Inspecting the management of assets, receivables, inventory and capital use efficiency.
- Supervising internal audit activities and coordinating with the independent audit firm.
- Evaluating the governance and executive efficiency of the Board of Directors and the Board of Management.
- Conducting appraisal reports on financial statements and business results for submission to the 2027 Annual General Meeting of Shareholders.
- Recommending the selection of an independent audit firm for the audit of the 2026 financial statements.

### IV. RECOMMENDATIONS OF THE BOARD OF SUPERVISORS

To improve business efficiency and corporate governance capacity in the coming period, the Board of Supervisors recommends:

- Continuing to review, amend and improve internal regulations and procedures in line with current legal regulations and the Company's actual situation.
- Strengthening risk management, especially in financial management, receivables and inventory management.
- Promoting the recovery of overdue receivables and limiting bad debts.
- Continuing strict control of production costs and improving efficiency in the use of assets and capital.
- Strengthening market development, expanding the customer system and improving the competitiveness of the Xuan Hoa brand.

- Accelerating digital transformation in governance and management to improve operational efficiency.

The Board of Supervisors respectfully requests the General Meeting of Shareholders to review and approve the audited 2025 financial statements together with the Report of the Board of Supervisors. Respectfully submitted./.

ON BEHALF OF THE BOARD  
OF SUPERVISORS  
HEAD OF THE BOARD

Recipients:

- General Meeting of Shareholders;
- Board of Directors, Board of Management;
- Archived at: Administration Office, Board of Supervisors



Truong Hong Phong



**XUAN HOA VIET NAM  
JOINT STOCK COMPANY**

**THE SOCIALIST REPUBLIC OF VIETNAM**  
**Independence - Freedom - Happiness**

Phu Tho, June 20, 2026

**PROPOSAL**

**Re: Approval of the Audited Financial Statements for the Fiscal Year 2025**

To: The General Meeting of Shareholders of Xuan Hoa Viet Nam Joint  
Stock Company

Pursuant to the Law on Enterprises No. 76/2025/QH15 dated June 17, 2025, amending and supplementing a number of articles of the Law on Enterprises No. 59/2020/QH14 dated June 17, 2020;

Pursuant to the Charter of Xuan Hoa Viet Nam Joint Stock Company;

Pursuant to the 2025 Financial Statements audited by RSM Vietnam Auditing & Consulting Co., Ltd - Hanoi Branch, and reviewed by the Supervisory Board;

The Board of Directors respectfully submits to the General Meeting of Shareholders for approval the Audited Financial Statements for the fiscal year 2025 of Xuan Hoa Viet Nam Joint Stock Company, as audited by RSM Vietnam Auditing & Consulting Co., Ltd - Hanoi Branch.

The 2025 Audited Financial Statements have been disclosed in accordance with applicable regulations and fully published on the Company's website at: <https://xuanhoa.vn>

We respectfully request the General Meeting of Shareholders to consider and approve this submission./.

**CHAIRMAN OF THE BOARD  
OF DIRECTORS**



**Nguyen Viet Anh**

Phu Tho, June 20, 2026

**PROPOSAL**

**Re: Profit Distribution Plan**

To: The General Meeting of Shareholders of Xuan Hoa Viet Nam  
Joint Stock Company

Pursuant to the Law on Enterprises No. 76/2025/QH15 dated June 17, 2025, amending and supplementing a number of articles of the Law on Enterprises No. 59/2020/QH14 dated June 17, 2020;

Pursuant to the Charter of Xuan Hoa Viet Nam Joint Stock Company;

Pursuant to the business performance results in 2025 and the audited financial statements for the fiscal year 2025;

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

No.	Item	Amount (VND)
<b>I</b>	<b>Total distributable profit</b>	<b>194.232.520.202</b>
<b>II</b>	<b>Profit allocation</b>	<b>47.173.000.000</b>
1	Cash dividend (20%)	42.173.000.000
2	Bonus and welfare fund	5.000.000.000
3	Executive bonus fund	-
<b>III</b>	<b>Undistributed retained earnings</b>	<b>147.059.520.202</b>

The Board of Directors respectfully requests the General Meeting of Shareholders to review and approve this proposal ./.

**CHAIRMAN OF THE BOARD  
OF DIRECTORS**



**Nguyen Viet Anh**



Phu Tho, June 20, 2026

**PROPOSAL**

**Re: 2026 Business Plan Targets**

To: The General Meeting of Shareholders of Xuan Hoa Viet Nam Joint  
Stock Company

Pursuant to the Law on Enterprises No. 76/2025/QH15 dated June 17, 2025, amending and supplementing a number of articles of the Law on Enterprises No. 59/2020/QH14 dated June 17, 2020;

Pursuant to the Charter of Xuan Hoa Viet Nam Joint Stock Company;

The Board of Directors respectfully submits to the General Meeting of Shareholders for review and approval the following business plan targets for the fiscal year 2026:

No.	Description	Unit	Amount
1	Net revenue	VND Billion	850
2	Profit before tax	VND Billion	70
3	Dividend	%	20
4	Executive Bonus Fund		
4.1	If the revenue target is met, and simultaneously:		
4.1.1	Profit target is also met		BOD and Executive Board: 7% of profit after tax
4.1.2	Profit exceeds the target		BOD and Executive Board: 7% of profit after tax + 15% of the additional profit after tax
4.2	If only one of the two targets (revenue or profit) is achieved		The Board of Directors will consider the bonus level, but not exceeding the level in item 4.1.1
4.3	If neither revenue nor profit targets are met		0
5	Bonus and welfare fund	VND Million	5,000
6	Remuneration for Chairman of the	VND Million	15



	BOD	/month	
7	Remuneration for BOD members	VND Million /month	10
8	Remuneration for Head of the Supervisory Board	VND Million /month	10
9	Remuneration for Supervisory Board members	VND Million /month	3
10	Salary fund for full-time Chairman of the BOD	VND Million /year	2,210
11	Salary fund for full-time BOD members	VND Million /year	1,040
12	Salary fund for General Director	VND Million /year	2,210

**Note:** Remunerations/salaries stated above are exclusive of personal income tax (PIT).

The Board of Directors respectfully requests the General Meeting of Shareholders to review and approve this proposal ./.

**CHAIRMAN OF THE BOARD  
OF DIRECTORS**



**Nguyen Viet Anh**



Phu Tho, June 20, 2026

## PROPOSAL

### Re: Proposal for Selection of the Independent Auditing Firm for the 2026 Financial Statements

To: The General Meeting of Shareholders of Xuan Hoa Viet Nam Joint Stock Company

Pursuant to the Law on Enterprises No. 76/2025/QH15 dated June 17, 2025 amending and supplementing a number of articles of the Law on Enterprises No. 59/2020/QH14 dated June 17, 2020;

Pursuant to the functions and duties of the Supervisory Board as prescribed in the Charter on organization and operation of Xuan Hoa Viet Nam Joint Stock Company;

The Supervisory Board respectfully submits to the General Meeting of Shareholders for approval the selection of the independent auditing firm for the audit of the 2026 financial statements and the review of the Company's periodic reports as follows:

#### 1. Criteria for selection of the independent auditing firm:

- Being an independent auditing firm approved by the State Securities Commission of Vietnam and the Ministry of Finance to audit public companies and listed organizations;
- Being a reputable auditing firm with a team of auditors demonstrating integrity, high professional ethics, strong qualifications, and extensive experience to ensure the quality, scope, and schedule of the financial statement audit;
- Having reasonable audit service fees appropriate to the audit content, scope, and schedule.

#### 2. Selection of the independent auditing firm:

2.1. The Supervisory Board respectfully submits to the 2026 Annual General Meeting of Shareholders to authorize the Board of Directors to organize the selection of the auditing firm for the audit of the 2026 financial statements and the review of the Company's periodic reports, ensuring quality and efficiency at reasonable costs and in compliance with legal regulations, based on the proposal of the Supervisory Board at the time of selection. The proposed list is as follows:

- RSM Vietnam Auditing & Consulting Co., Ltd. – Hanoi Branch
- AASCS Auditing and Accounting Financial Consulting Services Company Limited
- PwC (Vietnam) Limited
- AASC Auditing Firm Company Limited

2.2. Authorize the General Director of the Company to sign the contract for the audit of the 2026 financial statements and the review of the Company's periodic reports in accordance with the State regulations.

2.3. The General Meeting of Shareholders authorizes the Board of Directors to decide on the appointment or dismissal of the independent auditing firm for the review of semi-annual financial statements and the audit of the 2026 financial statements when deemed necessary, based on the proposal of the Supervisory Board at the respective times of selection.

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

ON BEHALF OF THE SUPERVISORY BOARD  
HEAD OF THE SUPERVISORY BOARD



Truong Hong Phong





**XUAN HOA VIET NAM  
JOINT STOCK COMPANY**

No. ... / XH - BB - ĐHĐCĐ

**THE SOCIALIST REPUBLIC OF VIETNAM**  
**Independence - Freedom - Happiness**

Phu Tho, June 20, 2025

**MINUTES**  
**2026 ANNUAL GENERAL MEETING OF SHAREHOLDERS**  
**XUAN HOA VIETNAM JOINT STOCK COMPANY**

**A. COMPANY NAME, TIME, VENUE, PARTICIPANTS**

1. Company name: Xuan Hoa Vietnam Joint Stock Company

Abbreviation: XHC

Head office: Nguyen Van Linh Street, Xuan Hoa Ward, Phuc Yen City,  
Vinh Phuc Province

2. Business Registration Certificate No.: 2500162922

3. Time: 08:30 AM on June 20, 2026

4. Venue: Meeting Room - Head Office of Xuan Hoa Vietnam Joint Stock  
Company

5. Participants:

- Board of Directors of XHC

- Supervisory Board of XHC

- Executive Board of XHC

- And ..... shareholders, representing ..... shares, accounting for ....  
% of the total voting shares of the company

**B. MEETING CONTENT**

**I. Opening and Shareholder Eligibility Verification**

1. Ms. Nguyen Thi Hieu, on behalf of the Organizing Committee,  
announced the purpose of the meeting and introduced the delegates.

2. Mr. .... presented the Report on the Procedures for Convening the  
General Meeting of Shareholders and on the Eligibility of Shareholders to  
Attend the 2026 Annual General Meeting of Shareholders of Xuan Hoa Vietnam  
Joint Stock Company.

- As .....AM on June 20, 2026, the total number of shareholders  
attending the meeting was ..... (including shareholders attending in person  
and authorized representatives), representing ..... shares, accounting for  
.....% of the total voting shares of the Company.

- Conclusion: The 2026 Annual General Meeting of Shareholders of  
Xuan Hoa Vietnam Joint Stock Company satisfies all conditions for lawful  
convening in accordance with the Enterprise Law and the Company's Charter.

**II. Introduction of the Chairman, Secretariat, Voting Committee;  
Approval of Voting Committee List, Agenda, and Working Regulations of  
the Meeting**

1. Ms. Nguyen Thi Hieu, on behalf of the Organizing Committee,  
introduced the Chairman and Presidium of the meeting as follows:



- Mr. Nguyen Viet Anh - Chairman of the Board of Directors
- Mr. Nguyen Anh Tuan - Member of the Board of Directors, General Director

2. Mr. Nguyen Viet Anh - Chairman - appointed the secretariat of the meeting:

- Mr. ....- Head of Secretariat
- Ms. ....- Member

3. The Chairman introduced the members of the Voting Committee for approval by the General Meeting, including:

- Mr. ....- Head of the Voting Committee
- Mr. ....- Member
- Ms. ....- Member

The General Meeting voted to approve the Voting Committee list as follows:

Total number of shares with voting rights at the Meeting: .....shares.

Voting results by show of Voting Cards:

Votes in favor: ..... shares, accounting for .....% of the shares with voting rights at the Meeting.

Votes against: ..... shares, accounting for .....%.

No opinion: ..... shares, accounting for .....%.

Invalid votes: ..... shares, accounting for .....%.

Thus, with .....shares in favor, equivalent to ..... % of the total voting shares, the list of the Voting Committee was approved by the Meeting.

4. Mr. Nguyen Anh Tuan - Member of the Board of Directors, General Director - presented the Meeting Agenda.

The Meeting voted to approve the Meeting Agenda as follows:

Total number of shares with voting rights at the Meeting: .....shares.

Voting results by show of Voting Cards:

Votes in favor: ..... shares, accounting for .....% of the shares with voting rights at the Meeting.

Votes against: ..... shares, accounting for .....%.

No opinion: ..... shares, accounting for .....%.

Invalid votes: ..... shares, accounting for .....%.

Thus, with .....shares in favor, equivalent to ..... % of the total voting shares, the Meeting Agenda was approved.

5. Mr. Nguyen Viet Anh - Chairman - presented the Meeting Working Regulations.

The Meeting voted to approve the Working Regulations as follows:

Total number of shares with voting rights at the Meeting: .....shares.

Voting results by show of Voting Cards:

Votes in favor: ..... shares, accounting for .....% of the shares with voting rights at the Meeting.

Votes against: ..... shares, accounting for .....%.

No opinion: ..... shares, accounting for .....%.

Invalid votes: ..... shares, accounting for .....%.

Thus, with .....shares in favor, equivalent to ..... % of the total voting shares, the Working Regulations of the Meeting was approved.

### **III. Presentation of Reports and Proposals**

1. Mr. Nguyen Anh Tuan - Member of the Board of Directors, General Director - presented the General Director's Report.

2. Mr. Nguyen Viet Anh - Chairman of the Board of Directors - presented the Report of the Board of Directors.

3. Mr. Truong Hong Phong - Head of the Supervisory Board - presented the Report of the Supervisory Board.

4. Ms. Nguyen Thi Hieu - Chief Accountant - presented the Proposal for the approval of the audited financial statements for the fiscal year 2025.

5. Ms. Nguyen Thi Hieu - Chief Accountant - presented the Proposal on the 2025 Profit Distribution Plan, as detailed below:

<b>No.</b>	<b>Item</b>	<b>Amount (VND)</b>
<b>I</b>	<b>Total distributable profit</b>	<b>194.232.520.202</b>
<b>II</b>	<b>Profit allocation</b>	<b>47.173.000.000</b>
1	Cash dividend	42.173.000.000
2	Bonus and welfare fund	5.000.000.000
3	Executive bonus fund	-
<b>III</b>	<b>Undistributed retained earnings</b>	<b>147.059. 520.202</b>

6. Mr. Nguyen Anh Tuan - Member of the Board of Directors, General Director - presented the Proposal on the 2026 business targets, as detailed below:

<b>No.</b>	<b>Description</b>	<b>Unit</b>	<b>Amount</b>
1	Net revenue	VND Billion	850
2	Profit before tax	VND Billion	70
3	Dividend	%	20
4	Executive Bonus Fund		
4.1	If the revenue target is met, and simultaneously:		
4.1.1	Profit target is also met		BOD and Executive Board: 7% of profit after tax
4.1.2	Profit exceeds the target		BOD and Executive Board: 7% of profit after tax + 15% of the additional profit after



			tax
4.2	If only one of the two targets (revenue or profit) is achieved		The Board of Directors will consider the bonus level, but not exceeding the level in item 4.1.1
4.3	If neither revenue nor profit targets are met		0
5	Bonus and welfare fund	VND Million	5,000
6	Remuneration for Chairman of the BOD	VND Million /month	15
7	Remuneration for BOD members	VND Million /month	10
8	Remuneration for Head of the Supervisory Board	VND Million /month	10
9	Remuneration for Supervisory Board members	VND Million /month	3
10	Salary fund for full-time Chairman of the BOD	VND Million /year	2.210
11	Salary fund for full-time BOD members	VND Million /year	1,040
12	Salary fund for General Director	VND Million /year	2.210

**Note:** Remunerations/salaries stated above are exclusive of personal income tax (PIT)

7. Mr. Truong Hong Phong - Head of the Supervisory Board - presented the Proposal on the selection of the audit firm for the 2026 financial statements, with the following details:

- The General Meeting of Shareholders authorizes the Board of Directors to select one (01) of the following audit firms to audit the 2026 financial statements:

- + RSM Vietnam Auditing & Consulting Co., Ltd - Hanoi Branch
- + Southern Auditing and Accounting Financial Consulting Services Co., Ltd (AASCS)
- + PwC Vietnam Co., Ltd
- + AASC Auditing Firm Co., Ltd

- The General Meeting of Shareholders further authorizes the Board of Directors to decide on the selection or dismissal of the independent audit firm for the review of the semi-annual financial statements and the audit of the 2026 annual financial statements, as deemed necessary, based on recommendations from the Supervisory Board at the relevant time.

8. The General Meeting discussed and provided comments on the contents of the Reports and Proposals presented.

After the Presidium addressed the matter, no further comments or suggestions were raised by the shareholders.

9. The General Meeting voted to approve the Reports and Proposals by the method of raising Voting Cards.

### **The Meeting was recessed**

#### **IV. Voting Results of the 2025 Annual General Meeting of Shareholders**

Mr. ...., on behalf of the Vote Counting Committee, presented the Vote Counting Minutes on the voting contents of the 2026 Annual General Meeting of Shareholders.

##### **1. Report of the General Director**

Total number of shares with voting rights at the Meeting: .....shares.

Voting results by show of Voting Cards:

Votes in favor: ..... shares, accounting for .....% of the shares with voting rights at the Meeting.

Votes against: ..... shares, accounting for .....%.

No opinion: ..... shares, accounting for .....%.

Invalid votes: ..... shares, accounting for .....%.

Thus, with .....shares in favor, equivalent to ..... % of the total voting shares, the Report of the General Director was approved by the General Meeting.

##### **2. Report of the Board of Directors**

Total number of shares with voting rights at the Meeting: .....shares.

Voting results by show of Voting Cards:

Votes in favor: ..... shares, accounting for .....% of the shares with voting rights at the Meeting.

Votes against: ..... shares, accounting for .....%.

No opinion: ..... shares, accounting for .....%.

Invalid votes: ..... shares, accounting for .....%.

Thus, with .....shares in favor, equivalent to ..... % of the total voting shares, the Report of the Board of Directors was approved by the General Meeting.

##### **3. Report of the Supervisory Board**

Total number of shares with voting rights at the Meeting: .....shares.

Voting results by show of Voting Cards:



Votes in favor: ..... shares, accounting for .....% of the shares with voting rights at the Meeting.

Votes against: ..... shares, accounting for .....%.

No opinion: ..... shares, accounting for .....%.

Invalid votes: ..... shares, accounting for .....%.

Thus, with .....shares in favor, equivalent to ..... % of the total voting shares, the Report of the Supervisory Board was approved by the General Meeting.

#### **4. Proposal for the Approval of the Audited 2025 Financial Statements**

Total number of shares with voting rights at the Meeting: .....shares.

Voting results by show of Voting Cards:

Votes in favor: ..... shares, accounting for .....% of the shares with voting rights at the Meeting.

Votes against: ..... shares, accounting for .....%.

No opinion: ..... shares, accounting for .....%.

Invalid votes: ..... shares, accounting for .....%.

Thus, with .....shares in favor, equivalent to ..... % of the total voting shares, the 2024 audited financial statements were approved by the General Meeting.

#### **5. The proposal on the 2025 profit distribution plan has been updated to include a 20% cash dividend:**

Regarding the cash dividend distribution, the General Meeting of Shareholders authorizes the Board of Directors to decide the timing of the dividend payment and to carry out related tasks in accordance with the Law on Enterprises and the Charter of XHC.

Total number of shares with voting rights at the Meeting: .....shares.

Voting results by show of Voting Cards:

Votes in favor: ..... shares, accounting for .....% of the shares with voting rights at the Meeting.

Votes against: ..... shares, accounting for .....%.

No opinion: ..... shares, accounting for .....%.

Invalid votes: ..... shares, accounting for .....%.

Thus, with .....shares in favor, equivalent to ..... % of the total voting shares, the Proposal on the 2025 Profit Distribution Plan was approved by the General Meeting.

#### **6. Proposal on the 2026 Business Plan Targets**

Total number of shares with voting rights at the Meeting: .....shares.

Voting results by show of Voting Cards:

Votes in favor: ..... shares, accounting for .....% of the shares with voting rights at the Meeting.

Votes against: ..... shares, accounting for .....%.

No opinion: ..... shares, accounting for .....%.

Invalid votes: ..... shares, accounting for .....%.



Thus, with .....shares in favor, equivalent to ..... % of the total voting shares, the Proposal on the 2026 Business Plan Targets was approved by the General Meeting.

#### **7. Proposal on the Selection of the Audit Firm for the 2026 Financial Year**

Total number of shares with voting rights at the Meeting: .....shares.

Voting results by show of Voting Cards:

Votes in favor: ..... shares, accounting for .....% of the shares with voting rights at the Meeting.

Votes against: ..... shares, accounting for .....%.

No opinion: ..... shares, accounting for .....%.

Invalid votes: ..... shares, accounting for .....%.

Thus, with .....shares in favor, equivalent to ..... % of the total voting shares, the Proposal on the Selection of the Audit Firm for the 2026 Financial Year was approved by the General Meeting.

#### **V. Approval of the Minutes and Resolution of the 2026 Annual General Meeting of Shareholders**

1. Mr. ...., Secretary of the General Meeting, presented to the General Meeting the draft content of the Minutes and Resolution of the Meeting.

2. The General Meeting conducted a vote by the method of raising Voting Cards.

Total number of shares with voting rights at the Meeting: ..... shares.

- *Approval of the Minutes of the General Meeting:*

Votes in favor: .....shares, accounting for .....% of the shares with voting rights at the Meeting.

Votes against: ..... shares, accounting for .....%.

No opinion: ..... shares, accounting for .....%.

Invalid votes: ..... shares, accounting for .....%.

- *Approval of the Resolution of the General Meeting:*

Votes in favor: .....shares, accounting for .....% of the shares with voting rights at the Meeting.

Votes against: ..... shares, accounting for .....%.

No opinion: ..... shares, accounting for .....%.

Invalid votes: ..... shares, accounting for .....%.

Thus, with ..... shares voting in favor, representing 100% of the total voting shares, the Minutes and Resolution of the 2026 Annual General Meeting of Shareholders were approved by the General Meeting.

#### **VI. Closing of the Meeting**

Mr. Nguyen Viet Anh declared the General Meeting closed.

The 2026 Annual General Meeting of Shareholders of Xuan Hoa Vietnam Joint Stock Company was officially closed at ..... on June 20, 2026.



This Minutes consists of ....(....) pages, and will be distributed to relevant departments, individuals, competent State agencies, and disclosed in accordance with legal regulations.

**HEAD OF SECRETARIAT**

**CHAIRMAN OF THE BOARD  
OF DIRECTORS**

**Nguyen Viet Anh**

***Recipients:***

- As above; HNX, Web XHC;
- Shareholders; SB;
- Archived: XHC, BOD. "H.03"





**XUAN HOA VIET NAM  
JOINT STOCK COMPANY**

No. .... / XH - NQ - ĐHĐCĐ

**THE SOCIALIST REPUBLIC OF VIETNAM**  
**Independence - Freedom - Happiness**

Phu Tho, June 20, 2026

**DRAFT**

**RESOLUTION**  
**2026 ANNUAL GENERAL MEETING OF SHAREHOLDERS**

Pursuant to the Law on Enterprises No. 59/2020/QH14 promulgated by the National Assembly on June 17, 2020;

Pursuant to the Charter of Xuan Hoa Vietnam Joint Stock Company;

Pursuant to the Minutes of the 2026 Annual General Meeting of Shareholders of Xuan Hoa Vietnam Joint Stock Company dated June 20, 2026;

**2026 ANNUAL GENERAL MEETING OF SHAREHOLDERS**  
**XUAN HOA VIETNAM JOINT STOCK COMPANY**  
**RESOLUTION**

**Article 1.** Approval of the contents of the Reports:

- Report of the General Director.
- Report of the Board of Directors.
- Report of the Board of Supervisors.

**Article 2.** Approval of the Board of Directors' proposal on the 2025 audited Financial Statements, audited by RSM Vietnam Auditing & Consulting Co., Ltd – Hanoi Branch, Independent Audit Report No. 122/2026/RSMHN-BCKT dated April 14, 2026.

**Article 3.** Approval of the Board of Directors' Proposal on the 2025 after-tax profit distribution plan as follows:

No.	Item	Amount (VND)
<b>I</b>	<b>Total distributable profit</b>	<b>194.232.520.202</b>
<b>II</b>	<b>Profit allocation</b>	<b>47.173.000.000</b>
1	Payment of cash dividend at a rate of 20%	42.173.000.000
2	Bonus and welfare fund	5.000.000.000
3	Executive bonus fund	-
<b>III</b>	<b>Undistributed retained earnings</b>	<b>147.059. 520.202</b>





**Article 4.** Approval of the Board of Directors' Report on the 2026 plan targets as follows:

No.	Description	Unit	Amount
1	Net revenue	VND Billion	850
2	Profit before tax	VND Billion	70
3	Dividend	%	20
4	Executive Bonus Fund		
4.1	If the revenue target is met, and simultaneously:		
4.1.1	Profit target is also met		BOD and Executive Board: 7% of profit after tax
4.1.2	Profit exceeds the target		BOD and Executive Board: 7% of profit after tax + 15% of the additional profit after tax
4.2	If only one of the two targets (revenue or profit) is achieved		The Board of Directors will consider the bonus level, but not exceeding the level in item 4.1.1
4.3	If neither revenue nor profit targets are met		0
5	Bonus and welfare fund	VND Million	5,000
6	Remuneration for Chairman of the BOD	VND Million /month	15
7	Remuneration for BOD members	VND Million /month	10
8	Remuneration for Head of the Supervisory Board	VND Million /month	10
9	Remuneration for Supervisory Board members	VND Million /month	3
10	Salary fund for full-time Chairman of the BOD	VND Million /year	2.210
11	Salary fund for full-time BOD members	VND Million /year	1,040
12	Salary fund for General Director	VND Million /year	2.210

Remunerations/salaries stated above are exclusive of personal income tax (PIT).

**Article 5.** Approval of the Supervisory Board's proposal on the selection of an auditing company for the 2026 fiscal year.

The General Meeting of Shareholders authorizes the Board of Directors to select one (01) of the following auditing firms to audit the financial statements for the year 2026:

- RSM Vietnam Auditing & Consulting Co., Ltd. – Hanoi Branch
- Southern Accounting and Auditing Financial Consulting Services Co., Ltd. (AASCS)
- PwC Vietnam Co., Ltd.
- AASC Auditing Company Limited

**Article 6.** This Resolution takes effect from the date of signing.

The Board of Directors, the Supervisory Board, the Executive Board of Xuan Hoa Vietnam Joint Stock Company, and all relevant departments and individuals are responsible for implementing this Resolution.

**CHAIRMAN OF THE BOARD  
OF DIRECTORS**

**Nguyen Viet Anh**

***Recipients:***

- As above; HNX, Web XHC;
- Shareholders; SB;
- Archived: XHC, BOD. "H.03"

