

No.: 12/2025/CBTT-CMH

Ha Noi, 29th March 2025

**INFORMATION DISCLOSURE
ON THE ELECTRONIC INFORMATION PORTAL OF THE STATE
SECURITIES COMMISSION AND THE HANOI STOCK EXCHANGE**

Respectfully to: - The State Securities Commission;
- Hanoi Stock Exchange.

1. Organization name: **CMH Vietnam Group Joint Stock Company**
 - CMS Stock code: CMS
 - Address: 12th Floor, Intracom 2 Office Building, No. 33 Cau Dien, Phuc Dien Ward, Bac Tu Liem District, Hanoi
 - Contact phone number: 0243 573 8555
 - E-mail: info@cmhgroup.vn Website: cmhgroup.vn
 - Type of information disclosure: Periodic Unusual 24h On request
2. Content of information disclosure:

Minutes of Meeting and Resolution of the 2025 Annual General Meeting of Shareholders of CMH Vietnam Group Joint Stock Company.

3. This information has been disclosed on the Company's website at the link:
<https://cmhgroup.vn/en/danh-muc/information-disclosure/>

We hereby commit that the information disclosed above is true and take full legal responsibility for the content of the information disclosed.

Recipients:

- As above;
- Archives.

Representative of the Organization



TỔNG GIÁM ĐỐC

Kim Ngọc Nhân

RESOLUTION
THE 2025 ANNUAL GENERAL MEETING OF SHAREHOLDERS
GENERAL MEETING OF SHAREHOLDERS OF CMH VIETNAM GROUP JOINT
STOCK COMPANY

- Pursuant to Law on Enterprise No. 59/2020/QH14 dated 17th June 2020;
- Pursuant to the Charter of CMH Viet Nam Group Joint Stock Company;
- Pursuant to the Minutes of the vote counting of the 2025 Annual General Meeting of Shareholders of CMH Vietnam Group Joint Stock Company on 29th March 2025;
- Pursuant to the Minutes of the 2025 Annual General Meeting of Shareholders of CMH Vietnam Group Joint Stock Company dated 29th March 2025.

RESOLVE:

Article 1. Approval of the Report of the BOD in 2024 and plan for 2025.

Article 2. Approval of the Report of the Board of Management in 2024 and plan for 2025.

Article 3. Approval of the Report of the Audit Committee in 2024 and plan for 2025.

Article 4. Approval of the Business results, dividends for 2024 and the Business plan, expected dividends for 2025 (details according to the Proposal No. 01/2025/TTr-HDQT-CMH dated 07/03/2025 of the Board of Directors) with some key targets as follows:

4.1. Approval of the Business results, dividends for 2024 with the following key indicators:

Unit: VND million

No.	Indicator	Plan (KH)	Implementation (TH)	% TH/KH
1	Sales revenue	204,333	202,067	98.89%
2	Profit before corporate income tax	6,130	6,860	111.91%
3	Dividends	0%	0%	

4.2. Approval of the Business plan, expected dividends for 2025 with the following key indicators:

Unit: VND million

No.	Indicator	Implementation 2024	Plan 2025	% growth
1	Sales revenue	202,067	333,777	165%
2	Profit before corporate income tax	6,860	43,553	635%
3	Dividends	0%	5%	



Article 5. Approval of the Proposal for approval of the Company's audited 2024 financial statements and 2024 profit distribution plan (details according to the Proposal No. 02/2025/TTr-HDQT-CMH dated 07/03/2025 of the Board of Directors).

Article 6. Approval of the selection the company auditing 2025 financial statements, specifically as follows:

The selected auditor for the 2025 financial statements is:

Company name: A&C Auditing and Consulting Co., Ltd. Hanoi Branch

Address: 40, Giang Vo Street, Dong Da District, Hanoi City

Business Registration Number: 0300449815 – 002

Article 7. Approval of the dismissal of 03 members of the Board of Directors of CMH Vietnam Group Joint Stock Company for the term 2023 - 2028 according to the Proposal No. 04/2025/TTr-HDQT-CMH dated 07/03/2025 of the Board of Directors.

Article 8. Approval of the list of candidates for supplementary election to the Company's Board of Directors for the 2023 - 2028 term, including the following persons:

No.	Full name	Date of birth	Elected position
1	Nguyen Huy Hoang	25/04/1978	Independent BOD member
2	Tran Van Trung	20/10/1979	BOD member
3	Nguyen Anh Tu	05/10/1992	BOD member

Article 9. The Resolution of the 2025 annual General Meeting of Shareholders of CMH Vietnam Group Joint Stock Company was approved in full at the meeting. This Resolution takes effect from the date of signing. The Board of Directors, the Board of General Directors and relevant Departments/Offices are required to execute the tasks in accordance to this Resolution.

Recipients:

- HNX, SSC & website;
- As Article 9;
- Archives.

ON BEHALF OF THE GMS

CHAIRPERSON 

CỘNG TY
CỔ PHẦN
TẬP THỂ
CMH VIỆT NAM
P. BẮC TỬ LIÊM - TP. HÀ NỘI

Pham Minh Phuc



**MEETING MINUTES
THE 2025 ANNUAL GENERAL MEETING OF SHAREHOLDERS**

Company's name: CMH Viet Nam Group Joint Stock Company (CMH Group)
Head office address: 12th Floor, Intracom 2 Office Building, No. 33 Cau Dien, Phuc Dien Ward, Bac Tu Liem District, Hanoi City
Certificate of business registration No. 0102307343 for the first register on 2nd July 2007, 19th amendment register on 5 June 2023, issued by the Business Registration Office - Hanoi Department of Planning and Investment
Meeting time: Starting from 09:00am on 29th March 2025
Ending at 11:30am on 29th March 2025
Address: 12th Floor, Intracom 2 Office Building, No. 33 Cau Dien, Phuc Dien Ward, Bac Tu Liem District, Hanoi City

Participants:

- Shareholders/authorized representatives of shareholders whose names are on the list of securities owners exercising their voting rights on the last registration date of 3rd March 2025 prepared by the Vietnam Securities Depository and Clearing Corporation (hereinafter referred to as "Shareholders attending the General Meeting");
- Members of the Board of Directors (BOD);
- Board of Management;
- Guests of the General Meeting.

A. PROCEDURES OF THE GENERAL MEETING

I. Report on the results of the shareholder eligibility verification:

The Shareholders' Eligibility Verification Committee announces the Report on the results of the shareholder eligibility verification to attend the 2025 annual General Meeting of Shareholders (GMS) of CMH Vietnam Group Joint Stock Company ("General Meeting") at 9:00am as follows:

The total number of shareholders and valid authorized representatives of shareholders attending the GMS is: 45 shareholders (including: 15 shareholders attending in person, 30. authorized shareholders) representing 14.513.720 shares, accounting for 57,02% % of the total number of voting shares of the Company at the date of closing the shareholder list (*List of shareholders attending the 2025 Annual GMS of CMH Vietnam Group Joint Stock Company is attached*).

Pursuant to the Enterprise Law 2020 and the Charter of CMH Group, the General Meeting was eligible to proceed.

II. The Presidium and the Chairperson of the General Meeting were nominated and approved by the Congress with 100% approval, including:

- Mr. Pham Minh Phuc - Chairman of the BOD: Chairperson
- Mr. Kim Ngoc Nhan - CEO
- Mr. Tran Van Trung - Deputy CEO

III. The Secretariat was nominated and approved by the General Meeting with 100% approval, including:

- Ms. Dinh Thi Thuy - Head
- Mr. Pham The Phuong - Member

IV. Ban Kiểm phiếu đã được Đại hội đề cử và biểu quyết thông qua với tỷ lệ tán thành 100%, bao gồm các Ông/Bà có tên sau:

- Mr. Nguyen Duc Quang - Head
- Ms. Ngo Thi Trang - Member
- Ms. Duong Thi Ngoc - Member

V. Update shareholder eligibility verification results:

The Organizing Committee updated the results of the shareholders' eligibility verification as of 10:30am on 29th March 2025. The total number of shareholders and valid authorized representatives of shareholders attending the GMS is: 46 shareholders (including: 16 shareholders attending in person, 30 authorized shareholders) representing 14,524,020 shares, accounting for 57,06% of the total number of shares with voting rights.

B. GMS AGENDA

I. Approval of the Agenda:

1. The Regulations on the organization of the General Meeting and the Voting Rules were approved by the General Meeting by raising voting cards on the spot with the approval rate of 100% of the total number of shareholders participating in the voting at the General Meeting.
2. The Agenda of the General Meeting (attached document) was approved by the General Meeting by raising voting cards on the spot with the approval rate of 100% of the total number of shareholders participating in the voting at the General Meeting.

II. Presentation of Reports and Proposals at the General Meeting:

1. ***Mr. Kim Ngoc Nhan – Member of the BOD cum CEO presented:***
Report of the BOD in 2024 and plan for 2025 (Report attached).
2. ***Mr. Tran Van Trung – Deputy CEO presented:***
Report of the Board of Management in 2024 and plan for 2025 (Report attached).
3. ***Mr. Pham Minh Phuc – Chairman/Member of the Audit Committee presented:***
Report of the Audit Committee in 2024 and plan for 2025 (Report attached).
4. ***Mr. Tran Van Trung – Deputy CEO presented:***

- (i) Proposal for approval of business results and dividends in 2024 and Business plan and expected dividends in 2025 (The Proposal No. 01/2025/TTr-HDQT-CMH of the BOD dated 07/03/2025 attached).
- (ii) Proposal for approval of the Company's audited 2024 financial statements and 2024 profit distribution plan (The Proposal No. 02/2025/TTr-HDQT-CMH of the BOD dated 07/03/2025 attached).
- (iii) Proposal for selecting a company auditing 2025 financial statements (The Proposal No. 03/2025/TTr-HDQT-CMH of the BOD dated 07/03/2025 attached).
- (iv) Proposal for dismissal and election of supplementary members of the Board of Directors CMH Vietnam Group Joint Stock Company for the term 2023 - 2028 (The Proposal No. 04/2025/TTr-HDQT-CMH of the BOD dated 07/03/2025 attached)

5. Mr. Pham Minh Phuc Chairman of the BOD - Chairperson presented:

Based on the Minutes of the group nomination results review for the supplementary election to the BOD for the term 2023 - 2028, and without any nominations or candidacies received from any shareholders/shareholder groups at the Company's General Meeting, the BOD nominates the following three candidates for election as supplementary members of the BOD for the term 2023 - 2028:

No.	Full name	Nominated position	Date of birth
1	Nguyen Huy Hoang	Independent BOD member	25/04/1978
2	Tran Van Trung	BOD member	20/10/1979
3	Nguyen Anh Tu	BOD member	05/10/1992

By means of on-site voting with a approval rate of 100% of the total shares with voting rights present at the General Meeting, the General Meeting approved the list of official candidates for the supplementary election of BOD for the 2023 - 2028 term, consisting of 03 candidates as listed above.

III. Discussion and Q&A:

After listening to the Reports and Proposals, the General Meeting discussed and listened to the opinions and comments from shareholders. On behalf of the BOD, Mr. Pham Minh Phuc answered shareholders' questions about the content of the Reports and Proposals presented at the General Meeting.

IV. Election, voting and announcement of results:

1. The Head of the Vote Counting Committee updated the results of the shareholders' eligibility verification as of 10:30 am as follows:

The total number of shareholders (including authorized representatives of shareholders) attending the GMS: 46 shareholders (including: 16 shareholders attending in person, 30 authorized shareholders) representing 14.524.020 shares, accounting for 57,06% of the total number of shares with voting rights.

2. The Head of the Vote Counting Committee guided the General Meeting on how to vote to approve the Reports and Proposals at the General Meeting.
3. The General Meeting conducted the voting and elections.
4. The Vote Counting Committee conducted the vote counting and announced the results of the vote counting for the Reports and Proposals at the General Meeting with the following results:

Total number of votes issued: 16 votes, representing: 14.524.020 voting rights

Total number of votes collected: 16 votes, representing: 14.524.020 voting rights

Total number of valid votes: 16 votes, representing: 14.524.020 voting rights

Total number of invalid votes: 0 votes, representing: 0 voting rights

Conclusion: According to the vote counting results, the Reports and Proposals at the General Meeting were approved by the General Meeting.

5. The Vote Counting Committee conducted the vote counting and announced the vote counting results for the election of members of the Company's BOD for the 2023 - 2028 term with the following results:

The total number of members elected to the Company's BOD for the 2023 - 2028 term is 03, of which 01 is an independent member of the BOD.

The list of candidates for members of the Company's BOD for the 2023 - 2028 term was approved by the General Meeting with a 100% approval rate of the total number of voting shares attending the General Meeting, including the following persons:

No.	Full name	Nominated position	Date of birth
1	Nguyen Huy Hoang	Independent BOD member	25/04/1978
2	Tran Van Trung	BOD member	20/10/1979
3	Nguyen Anh Tu	BOD member	05/10/1992

Total number of votes issued: 16 votes, representing: 14.524.020 voting rights

Total number of votes collected: 16 votes, representing: 14.524.020 voting rights

Total number of valid votes: 16 votes, representing: 14.524.020 voting rights

Total number of invalid votes: 0 votes, representing: 0 voting rights

The cumulative voting results are as follows:

No.	Candidate	Number of votes	Percentage %
1	Nguyen Huy Hoang	14.327.120	99%
2	Tran Van Trung	14.327.120	99%
3	Nguyen Anh Tu	14.524.020	100%

Conclusion: According to the vote counting results, the following persons were elected to become members of the Company's BOD for the 2023 - 2028 term:

No.	Full name	Position	Date of birth
1	Nguyen Huy Hoang	Independent BOD member	25/04/1978
2	Tran Van Trung	BOD member	20/10/1979
3	Nguyen Anh Tu	BOD member	05/10/1992

6. The Report on the results of vote counting approving the Reports and Proposals at the General Meeting was made at 11:00am and read at the General Meeting by Mr. Nguyen Duc Quang - Head of the Vote Counting Committee (Vote counting minutes attached).
7. The Report on the results of the vote counting for the election of members of the Company's BOD for the 2023 - 2028 term was made at 11:00am and read at the General Meeting by Mr. Nguyen Duc Quang - Head of the Vote Counting Committee (Vote counting minutes attached).
8. Report on vote counting results were approved by the General Meeting by on-site voting using Voting cards with an approval rate of 100% of the total number of voting shares attending the General Meeting.

V. Contents approved at the General Meeting:

No.	Voting issues	Total of agreed voting shares, ratio the total of voting shares of attending and voting shareholders	Total of disagreed voting shares, ratio the total of voting shares of attending and voting shareholders	Total of no comment voting shares, ratio the total of voting shares of attending and voting shareholders	Results
1	Report of the BOD in 2024 and plan for 2025	14.513.720	0	10.300	Approved
2	Report of the Board of Management in 2024 and plan for 2025	14.513.720	0	10.300	Approved
3	Report of the Audit Committee in 2024 and plan for 2025	14.513.720	0	10.300	Approved
4	Proposal for approval of business results and dividends in 2024 and Business plan and expected dividends in 2025	14.513.720	0	10.300	Approved

No.	Voting issues	Total of agreed voting shares, ratio the total of voting shares of attending and voting shareholders	Total of disagreed voting shares, ratio the total of voting shares of attending and voting shareholders	Total of no comment voting shares, ratio the total of voting shares of attending and voting shareholders	Results
5	Proposal for approval of the Company's audited 2024 financial statements and 2024 profit distribution plan	14.513.720	0	10.300	Approved
6	Proposal for selecting a company auditing 2025 financial statements	14.513.720	0	10.300	Approved
7	Dismissal of 03 members of the BOD of CMH Vietnam Group Joint Stock Company for the term 2023 - 2028 according to the Proposal No. 04/2025/TTr-HĐQT-CMH dated 7 th March 2025 of the BOD	14.513.720	0	10.300	Approved

8. Approval of the list of candidates for supplementary election to the Company's BOD for the 2023 - 2028 term, including the following persons:

No.	Full name	Date of birth	Elected position	Number of votes	Percentage %
1	Nguyen Huy Hoang	25/04/1978	Independent BOD member	14.327.120	99%
2	Tran Van Trung	20/10/1979	BOD member	14.327.120	99%
3	Nguyen Anh Tu	05/10/1992	BOD member	14.524.020	100%

C. APPROVAL FOR MEETING MINUTES AND RESOLUTION

Ms. Dinh Thi Thuy - Head of the Secretariat, on behalf of the Congress Secretariat, read the full text of the Meeting Minutes and Resolution of the 2025 Annual General Meeting of Shareholders.

The Meeting minutes and Resolution of the GMS were approved and voted unanimously by the GMS with an approval voting rate of 100% of the total number of shares with voting rights attending the General Meeting.

This minutes was made at 11:30 on 29th March 2025.

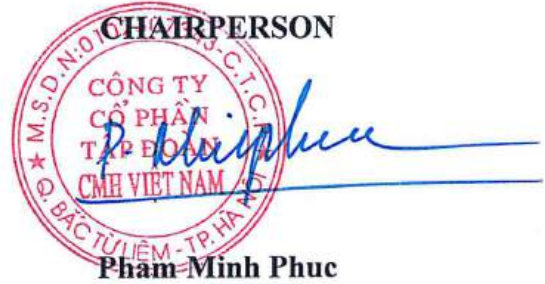
The Chairperson and Secretary of the General Meeting commit to the truthfulness and accuracy of the content of this Minutes and sign below:

GMS SECRETARY



Dinh Thi Thuy

CHAIRPERSON



Pham Minh Phuc

List of attached documents:

- Proposal No. 01/2025/TTr-HDQT-CMH
- Proposal No. 02/2025/TTr-HDQT-CMH
- Proposal No. 03/2025/TTr-HDQT-CMH
- Proposal No. 04/2025/TTr-HDQT-CMH
- Report of the BOD
- Report of the Board of Management
- Report of the Audit Committee
- Minutes of shareholders' eligibility verification
- Minutes of vote counting
- Regulation on organization of the annual General Meeting of Shareholders in 2025
- Rules on voting at the annual General Meeting of Shareholders in 2025
- Regulation on candidacy, nomination, election of the member of the Board of Directors

SOCIALIST REPUBLIC OF VIETNAM

Independence - Freedom - Happiness

CURRICULUM VITAE

1. Full name: Tran Van Trung Gender: Male
2. Date of birth: 20/10/1979 Place of birth: Hai Duong
3. Nationality: Viet Nam Ethnicity: Kinh Religion: None
4. Citizen identification number: Date of issue:
 Place of issue:
5. Permanent address:

6. Contact phone number:
7. Educational level: 12/12
8. Professional qualifications: Hydraulic engineer
9. Summary of work experience:

From	To	Position, job/work organization
05/2003	09/2004	Technical officer of Hai Duong Dike Construction Company
10/2004	07/2012	Technical officer of Hai Phong Irrigation Construction Joint Stock Company
08/2012	12/2012	Technical officer of CMS Thang Long Company Limited
01/2013	05/2015	Project Manager of Ngan Truoi, CMH Vietnam Group Joint Stock Company
06/2015	Now	Deputy CEO of CMH Vietnam Group Joint Stock Company

10. Number of shares held: 0 shares
11. Management positions currently held at other companies/organizations, including the positions of the Board of Directors, Supervisory Board of other companies (list specific positions and names of companies/organizations): Member of the Board of Directors cum Director of the Construction Environmental Joint Stock Company
Interests related to CMH Group and related parties of CMH Group:.....

Note: - Form for self-nominated candidates or those being nominated to the Board of Directors;
- This form must be submitted to CMH Group no later than 5:00 PM on 24/03/2025, at the following address: CMH Vietnam Group Joint Stock Company – 12th Floor, Intracom 2 Office Building, No. 33 Cau Dien, Phuc Dien Ward, Bac Tu Liem District, Hanoi - Hotline 0982.730.037

SOCIALIST REPUBLIC OF VIETNAM

Independence - Freedom - Happiness

CURRICULUM VITAE

- 1. Full name: Nguyen Huy Hoang Gender: Male
- 2. Date of birth: 25/04/1978 Place of birth: Thai Nguyen
- 3. Nationality: Viet Nam Ethnicity: Kinh Religion: None
- 4. Citizen identification number: Date of issue: Place of issue:
- 5. Permanent address:
- 6. Contact phone number:
- 7. Educational level: 12/12
- 8. Professional qualifications: Master of Business Administration
- 9. Summary of work experience:

From	To	Position, job/work organization
08/1999	02/2000	Marketing Staff, Vien Tin Ha Noi Co., Ltd
03/2000	07/2001	Specialist, General Department of Quality Measurement, Ministry of Science and Technology
08/2001	12/2002	Assistant Director, Hanoi Petroleum Company
01/2001	11/2004	Deputy Director, Tam Viet Company Limited
12/2004	12/2007	Director of Tam Viet Human Skills Development Center
01/2008	12/2011	Chairman, Tam Viet Group
04/2013	11/2016	Director, Huy Phuong Investment LLC
12/2016	03/2018	CEO, Solar Power Investment JSC
01/2017	Now	Chairman of the Members' Council, Huy Phuong Investment LLC

- 10. Number of shares held: 253,000 shares
- 11. Management positions currently held at other companies/organizations, including the positions of the Board of Directors, Supervisory Board of other companies (list specific positions and names of companies/organizations):

.....
.....

Interests related to CMH Group and related parties of CMH Group:.....

Note: - Form for self-nominated candidates or those being nominated to the Board of Directors;
- This form must be submitted to CMH Group no later than 5:00 PM on 24/03/2025, at the following address: CMH Vietnam Group Joint Stock Company – 12th Floor, Intracom 2 Office Building, No. 33 Cau Dien, Phuc Dien Ward, Bac Tu Liem District, Hanoi - Hotline 0982.730.037

SOCIALIST REPUBLIC OF VIETNAM

Independence - Freedom - Happiness

CURRICULUM VITAE

1. Full name: Nguyen Anh Tu Gender: Male
2. Date of birth: 05/10/1992 Place of birth: Thanh Hoa
3. Nationality: Viet Nam Ethnicity: Kinh Religion: None
4. Citizen identification number: Date of issue: 27/08/2022 Place of issue:
5. Permanent address:
6. Contact phone number:
7. Educational level: 12/12
8. Professional qualifications: Bachelor of Economics majoring in Accounting. Master of Economics majoring in Business Administration.
9. Summary of work experience:

From	To	Position, job/work organization
2014	2017	Finance Department Specialist, Mien Trung Construction Group Joint Stock Company
2017	Now	Chief Accountant, Lam Son Sao Vang Infrastructure Construction and Exploitation Company Limited
2018	Now	Chief Accountant, BT South City Limited Liability Company
2020	Now	Thanh Cong Group Company Limited
2023	Now	Chief Accountant, HTV Mien Trung South City Company Limited

10. Number of shares held: 3,000,000 shares
11. Management positions currently held at other companies/organizations, including the positions of the Board of Directors, Supervisory Board of other companies (list specific positions and names of companies/organizations):
- CEO of Thanh Cong Group Company Limited
- Member of the Board of Directors of New Century Investment Group Joint Stock Company
Interests related to CMH Group and related parties of CMH Group:.....

Note: - Form for self-nominated candidates or those being nominated to the Board of Directors;
 - This form must be submitted to CMH Group no later than 5:00 PM on 24/03/2025, at the following address: CMH Vietnam Group Joint Stock Company – 12th Floor, Intracom 2 Office Building, No. 33 Cau Dien, Phuc Dien Ward, Bac Tu Liem District, Hanoi - Hotline 0982.730.037

No.: 01/2025/BBKTTC-CMH

Ha Noi, 29th March 2025

MINUTES

**Re: Verification of shareholders' eligibility to attend
the 2025 annual General Meeting of Shareholders
CMH Viet Nam Group Joint Stock Company**

- Pursuant to Law on Enterprise No. 59/2020/QH14 dated 17th June 2020;
- Pursuant to Law on Securities No. 54/2019/QH14 dated 26th November 2019;
- Pursuant to the Charter of CMH Viet Nam Group Joint Stock Company;
- Based on the list of securities owners exercising voting rights at the last registration date 3rd March 2025 prepared by Vietnam Securities Depository and Clearing Corporation.

I. Members of Shareholders' Eligibility Verification Committee:

1. Mr. Nguyen Ba Trong - Head
2. Mr. Nguyen Xuan Duy - Member

II. Results of shareholders' eligibility verification:

As of 09:00am on 29th March 2025, at the head office of CMH Vietnam Group Joint Stock Company - 12th Floor, Intracom 2 Office Building, No. 33 Cau Dien Street, Phuc Dien Ward, Bac Tu Liem District, Hanoi City, the results of the verification of the eligibility of shareholders attending the 2025 annual General Meeting of Shareholders (GMS) of Vietnam CMH Group Joint Stock Company (hereinafter referred to as the "Company") are as follows:

1. The Company's charter capital is 254,525,000,000 VND, corresponding to 25,425,500 outstanding shares with the number of shareholders being 1,670.
2. The total number of shareholders attending and through valid authorized representatives to attend the GMS is: 45 shareholders (including: 15 shareholders attending in person, 30 authorized shareholders) representing 14,513,720 shares, accounting for 57,02% of the total number of voting shares of the Company at the date of closing the list of shareholders (*The list of shareholders attending the 2025 annual GMS of CMH Vietnam Group Joint Stock Company is attached*).

In accordance with the current legal regulations and the Company's Charter, the 2025 annual GMS of CMH Vietnam Group Joint Stock Company is eligible to proceed.

Recipients:

- GMS
- Archives

HEAD



Nguyen Ba Trong

VOTE COUNTING MINUTES

**Voting results of the discussion contents at the 2025 annual General Meeting of Shareholders
CMH Vietnam Group Joint Stock Company**

At 11:00, 29th March 2025, at the head office of CMH Vietnam Group Joint Stock Company – 12th Floor, Intracom 2 Office Building, No. 33 Cau Dien, Phuc Dien Ward, Bac Tu Liem District, Hanoi City.

The Vote Counting Committee votes on the contents at the 2025 annual General Meeting of Shareholders (GMS) of CMH Vietnam Group Joint Stock Company (hereinafter referred to as: “Company”) including:

1. Mr. Nguyen Duc Quang Head
2. Ms. Ngo Thi Trang Member
3. Ms. Duong Thi Ngoc Member

conducted the vote counting for the results of the voting on the discussion items at the 2025 annual GMS of CMH Vietnam Group Joint Stock Company, with the results as follows:

Total number of voting papers issued: 16 cards, representing 14.524.020 voting rights

Total number of voting papers collected: 16 cards, representing 14.524.020 voting rights

Total number of valid voting papers: 16 cards, representing 14.524.020 voting rights

Total number of invalid voting papers: 0 cards

The detailed voting results are as follows:

Content 1: Approval of the Report of the Board of Directors in 2024 and plan for 2025

No.	Vote	Number of votes	Percentage %
1	Agree	14.513.720	99.93%
2	Disagree	0	0%
3	No comments	10.300	0.07%
Total		14.524.020	100%

Conclusion: The content is approved.

Content 2: Approval of the Report of the Board of Management in 2024 and plan for 2025

No.	Vote	Number of votes	Percentage %
1	Agree	14.513.720	99.93%

No.	Vote	Number of votes	Percentage %
2	Disagree	0	0%
3	No comments	10.300	0.07%
Total		14.524.020	100%

Conclusion: The content is approved.

Content 3: Approval of the Report of the Audit Committee in 2024 and plan for 2025

No.	Vote	Number of votes	Percentage %
1	Agree	14.513.720	99.93%
2	Disagree	0	0%
3	No comments	10.300	0.07%
Total		14.524.020	100%

Conclusion: The content is approved.

Content 4: Approval of the Business results, dividends in 2024 and Business plan, dividends in 2025

No.	Vote	Number of votes	Percentage %
1	Agree	14.513.720	99.93%
2	Disagree	0	0%
3	No comments	10.300	0.07%
Total		14.524.020	100%

Conclusion: The content is approved.

Content 5: Approval of the Company's audited 2024 financial statements and 2024 profit distribution plan

No.	Vote	Number of votes	Percentage %
1	Agree	14.513.720	99.93%
2	Disagree	0	0%
3	No comments	10.300	0.07%
Total		14.524.020	100%

Conclusion: The content is approved.

Content 6: Approval of the Proposal for selecting a company auditing 2025 financial statements

No.	Vote	Number of votes	Percentage %
1	Agree	14.513.720	99.93%
2	Disagree	0	0%
3	No comments	10.300	0.07%
Total		14.524.020	100%

Conclusion: The content is approved.

Content 7: Approval of the dismissal of 03 members of the Board of Directors of CMH Vietnam Group Joint Stock Company for the term 2023 - 2028 according to the Proposal No. 04/2025/TTr-HĐQT-CMH dated 7th March 2025 of the Board of Directors

No.	Vote	Number of votes	Percentage %
1	Agree	14.513.720	99.93%
2	Disagree	0	0%
3	No comments	10.300	0.07%
Total		14.524.020	100%

Conclusion: The content is approved.

Content 8: Supplementary election to the Company's Board of Directors for the 2023 - 2028 term

8.1. Election method: Cumulative voting, submit the election papers into the ballot box

8.2. Number of shareholders participating in the election:

Total number of shareholders/Shareholder representatives participating in the election:
[16 shareholders]

Corresponding to the number of shares owned participating in the election: [14.524.020 shares]

8.3. The election results are as follows:

No.	Full name	Position	Total votes		Percentage %
			Valid	Invalid	
1	Nguyen Huy Hoang	Independent BOD member	14.327.120	0	99%
2	Tran Van Trung	BOD member	14.327.120	0	99%

No.	Full name	Position	Total votes		Percentage %
			Valid	Invalid	
3	Nguyen Anh Tu	BOD member	14.524.020	0	100%

8.4. Conclusion

The list of elected supplementary members of the Board of Directors for the 2023-2028 term is as follows:

No.	Full name	Position	Number of votes	Note
1	Nguyen Huy Hoang	Independent BOD member	14.327.120	
2	Tran Van Trung	BOD member	14.327.120	
3	Nguyen Anh Tu	BOD member	14.524.020	

The minutes of the vote counting results of the 2025 annual GMS of CMH Vietnam Group Joint Stock Company were completed at 11:00 on the same day.

The General Meeting voted to approve the minutes of the vote counting with the following results:

- Total number of votes "Agree" (Votes) : 14.524.020 votes
- Total number of votes "Disagree" (Votes) : 0 votes
- Total number of votes "No comments" (Votes) : 0 votes

Therefore, the Minutes of the vote counting were approved by the GMS with a 100% approval rate.

The members of the Vote Counting Committee signed the minutes of the vote counting. The minutes are made into one (01) copy and takes effect immediately after being voted and approved by the GMS.

The minutes of the vote counting are stored together with the Minutes of the GMS as part of the documents of the 2025 annual GMS.

Recipients:

- GMS
- Archive

HEAD

MEMBER

MEMBER





Nguyen Duc Quang

Ngo Thi Trang

Duong Thi Ngoc

PROPOSED AGENDA

THE 2025 ANNUAL GENERAL MEETING OF SHAREHOLDERS CMH VIET NAM GROUP JOINT STOCK COMPANY (CMH GROUP)

Time: From 9:00am 29th March 2025

Địa điểm: CMH Group's Headoffice - Floor 12, Intracom 2 Office Building, No. 33 Cau Dien, Phuc Dien Ward, Bac Tu Liem District, Hanoi City

Time	Proposed agenda
8:30 - 9:00am	- Welcome shareholders
	- Registration to attend the General Meeting of Shareholders (GMS)
	- Shareholders' eligibility verification
	- Delivery of GMS documents
9:00 - 9:30am	- Introduction of delegates, participants
	- Statement of reasons, report on results of shareholders' eligibility verification
	- Voting for approval of: <ul style="list-style-type: none">+ Regulation on organization of the 2025 annual GMS of CMH Vietnam Group Joint Stock Company+ Agenda for the 2025 annual GMS+ Personnel of the Chairing Board, Chairperson, Secretary Committee, Vote Counting Committee+ Rules on voting+ Regulation on candidacy, nomination, election of the member of the Board of Directors (BOD)
9:30 - 10:45am	Discussion and approval of the following items:
	- Report of the BOD in 2024 and plan for 2025
	- Report of the Board of Management in 2024 and plan for 2025
	- Report of the Audit Committee in 2024 and plan for 2025
	- Proposal for approval of business results and dividends in 2024 and Business plan and expected dividends in 2025
	- Proposal for approval of the Company's audited 2024 financial statements and 2024 profit distribution plan
	- Proposal for selecting a company auditing 2025 financial statements
	- Proposal for Dismissal and election of additional members of the Board of Directors CMH Vietnam Group Joint Stock Company for the term 2023 - 2028
	- Other issues under the authority of the GMS (if any)
10:45 - 11:00am	- The GMS votes and elects
11:00 - 11:30am	- Tea break
	- Vote Counting Committee proceeds to count the votes
11:30 - 11:45am	- Report the results of voting, election
	- Approval of Meeting Minutes and GMS's Resolution
11:45am	- GMS closing session

Ha Noi, 29th March 2025

**REGULATION ON ORGANIZATION
OF THE 2025 ANNUAL GENERAL MEETING OF SHAREHOLDERS
CMH VIET NAM GROUP JOINT STOCK COMPANY**

**ORGANIZING COMMITTEE OF THE 2025 ANNUAL GENERAL MEETING OF
SHAREHOLDERS
CMH VIET NAM GROUP JOINT STOCK COMPANY**

- Pursuant to Law on Enterprise No. 59/2020/QH14 dated 17th June 2020;
- Pursuant to Law on Securities No. 54/2019/QH14 dated 26th November 2019;
- Pursuant to the Charter of CMH Viet Nam Group Joint Stock Company;
- Based on the list of securities owners exercising voting rights at the last registration date 3rd March 2025 prepared by Vietnam Securities Depository and Clearing Corporation.

REGULATES:

**Chapter I
GENERAL PROVISIONS**

Article 1. Scope of application

This Regulation regulates the conditions, procedures, rights and obligations of the parties participating in the 2025 Annual General Meeting of Shareholders ("*General Meeting*") of CMH Vietnam Group Joint Stock Company ("*Company*").

Article 2. Entities of application

Shareholders, authorized representatives of shareholders attending the General Meeting and the General Meeting's participants shall be responsible for complying with the provisions of this Regulation.

Chapter II

RIGHTS AND OBLIGATIONS OF THE PARTIES PARTICIPATING IN THE CONGRESS

Article 3. Rights and obligations of shareholders/authorized representatives of shareholders attending the General Meeting

3.1 Eligibility

Being shareholders or authorized representatives in writing of shareholders named in the list of securities owners exercising voting rights at the last registration date 3rd March 2025 prepared by Vietnam Securities Depository and Clearing Corporation.

3.2 Rights of shareholders eligible to attend to General Meeting

3.2.1 Shareholders have the right to directly attend the General Meeting or authorize in writing according to the Company's form for their representatives to attend and vote on their behalf at the General Meeting. The authorized representative of a shareholder attending the General Meeting cannot re-authorize another person to attend the General Meeting.

3.2.2 The Organizing Committee of the General Meeting has publicly announced the entire content of the General Meeting program. Shareholders/groups of shareholders who are

- eligible are entitled to proposed issues to be included in the agenda of the General Meeting in accordance with the Law and the Company's Charter.
- 3.2.3 Shareholders or authorized representatives of shareholders have the right to give their opinions on the contents of the General Meeting at the discussion section. Shareholders or authorized representatives of shareholders when wishing to express their opinions for discussion must be agreed by the Chairperson, make a brief statement and focus on the key contents to be discussed, in accordance with the approved agenda of the General Meeting. Issues that have been addressed by the previous person are not restated to avoid duplication. Shareholders or authorized representatives of shareholders attending the General Meeting can write the contents of their questions in the questionnaire and send them to the Secretariat of the General Meeting.
- 3.2.4 In order to ensure the time and efficiency of the General Meeting, shareholders or authorized representatives of shareholders must register the contents of their intended speeches in the questionnaire and send them to the Secretariat of the General Meeting.
- 3.2.5 Shareholders/authorized representatives of shareholders attending the General Meeting are entitled to vote on all issues within the jurisdiction of the General Meeting as prescribed in the Company's Charter. Each ordinary share corresponds to one vote.
- 3.2.6 Shareholders have the right to form groups to nominate and vote for the person they nominate. The number of candidates that each group has the right to nominate depends on the number of candidates decided by the General Meeting and the share ownership ratio of each group.
- 3.2.7 Each shareholder or authorized person to attend the General Meeting when attending the General Meeting shall receive a voting paper, election paper after completing registration procedures with the Shareholders' Eligibility Verification Committee. The number of voting shares is equal to the total number of shares owned and/or the number of shares of the authorized representative (if any).
- 3.2.8 At the General Meeting, shareholders/authorized representatives of shareholders attending the General Meeting after hearing the report on the contents to be approved shall discuss and approve each content in the form of voting under the management of the Presidium and the Vote Counting Committee. The election of the member of the Board of Directors (BOD) shall be carried out in the form of secret voting and applying the method of accumulating votes.
- 3.2.9 Shareholders or authorized representatives of shareholders attending the General Meeting after the opening of the General Meeting, after completing registration procedures, may attend and vote on the remaining unvoted contents according to the approved General Meeting's program. In this case, the Chairperson of the General Meeting is not responsible for stopping the General Meeting for shareholders to register and the validity of the contents voted by the General Meeting before the arrival of this shareholder is not affected.
- 3.3 *Obligations of shareholders when attending to General Meeting***
- 3.3.1 Each shareholder/authorized representatives of shareholder when attending the General Meeting must bring the following:

- For individual shareholders:
 - + Citizen identification card (CIC)/Identity card (IC)/ or Passport (original) with valid term.

In case an individual shareholder authorizes another person to attend the General Meeting of Shareholders (GMS), the authorized person must bring:

 - + Citizen identification card (CIC)/Identity card (IC)/ or Passport (original) with valid term, and
 - + Power of Attorney according to the Company's form.
 - For institutional shareholders:
 - + A copy of Business registration certificate/Establishment decision (a copy with valid authentication); and
 - + Citizen identification card (CIC)/Identity card (IC)/ or Passport (original) with valid term of the authorized person.

In case the shareholder is an organization whose legal representative or authorized representative of the shareholder is an organization that has authorized another person to attend the General Meeting, this authorized person must present additional documents:

 - + Citizen identification card (CIC)/Identity card (IC)/ or Passport (original) with valid term of the authorized person;
 - + A copy of Business registration certificate/Establishment decision (a copy with valid authentication); and
 - + Power of Attorney according to the Company's form with the organization's seal.
- 3.3.2 Present all the above documents to the Shareholders' Eligibility Verification Committee and complete the registration procedures to attend the General Meeting.
- 3.3.3 During the General Meeting, shareholders must comply with the control of the Chairperson of the General Meeting, behave in civilized and polite manner, and not cause disorder.
- 3.3.4 Strictly abide by this Regulation, respect the results of work at the General Meeting.
- 3.3.5 Shareholders are strictly prohibited from committing acts that violate security and order regulations that affect the organization of the General Meeting, including but not limited to the following acts:
- Wear costumes, use items, identification and/or gestures, rude and provocative words, offend honor and dignity of individuals and organizations;
 - Cause disorder in the area where the General Meeting is held, or in the Company's Head office;
 - Disturb or obstruct the normal operation of the General Meeting;
 - Incite or incite others to cause disturbance, disrupt order or obstruct the normal operation of the General Meeting;
 - Deliberately express opinions or discuss without the approval of the Chairperson;
 - Talk privately with other shareholders during the General Meeting;
 - Other acts that directly or indirectly affect the organization of the General Meeting.

Article 4. Presidium and Chairperson of the meeting

4.1 Introduction and approval of the Presidium and Chairperson

- 4.1.1 The Chairman of the BOD chairs the meeting or authorizes another member of the BOD to chair the meeting, which is approved by the General Meeting.
- 4.1.2 The Presidium's personnel may be members of the BOD or other personnel approved by the General Meeting.

4.2 Rights and obligations of the Chairperson

- 4.2.1 The decision of the Chairperson of the meeting on matters of order, procedures or events arising outside the agenda of the General Meeting shall be of the highest validity.
- 4.2.2 The Chairperson has the right to postpone the GMS with a sufficient number of registered attendees for no more than 03 working days from the date of the meeting's scheduled opening and the Chairperson may postpone the meeting or change the meeting location in the following cases:
 - + The meeting location does not have enough convenient seats for all attendees;
 - + There are attendees who obstruct or disrupt the order, causing a risk of making the meeting not be conducted fairly and legally;
 - + The delay is necessary for the work of the General Meeting to be conducted properly.
- 4.2.3 The Chairperson is obliged to conduct the necessary activities to conduct the General Meeting in a valid and orderly manner in accordance with the approved agenda or to allow the General Meeting to reflect the wishes of the majority of attending shareholders.
- 4.2.4 The Chairperson has the right not to respond or only acknowledge shareholders' comments if the comments and recommendations are outside the contents submitted for the opinions of the General Meeting.
- 4.2.5 The Chairperson has the right to cut off the opinions of shareholders and other meeting attendees when their statements are lengthy, off-topic, or exceed the prescribed time limit, or their opinions are out of the content of the General Meeting Agenda, or their opinions are duplicated.
- 4.2.6 Has the right to request the competent authority to maintain order at the meeting, expel those who show signs of causing disturbance, do not comply with the Chairperson's authority, and prevent the normal progress of the General Meeting.

Article 5. Rights and obligations of the Secretariat of the General Meeting

- 5.1. The Secretariat of the General Meeting is nominated by the Chairperson, including 01 Secretary and 01 assistant member.
- 5.2. The Secretariat of the General Meeting performs the supporting tasks as assigned by the Chairperson of the General Meeting.
- 5.3. Record fully and honestly all proceedings of the General Meeting in the General Meeting Minutes.
- 5.4. Read the General Meeting Minutes and Resolution of before closing the General Meeting.

5.5. Receive shareholders' questionnaires and send them to the Chairperson/Presidium.

Article 6. Rights and obligations of the Shareholders' Eligibility Verification Committee

6.1 The Shareholders' Eligibility Verification Committee is appointed by the Organizing Committee of the General Meeting.

6.2 The Shareholders' Eligibility Verification Committee shall verify the eligibility of shareholders or their authorized representatives attending the General Meeting, issue Voting papers, Election papers (if any) and documents related to the General Meeting, and report to the General Meeting on the results of the verification of shareholders' eligibility attending the General Meeting before the General Meeting is officially conducted.

6.3 In case attendees do not have full eligibility to attend the General Meeting, the Shareholders' Eligibility Verification Committee has the right to deny their right to attend the meeting, refuse to issue Voting papers, Election papers and other documents of the General Meeting.

Article 7. Rights and obligations of the Vote Counting Committee

7.1 The Chairperson of the General Meeting introduces the members of the Vote Counting Committee and collects their opinions by raising voting cards at the General Meeting and they are approved by a majority of more than half. The members of the Vote Counting Committee must not be on the list of candidates of the BOD.

7.2 The Vote Counting Committee has the following obligations:

- Instruct shareholders to elect members of the Board of Directors according to regulations
- Supervise the voting and election of shareholders and authorized representatives of shareholders attending the General Meeting.
- Summarize the number of voting votes corresponding to the number of voting shares for each content; number of votes corresponding to each candidate.
- Count the votes and election papers and make vote counting minutes and announce vote counting results, election results to the General Meeting.
- Collect voting paper and election paper after closing the General Meeting.

**Chapter III
CONDUCT OF THE GMS**

Article 8. Conditions for conducting the General Meeting

The General Meeting is be conducted when the number of attending shareholders/authorized representatives of shareholders represents more than 50% of the total number of shares with voting rights according to the Company's Shareholder List prepared on the closing date of the List of Shareholders attending the General Meeting.

Article 9. Conducting the General Meeting

9.1 The General Meeting proceeds to approve its agenda.

- 9.2 The General Meeting shall discuss and approve the contents of the approved program of General Meeting.
- 9.3 The decisions of the General Meeting on the following contents shall be validly approved if agreed by at least sixty five percent (65%) of the total number of voting shares of shareholders and authorized representatives of shareholders attending the meeting:
- + Types of shares and total number of shares of each type;
 - + Change of the company's business lines and fields;
 - + Changes in the company's organizational and management structure;
 - + Decisions on investment and purchase and sale of the Company's assets with a value of at least 3 times the Company's assets recorded in the most recent financial report;
 - + Amendments and supplements to the Company's Charter;
 - + Reorganization and dissolution of the Company;
 - + Other issues as stipulated in the Company's Charter.
- 9.4 The decisions of the General Meeting on other issues in the General Meeting agenda are ratified when they are approved by a number of shareholders representing more than 50% of the total number of voting shares of shareholders and authorized representatives of shareholders present at the General Meeting. General Meeting Minutes and Resolution have to be ratified before closing the meeting.

Article 10. General Meeting Minutes and Resolution

- 10.1 General Meeting Minutes and Resolution of the GMS must be preserved by the Secretary of the General Meeting according to regulations.

Chapter IV OTHER REGULATIONS

Article 11. In case of unsuccessful organization of the General Meeting

- 11.1. In case there is not enough number of delegates required within thirty (30) minutes from the time of determining the opening of the general meeting, the convener shall cancel the meeting. The General Meeting of Shareholders must be reconvened within thirty (30) days from the date of the first General Meeting of Shareholders. The second General Meeting of Shareholders shall only be held when the number of shareholders attending the meeting represents at least 33% of the total number of shares with voting rights.
- 11.2. In case the second meeting cannot be conducted due to the lack of sufficient delegates within thirty (30) minutes from the scheduled opening time of the meeting, the notice of invitation to the third meeting must be sent within twenty (20) days from the date on which the second meeting is intended to be opened. In this case, the general meeting shall be conducted regardless of the total number of votes of the attending shareholders, shall be considered valid and shall have the right to decide all matters expected to be approved at the first meeting of the General Meeting of Shareholders.

Chapter V
IMPLEMENTING PROVISION

Article 12. Implementing provision

- 12.1 This Regulation, which consists of 5 Chapters and 12 Articles, is publicly announced before conducting the General Meeting and takes effect immediately after being voted and approved by the General Meeting.
- 12.2 This Regulation may be amended and supplemented as appropriate based on the proposal of the Chairperson of the meeting and submitted to the GMS for consideration and decision at the General Meeting.

Recipients:

- HNX, SSC;
- GMS;
- Archives: VT.

ON BEHALF OF THE BOD

CHAIRMAN



Pham Minh Phuc



Ha Noi, 29th March 2025

RULES ON VOTING

**AT THE 2025 ANNUAL GENERAL MEETING OF SHAREHOLDERS
OF CMH VIET NAM GROUP JOINT STOCK COMPANY**

**ORGANIZING COMMITTEE OF THE 2025 ANNUAL GENERAL MEETING OF
SHAREHOLDERS**

CMH VIET NAM GROUP JOINT STOCK COMPANY

- Pursuant to Law on Enterprise No. 59/2020/QH14 dated June 17th 2020;
- Pursuant to Law on Securities No. 54/2019/QH14 dated November 26th 2019;
- Pursuant to the Charter of CMH Viet Nam Group Joint Stock Company;
- Based on the summary document of securities owners exercising voting rights at the last registration date 3rd March 2025 prepared by Vietnam Securities Depository and Clearing Corporation.

REGULATES::

I. General regulation

1. Voting to approve the Regulations on organizing the 2025 Annual General Meeting of Shareholders of CMH Vietnam Group Joint Stock Company (General Meeting); Agenda of the General Meeting; Personnel of the Presidium, Chairperson, Secretariat, and Vote Counting Committee; Voting rules are carried out by raising voting papers and are approved by a majority of more than half.
2. Voting to approve issues raised in reports and proposals for the General Meeting of Shareholders (GMS) of the Board of Directors (BOD) is carried out by secret ballot and using voting papers issued by the Organizing Committee of the General Meeting.

II. Content on the voting paper

A voting paper is a pre-printed ballot containing the following information:

1. Name of shareholder/authorized representative of shareholder, legal document number (Citizen identification card/Identification card/Passport/Business registration certificate);
2. Number of voting shares owned/represented;
3. The voting content is according to the form of the Organizing Committee of the General Meeting and stamped with the seal of CMH Vietnam Group Joint Stock Company, is distributed to shareholders/authorized representatives of shareholders when shareholders/authorized representatives of shareholders register and meet all the conditions to attend the General Meeting.

III. Voting principles

1. For the contents mentioned in the section I.2, shareholders/authorized representatives of shareholders vote by marking "X" or "V" in one of the corresponding boxes: *Agree, Disagree, No comments* for each issue on the Voting paper.
2. A voting paper is considered valid when it meets the following conditions:



- 2.1 Is a Voting paper issued by Organizing Committee of the General Meeting with the seal CMH Vietnam Group Joint Stock Company;
- 2.2 Signed by shareholder or authorized representative of shareholder;
- 2.3 Voting papers must not be torn, erased, scratched, or modified.
3. Voting papers considered invalid in any of the following cases shall not be counted in the vote counting results:
 - 3.1 Voting papers are not issued by the Organizing Committee of the General Meeting;
 - 3.2 Voting papers do not have the seal of CMH Vietnam Group Joint Stock Company;
 - 3.3 Voting papers are torn, erased, scratched, or modified;
 - 3.4 Voting papers do not have the signature of the shareholder or the shareholder's authorized representative;
 - 3.5 The voting paper is filled in by the shareholder or the shareholder's authorized representative with contents that are not in accordance with the instructions on the Voting paper and these Voting rules.
 - 3.6 The Voting paper is submitted to the Vote Counting Committee after the voting has ended and the Voting Box has been sealed.

IV. Vote counting results

1. The Vote Counting Committee's personnel are nominated by the Chairperson and approved by the GMS at the General Meeting.
2. Voting results are only compiled from valid voting papers.
3. The vote counting results are announced publicly at the General Meeting, approved by the General Meeting and recorded in the minutes of the GMS.
4. The resolution on the following contents shall be ratified if approved by shareholders representing from **65%** of the total votes of all shareholders participating in the vote:
 - 4.1 Types of shares and total number of shares of each type;
 - 4.2 Change of the company's business lines and fields;
 - 4.3 Changes in the company's organizational and management structure;
 - 4.4 Reorganization and dissolution of the Company;
 - 4.5 Decisions on investment and purchase and sale of the Company's assets with a value of at least 3 times the Company's assets recorded in the most recent financial report.
5. Other resolutions that are not included in the resolutions specified in section 4 mentioned above shall be ratified when approved by shareholders owning more than 50% of the total number of votes of all shareholders participating in the vote.

V. Effectiveness

These voting rules shall take effect immediately upon approval by the General Meeting.

Recipients:

- HNX, SSC;
- GMS;
- Archives: VT.

ON BEHALF OF THE BOD

CHAIRMAN 



Pham Minh Phuc

Ha Noi, 29th March 2025

**REGULATION ON CANDIDACY, NOMINATION, ELECTION
OF THE MEMBER OF THE BOARD OF DIRECTORS
CMH VIET NAM GROUP JOINT STOCK COMPANY**

**THE BOARD OF DIRECTORS OF
CMH VIET NAM GROUP JOINT STOCK COMPANY**

- Pursuant to Law on Enterprise No. 59/2020/QH14 dated 17th June 2020;
- Pursuant to Law on Securities No. 54/2019/QH14 dated 26th November 2019;
- Pursuant to the Charter of CMH Viet Nam Group Joint Stock Company.

REGULATES:

Article 1: Election goal

- 1.1. Ensure compliance with the laws and practices in Vietnam.
- 1.2. Ensure transparency, democracy, and the legitimate rights of all shareholders.
- 1.3. Ensure the focus and stability of the General Meeting of Shareholders.

Article 2: Scope of application and entities of application

- 2.1. The candidacy, nomination and election of members of the Board of Directors (BOD) of CMH Viet Nam Group Joint Stock Company (the Company) at the 2025 annual General Meeting of Shareholders (GMS) are carried out in accordance with the provisions of this Regulation.
- 2.2. This regulation is applied to all shareholders owning shares of the Company or those who are duly authorized.

Article 3: Candidacy, nomination to BOD member

3.1. General provisions

- a. Number of BOD member for election: 03 members, including 01 BOD's independent member.
- b. Term: The remaining time of the 2023 - 2028 term
- c. Number of candidates for Board of Directors members: unlimited

3.2. Right of candidacy, nomination to BOD member

- a. Shareholders or groups of shareholders holding the total number of shares owned and represented for a continuous period of at least six (06) months have the right to stand for election and nominate candidates to be elected to the BOD as follows:
 - From 10% to less than 30% of the total voting shares may nominate 01 (one) candidate;



- From 30% to less than 40% of the total voting shares may nominate may nominate a maximum of 02 (two) candidates;
 - From 40% to less than 50% of the total voting shares may nominate may nominate a maximum of 03 (three) candidates;
 - From 50% to less than 60% of the total voting shares may nominate may nominate a maximum of 04 (four) candidates;
 - From 60% to less than 70% of the total voting shares may nominate may nominate a maximum of 05 (five) candidates;
 - From 70% to less than 80% of the total voting shares may nominate may nominate a maximum of 06 (six) candidates;
 - From 80% to less than 90% of the total voting shares may nominate may nominate a maximum of 07 (seven) candidates.
- b. Shareholders owning ordinary shares for a continuous period of at least six (06) months have the right to combine the voting rights of each person to nominate candidates to the BOD.
- 3.3. Criteria for candidate to the BOD: in compliance with the provisions of Article 155 of the Enterprise Law 2020, Article 275 of Decree 155/2020/ND-CP and other standards according to current laws.
- a. Have full capacity for civil acts, and not fall into the category of persons not permitted to manage an enterprise as stipulated in Clause 2, Article 17 of the Law on Enterprises 2020.
 - b. Have professional expertise and experience in business management or business field of the Company;
 - c. Not necessarily be a shareholder of the Company;
 - d. Not concurrently hold the position of member of BOD of more than 05 other companies.

Article 4: Documents of candidacy, nomination for electing the BOD member

- 4.1. Documents of candidacy, nomination include:
- a. Document of self-nomination/nomination for the member of the BOD (according to the Company's form);
 - b. Curriculum vitae of nominees;
 - c. Valid copies of these documents: Citizen identification card/Identification card/Passport/Business registration certificate, certificates of educational level and professional qualifications;
 - d. Valid Power of attorney (if any).

Article 5: Election method

- 5.1. Election method
- a. The election of the member of the BOD shall be made in the form of secret ballot using cumulative voting method;
 - b. Each shareholder has a total number of votes corresponding to the total number of voting shares (including owned and authorized);
 - c. Shareholders can allocate all their total votes for one or a number of candidates;

d. Shareholders have the right to vote for themselves if the individual/organization is the owner/nominee of the shareholder groups and is on the voting list. The maximum number of votes is equal to the number that the shareholders/groups of shareholders currently hold.

5.2. Election paper and how to write the election paper

a. The election papers are printed uniformly, with total voting rights according to the attendance code.

b. Shareholders or authorized representatives are simultaneously given election papers for electing the member of the BOD according to their attendance code.

c. In case of incorrect shareholder information, the shareholder requests the Vote Counting Committee to exchange for another election paper.

d. Shareholders themselves write the number of voting rights corresponding to the number of shares they own to elect for each candidate in the blank box for each candidate on the electing paper. In case of valid authorization (with Power of attorney), the authorized representative has full voting rights.

5.3. Invalid election paper

a. The election paper is not in the prescribed form of the Company, without the seal of the Company.

b. The election paper with erased, scratched, torn, or filled more nominees who are not in the list of nominees approved by the GMS before voting.

c. The election paper having the total number of voting rights for the nominees is higher than the total number of voting rights of the owned/authorized shareholder.

5.4. Vote Counting Committee

a. The Vote Counting Committee is nominated by the Chairperson and approved by the GMS.

b. Responsibilities of the Vote Counting Committee:

- Approval on election regulation;

- Introduce election paper and issue election papers;

- Conduct counting votes and Announcing election results to the GMS;

- Members of the Vote Counting Committee cannot be named in the list of nominees and candidates for the BOD.

Article 6: Cumulative voting principles and elected principles of members of the BOD

6.1. Cumulative voting principles:

a. Each shareholder/authorized representative of the shareholder has a total number of voting rights corresponding to the total number of shares owned/authorized multiplied by the number of elected members of the BOD, and shareholders have the right to accumulate their total votes for one or several candidates or distribute them evenly.

b. The total number of votes for each candidate is equal to the total number of valid votes of shareholders/authorized representatives voting for the candidate.

6.2. Elected principles:

a. The elected member of the Board of Directors is determined by the number of votes from high to low, starting from the candidate with the highest number of votes until there are enough members of the BOD according to the provisions of the Regulation on the number of members.

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- b. In case there are candidates with an equal number of votes, the principles for selecting the elected candidate are as follows:
- If the candidate is a shareholder, the candidate who holds more shares shall have priority in being selected.
 - If the number of shares held is equal, the selection shall be decided by the Chairperson in a method deemed appropriate by the GMS.
 - If the candidate is not a shareholder, the candidate with a longer number of terms as a member of the BOD shall have priority in being selected. In the case of the same term, consideration shall be given to the number of years in charge.
 - If the candidates have an equal number of votes, an equal number of shares held, or the candidate is not a shareholder and has an equal number of years as a member of the BOD, re-election will be conducted.

Article 7: Make and announce the Vote Counting Minutes

- 7.1. After counting votes, the Vote Counting Committee must make the Vote Counting Minutes. The content of the Minutes includes: The total number of shareholders/authorized representatives attending the meeting, total number of shareholders/authorized representatives participating in the vote, ratio of voting rights of shareholders/authorized representatives participating in the vote compared to the total voting rights of shareholders attending the meeting (according to cumulative voting method), number and proportion of valid votes, invalid votes, blank votes, number of voting rights for each candidate to the BOD.
- 7.2. The Vote Counting Minutes must be announced to the Meeting.

Article 8: General terms

- 8.1. Complaints about voting and counting votes shall be resolved by the Chairperson of the Meeting and recorded in the Minutes of the GMS.
- 8.2. This Regulation, which consists of 08 (eight) Articles, 04 (four) pages, is publicly announced before the Meeting for voting for approval.

Recipients:

- HNX, SSC;
- GMS;
- Archives: VT.

ON BEHALF OF THE GMS

CHAIRPERSON *Quang*



Phạm Minh Phúc
Phạm Minh Phúc

Ha Noi, 07th March 2025

REPORT OF THE BOARD OF DIRECTORS IN 2024 AND PLAN FOR 2025

I. ASSESSMENT OF THE COMPANY'S PERFORMANCE RESULTS IN 2024

The business results in 2024 are as follows:

Unit: Million VND

Indicator	2023	2024's plan (TH)(*)	2024's performance (TH)	% TH/KH	% growth
Revenue	98,102	204,333	202,067	98.89%	206%
Profit before tax	2,820	6,130	6,860	111.91%	243%

(Details in the audited consolidated financial statements for 2024).

(*) The 2024 plan was approved in writing by the General Meeting of Shareholders (GMS) according to Resolution No. 01/2024/NQ-DHCD-CMH dated 27th April 2024.

The consolidated revenue of the whole Group of CMH Vietnam Group Joint Stock Company (CMH Group) in 2024 was 202,067 billion VND (98.89% of the annual plan) reaching 206% compared to 2023. Of which, the parent company reached 201,911 billion VND, accounting for 99.92% of the consolidated revenue of the whole Group.

The consolidated pre-tax profit for CMH Group in 2024 was 6,860 billion VND, which represents 111.91% of the annual plan and a 243% increase over 2023. Of which, the parent company reached 7,458 billion VND, accounting for 108.72% of the consolidated pre-tax profit of the whole Group.

Compared to 2023, the growth fluctuation in 2024 mainly came from the following reasons: In 2023, the Krong Pach Thuong project was in the final stage of construction and the Son Trieu project had just started implementation. In addition, in 2024, while the Son Trieu tunnel was at its peak, the Company signed an additional contract and implemented the Ea Trang 1 tunnel project. The Company's sales revenue and profits achieved in 2024 were mainly from 02 construction projects at the Son Trieu and Ea Trang 1 tunnel projects.

II. MAIN ACTIVITIES OF THE BOARD OF DIRECTORS IN 2024

1. Information about members of the Board of Directors (BOD) for the 2023 - 2028 term

No.	Members of the BOD	Position	The date becoming/ceasing to be the member of the BOD		Note
			Date of appointment	Date of dismissal	
1	Mr. Pham Minh Phuc	Chairman of the BOD	28/04/2023		Re-appointment term 2023-2028
2	Mr. Nguyen Duc Huong	BOD Member	28/04/2023		
3	Mr. Kim Ngoc Nhan	BOD Member	28/04/2023		
4	Ms. Nguyen Thi Bich Loc	Independent BOD Member	28/04/2023		
5	Mr. Nguyen Hoang Duy	BOD Member	28/04/2023		

2. Performing the governance function

Performing the tasks approved by the 2024 General Meeting of Shareholders, the Board of Directors:

- Organized meetings to promptly grasp the work of CMH Group, gave opinions and directions and promptly issued documents to handle the work of the Board of Management (BOM) in accordance with the law and the Charter of CMH Group.
- Grasped the specific situation to direct the BOM to overcome shortcomings, and at the same time had directions for operating the production and business activities of the projects.
- Selected a reputable auditing company with experience in reviewing financial statements, ensuring compliance with regulations on information disclosure for public companies.

Contents approved by the BOD in 2024 (details in the attached Appendix).

3. Performing the supervisory function

2.1 Supervision of the organizational structure

The BOD supervised, directed and based on the proposal of the BOM to promptly adjust the organizational structure, assign tasks to the officers of the executive management of CMH Group on the basis of maximizing the capacity, intelligence and responsibility of individuals in performing tasks; enhancing coordination and mutual support in the process of performing their responsibilities.

2.2 Supervision of the implementation of the business plan

Based on the business plan approved by the GMS, the BOD supervised and commented on the quarterly business plan in accordance with the actual arising conditions.

The members of the BOD commented on the management work and commented on the resolution of arising problems based on updated information from reports sent directly from the Projects, Departments/Professional Divisions and the BOM.

The BOD supervised with the BOM and related departments in market activities according to the orientation approved by the GMS, searched out new projects in the region, maintained relationships with investors and main contractors of completed and ongoing projects.

III. ORIENTATION OF ACTIVITIES IN 2025

1. Consolidated business plan targets for 2025

Unit: Million VND

Indicator	2024 Performance	2025 Plan	% growth
Revenue*	202,067	333,777	165%
Profit before tax	6,860	43,553	635%
Expected dividend payout ratio	0%	5%	

The 2025 business plan targets are planned on the basis of existing resources and the actual situation. However, in the event that macroeconomic factors may change unexpectedly, the business plan may be affected by unforeseen adverse objective factors. In case it is necessary to adjust the 2025 business plan, the BOD shall report and submit it to the GMS for approval at the nearest meeting.

2. Remuneration for members of the BOD in 2024 and plan for 2025

- The provisional remuneration for members of the BOD in 2024 is VND 252,000,000 (excluding other operating expenses of the BOD). Other operating expenses of the BOD are implemented according to actual occurrence in 2024.
- The remuneration for the members of the BOD in 2025 shall be decided by the 2026 Annual GMS based on the actual business performance achieved in 2025. During the year, based on the financial situation of CMH Group, CMH Group can make an advance payment of remuneration to each member of the BOD at an appropriate level.

3. Tasks and plans of the BOD in 2025

- Implement the Resolution of the 2025 GMS.
- Support and supervise the BOM in implementing the production and business plan, ensuring the achievement of the set goals.
- Timely issue documents to ensure that CMH Group's activities comply with the provisions of law.
- Support the BOM in searching and developing markets to find suitable and effective projects.

Respectfully./.

Recipients:

- HNX, SSC;
- GMS;
- Archives: VT.

ON BEHALF OF THE BOD

CHAIRMAN 



Pham Minh Phuc

APPENDIX
RESOLUTION OF THE BOARD OF DIRECTORS IN 2024
(Attached to Report of the BOD in 2024 and the plan for 2025)

No.	Resolution/Decision No.	Date	Content	Approval rate
1	01/2024/NQ-HDQT/CMH	04/03/2024	Closing the last registration date to make a list of shareholders exercising the right to attend the 2024 Annual General Meeting of Shareholders - CMH Vietnam Group Joint Stock Company	100%
2	02/2024/NQ-HDQT/CMH	02/04/2024	Approve the time, location and agenda of the Company's 2024 Annual General Meeting of Shareholders	100%
3	03/2024/NQ-HDQT/CMH	24/06/2024	Approve the selection of an auditor for the Company's 2024 financial statements	100%
4	04/2024/NQ-HDQT/CMH	25/06/2024	Approve of CMH Group's business plan for the period from June 2024 to May 2025 and credit limit for business activities from June 2024 to May 2025 at Vietinbank - Thanh An Branch	100%



Ha Noi, 07th March 2025

REPORT OF THE BOARD OF MANAGEMENT IN 2024 AND PLAN FOR 2025

I. BUSINESS RESULTS IN 2024

1. Overview

CMH Vietnam Group Joint Stock Company (CMH Group) implemented the 2024 production and business plan in accordance with Resolution No. 01/2024/NQ-ĐHĐCĐ-CMH dated 27th April 2024 of the 2024 annual General Meeting of Shareholders (GMS).

1.1. Advantages

CMH Group is in the process of restructuring its business lines and gradually adapting to meeting the requirements of the new situation.

The Board of Directors (BOD) has closely worked with the Board of Management (BOM) to set out the right directions and leadership, along with the solidarity and determination of all CMH Group staff and employees in organizing and implementing production and business tasks.

1.2. Difficulties

Impact from the macro socio-economic situation, such as: The real estate sector has not yet experienced a strong recovery, and there is a transitional phase in the adjustment of the State's legal policies (including some new regulations of the revised Land Law, Real Estate Business Law, and Housing Law).

2. Results of implementing business targets

Faced with the above advantages and challenges, CMH Group has made significant efforts to carry out its production and business tasks in 2024 and the results of implementing the main business targets are as follows:

Unit: Million VND

Indicator	2023	2024's plan (KH) ^(*)	2024's performance (TH)	% TH/KH	% growth
Revenue	98,102	204,333	202,067	98.89%	206%
Profit before tax	2,820	6,130	6,860	111.91%	243%

(Details in the audited consolidated financial statements for 2024).

(*) The 2024 plan was approved in writing by the General Meeting of Shareholders (GMS) according to Resolution No. 01/2024/NQ-DHCD-CMH dated 27th April 2024.

The consolidated revenue of the whole Group of CMH Vietnam Group Joint Stock Company (CMH Group) in 2024 was 202,067 billion VND (98.89% of the annual plan) reaching 206% compared to 2023. Of which, the parent company reached 201,911 billion VND, accounting for 99.92% of the consolidated revenue of the whole Group.

The consolidated pre-tax profit for CMH Group in 2024 was 6,860 billion VND, which



represents 111.91% of the annual plan and a 243% increase over 2023. Of which, the parent company reached 7,458 billion VND, accounting for 108.72% of the consolidated pre-tax profit of the whole Group.

Compared to 2023, the growth fluctuation in 2024 mainly came from the following reasons: In 2023, the Krong Pach Thuong project was in the final stage of construction and the Son Trieu project had just started implementation. In addition, in 2024, while the Son Trieu tunnel was at its peak, the Company signed an additional contract and implemented the Ea Trang 1 tunnel project. The Company's sales revenue and profits achieved in 2024 were mainly from 02 construction projects at the Son Trieu and Ea Trang 1 tunnel projects.

2.1. General Assessment

- Successfully organized the 2024 Annual General Meeting of Shareholders
- Stayed aligned with the general directions approved at the 2024 Annual General Meeting.
- Signed a new construction contract for the Ea Trang 1 Tunnel as part of the North - South expressway project
- Continue construction work on the Son Trieu and Cam Khe Central Park projects, ensuring adherence to the timeline committed to the investors.

II. BUSINESS PLAN FOR 2025

1. Development orientation

- Continue to cooperate with the investment partner in The cultural and sports residential urban area in Cam Khe Town, Cam Khe District, Phu Tho Province according to the progress appropriate to the actual situation.
- Implement the general contractor work for the urban housing and cultural-sports complex project in Cam Khe Town, Cam Khe District, Phu Tho Province.
- Complete the construction contract for Son Trieu Tunnel as part of the North - South expressway construction project and Ea Trang 1 Tunnel as part of the Khanh Hoa - Buon Ma Thuot expressway construction investment project.
- Seek new construction projects that ensure financial efficiency and capital safety.

2. Consolidated business plan indicators for 2025

Unit: Million VND

Indicator	2024 Performance	2025 Plan	% growth
Revenue	202,067	333,777	165%
Profit before tax	6,860	43,553	635%
Expected dividend payout ratio	0%	5%	

The 2025 business plan targets are planned on the basis of existing resources and the actual situation. However, in the event that macroeconomic factors may change unexpectedly, the business plan may be affected by unforeseen adverse objective factors. In case it is necessary to adjust the 2025 business plan, the BOM shall report and submit it to the BOD for its opinions.

3. Solutions

To implement the 2025 production and business plan, CMH Group needs to focus all

financial resources, human resources, and machinery and equipment. At the same time, CMH Group proposes the following solutions:

3.1 Human resources

- Strengthen the management team to meet the production and business requirements.
- Organize and arrange the rotation of staff and officers in accordance with the needs of projects and departments.
- Continue searching for and recruiting experienced personnel.
- Provide training to enhance the skills of the current workforce to meet the demands of new tasks.

3.2 Construction management and project execution

- Focus all resources on implementing production and business activities, managing production and construction work to ensure progress and quality according to the investors' requirements.
- Build a customer database (suppliers, subcontractors, etc.) to proactively manage the execution of construction work.
- Strengthen site inspections, regularly monitor progress and quality, quantities, safety, and promptly resolve any issues arising during construction, organize construction work efficiently to accelerate project progress

3.3 Financial accounting work

- Develop effective, suitable, and flexible financial plans for CMH Group's operations.
- Review and manage production and business costs to avoid waste and loss, improve production and business efficiency. Ensure prompt acceptance work at construction sites, realize revenue, and recover capital.
- Strengthen credit relations with banks, seek appropriate credit packages for each project to be proactive in the implementation process.

3.4 Equipment and materials

- Develop plans for the disposal and purchase of new machinery and equipment that meets the requirements and nature of CMH Group's work.
- Search for available sources of machinery and equipments that can be mobilized when required in the short term.
- Research material sources at the locations of each construction/project on the basis of ensuring quality, progress of goods supply and reasonable prices.

Respectfully./.

Recipients:

- HNX, SSC;
- GMS;
- Archives: VT.

ON BEHALF OF THE BOM
CEO
CÔNG TY CỔ PHẦN
TẬP ĐOÀN
CMH VIỆT NAM
BẮC TƯỜNG - TP. HÀ NỘI



Kim Ngọc Nhan

CÔNG TY CỔ PHẦN
TẬP ĐOÀN
CMH VIỆT NAM
BẮC TƯỜNG - TP. HÀ NỘI



Ha Noi, 07th March 2025

REPORT OF THE AUDIT COMMITTEE IN 2024 AND PLAN 2025

1. Operating results of the Company in 2024

1.1. Business performance results in 2024

Some key business performance indicators for 2024 are as follows:

Unit: million VND

Indicator	Plan (KH) ^(*)	Performance (TH)	% TH/KH
Revenue	204,333	202,067	98.89%
Profit before tax	6,130	6,860	111.91%

(Details in the audited consolidated financial statements for 2024).

(*) The 2024 plan was approved in writing by the General Meeting of Shareholders (GMS) according to Resolution No. 01/2024/NQ-DHCD-CMH dated 27th April 2024.

1.2. Financial status

1.2.1. Summary of the parent company's financial status

Unit: VND

Indicator	2023	2024	% growth	% (+/-)
1. Assets				
+ Total current assets	335,421,656,307	454,830,383,965	136%	36%
- Cash and cash equivalents	56,723,924,579	8,412,267,299	15%	-85%
- Short-term financial investments	18,432,781,099	13,285,547,784	72%	-28%
- Short-term receivables	180,440,243,569	314,698,693,573	174%	74%
- Inventories	67,120,006,688	103,957,158,087	155%	55%
- Other current assets	12,704,700,372	14,476,717,222	114%	14%
+ Total long-term assets	99,213,846,864	113,553,117,063	114%	14%
- Long-term receivables	9,198,971,542	23,397,760,979	254%	154%
- Fixed assets	26,250,564,659	20,677,746,240	79%	-21%
- Long-term financial investments	58,795,483,433	58,795,483,433	100%	0%
- Other long-term assets	4,968,827,230	10,682,126,411	215%	115%
+ Total assets	434,635,503,171	568,383,501,028	131%	31%
2. Liabilities				
- Current liabilities	158,380,906,934	162,140,825,567	102%	2%
- Long-term liabilities	18,618,082,825	143,053,593,804	768%	668%
+ Total liabilities	176,998,989,759	305,194,419,371	172%	72%
3. Net assets	257,636,513,412	263,189,081,657	102.16%	2.16%

Indicator	2023	2024	% growth	% (+/-)
4. Owner's equity	254,525,000,000	254,525,000,000	100.00%	0.00%
5. Other increases/decreases in equity	-441,950,000	-441,950,000	100.00%	0,00%
6. Owner's profit	3,553,463,412	9,106,031,657	256.26%	156.26%
7. Business results				
+ Total revenue	102,118,247,342	202,966,114,878	198.76%	98.76%
- Sales revenue	97,312,008,435	201,911,179,536	207.49%	107.49%
- Financial revenue	4,806,238,907	1,054,935,342	21.95%	-78.05%
+ Total expenses	101,790,611,992	201,863,641,966	198.31%	98.31%
- Cost of goods sold	87,906,379,031	187,787,384,619	213.62%	113.62%
- Financial expenses	2,560,555,298	2,469,960,527	96.46%	-3.54%
- Selling expenses	0	0	0%	0%
- Administrative expenses	11,323,677,663	11,606,296,820	102.50%	2.50%
+ Profit or loss in associated companies	0	0	0%	0%
+ Net profit from operating activities	327,635,350	1,102,472,912	336.49%	236.49%
+ Other extraordinary profits	4,070,155,366	6,355,953,109	156.16%	56.16%
- Extraordinary revenue	5,023,549,454	7,412,248,943	147.55%	47.55%
- Extraordinary expenses	953,394,088	1,056,295,834	110.79%	10.79%
+ Total profit before tax	4,397,790,716	7,458,426,021	169.59%	69.59%
+ Corporate income tax	1,482,539,287	1,905,857,776	128.55%	28.55%
+ Profit after tax	2,915,251,429	5,552,568,245	190.47%	90.47%

(For further details, kindly refer to the Company's audited financial statements)

1.2.2. Tóm tắt tài chính hợp nhất

Unit: VND

Indicator	2023	2024	% growth	% (+/-)
1. Assets				
+ Total current assets	385,461,098,589	504,403,213,466	130.86%	30.86%
- Cash and cash equivalents	57,152,714,623	8,437,777,299	14.76%	-85.24%
- Short-term financial investments	18,432,781,099	13,285,547,784	72.08%	-27.92%
- Short-term receivables	213,905,443,221	348,507,722,903	162.93%	62.93%
- Inventories	82,994,298,319	119,692,855,872	144.22%	44.22%
- Other current assets	88,561,357,049	36,202,634,691	40.88%	-59.12%
+ Total long-term assets	41,976,123,179	55,692,289,479	132.68%	32.68%
- Long-term receivables	9,198,971,542	23,397,760,979	254.35%	154.35%
- Fixed assets	26,250,564,659	20,677,746,240	78.77%	-21.23%
- Long-term financial investments	0	0	0%	0%
- Other long-term assets	6,526,586,978	11,616,782,260	177.99%	77.99%
+ Total assets	427,437,221,768	560,095,502,945	131.04%	31.04%
2. Liabilities				

Indicator	2023	2024	% growth	% (+/-)
- Short-term liabilities	131,775,049,256	135,043,898,578	102.48%	2.48%
- Long-term liabilities	20,213,057,849	144,648,568,828	715.62%	615.62%
+ Total liabilities	151,988,107,105	279,692,467,406	184.02%	84.02%
3. Net assets	275,449,114,663	280,403,035,539	101.80%	1.80%
4. Owner' Equity	254,525,000,000	254,525,000,000	100.00%	0.00%
5. Other equity	-3,668,232	-3,668,232	100.00%	0.00%
6. Owner's retained earnings	982,587,804	5,928,789,710	603.39%	503.39%
7. Non-controlling interests	19,945,195,091	19,952,914,061	100.04%	0.04%
8. Business results				
+ Total revenue	102,882,541,711	203,121,717,544	197.43%	97.43%
- Sales revenue	98,101,923,040	202,066,527,362	205.98%	105.98%
- Financial revenue	4,780,618,671	1,055,190,182	22.07%	-77.93%
+ Total expenses	104,132,843,496	202,621,562,973	194.58%	94.58%
- Cost of goods sold	88,097,334,454	186,753,084,619	211.98%	111.98%
- Financial expenses	2,560,555,298	2,469,960,527	96.46%	-3.54%
- Selling expenses	0	0	0%	0%
- Administrative expenses	13,474,953,744	13,398,517,827	99.43%	-0.57%
+ Profit or loss in associated companies	0	0	0%	0%
+ Net profit from operating activities	-1,250,301,785	500,154,571	-40.00%	140.00%
+ Other extraordinary profits	4,069,983,129	6,359,624,081	156.26%	56.26%
- Extraordinary revenue	5,023,549,454	7,416,014,499	147.62%	47.62%
- Extraordinary expenses	953,566,325	1,056,390,418	110.78%	10.78%
+ Total profit before tax	2,819,681,344	6,859,778,652	243.28%	143.28%
+ Corporate income tax	1,482,539,287	1,905,857,776	128.55%	28.55%
+ Profit after tax	1,337,142,057	4,953,920,876	370.49%	270.49%

(For further details, kindly refer to the audited consolidated financial statements)

2. Assessment of the Company's performance in 2024

The audited financial statements for 2024 were prepared based on Vietnamese accounting standards and the reasonableness of accounting documents. The audited financial statements accurately, honestly and reasonably reflect the Company's performance in 2024.

The Company complied with the accounting reporting requirements in accordance with the law and the accounting standards issued by the State. The financial statements were prepared using accounting software, and the Company's accounting records are organized systematically, clearly documented, and conducive to auditing. The Audit Committee unanimously confirmed the performance indicators presented in the accounting reports.

The Company proactively sought financial resources to ensure sufficient capital for its operations. The Company prepared an annual financial plan and adjusted it at each stage to align with the operational needs of its business activities.

The Company proactively balanced capital resources reasonably to make investments in accordance with the Company's operating situation and financial capacity.

The Board of Directors (BOD) and the Board of Management (BOM) of the Company complied with the provisions of the Law, the Charter, the Resolutions of the Shareholders' Meeting, etc. The decisions of the BOD and the BOM are issued in accordance with the regulations.

The BOD and the BOM also always maintain communication channels and promptly resolve shareholders' inquiries about the Company's operations.

3. Audit Committee activities in 2024

- Monitored the implementation of the resolutions approved by the GMS and ensure compliance with the provisions of the Law, the Company's Charter, and the Company's internal regulations,...
- Participated in the meetings of the BOD.
- Inspected, monitored, and provided timely feedback to professional departments to make necessary adjustments to any shortcomings in the execution of their tasks.

4. Operational plan in 2025

In 2025, the Audit Committee shall continue to perform its duties on behalf of shareholders to inspect and supervise the Company's business, governance and management activities. Periodically, the Audit Committee shall conduct inspections, analyze and evaluate the Company's operations; participate in meetings to grasp and evaluate the Company's operations accurately and promptly and provide warnings regarding potential risks (if any).

5. Recommendations

- Focus on searching for new contracts that are suitable for the Company's orientation and capabilities; ensure cash flow to minimize the negative impacts of the domestic and foreign socio-economic situation; further analyze the causes that may affect the Company's business results in order to have a contingency plan and develop more accurate planning indicators.
- Cash flow balance needs to be carefully considered and analyzed
- The Company has plans to supplement appropriately and enhance the capabilities of its workforce to meet the requirements of the production and business plan.
- Focus on payment and acceptance tasks, maximize capital recovery. Balance the use of financial resources appropriately to optimize capital utilization costs.
- Restructure old investments, deploy new investments based on efficiency and limit risks.

Respectfully./.

Recipients:

- HNX, SSC;
- GMS;
- Archives: VT.

ON BEHALF OF THE AUDIT COMMITTEE

HEAD



Nguyen Thi Bich Loc



PROPOSAL

**Re: Approval of business results, dividends for 2024
and Business plan, expected dividends for 2025**

To: General Meeting of Shareholders of CMH Vietnam Group Joint Stock Company

- Pursuant to Law on Enterprise No. 59/2020/QH14 dated 17th June 2020;
- Pursuant to the Charter of CMH Viet Nam Group Joint Stock Company;
- Pursuant to Resolution of the Annual General Meeting of Shareholders No. 01/2024/NQ-DHDCD-CMH dated 27th April 2024;
- Based on the audited 2024 financial statements.

The Board of Directors (BOD) of CMH Vietnam Group Joint Stock Company respectfully submits to the General Meeting of Shareholders (GMS) for consideration and approval:

1. Approve of the 2024 business results and dividends with the following key indicators:

Unit: million VND

No.	Indicator	Plan (KH)	Performance (TH)	% TH/KH
1	Revenue	204,333	202,067	98.89%
2	Profit before tax	6,130	6,860	111.91%
3	Dividend payout ratio	0%	0%	

(For further details, kindly refer to the audited 2024 financial statements)

2. Approve the business plan and expected dividend for 2025 with the following key targets:

Unit: Million VND

No.	Indicator	2024 Performance	2025 Plan	% growth
1	Revenue	202,067	333,777	165%
2	Profit before tax	6,860	43,553	635%
3	Expected dividend payout ratio	0%	5%	

Respectfully./.

Recipients:

- HNX, SSC;
- GMS;
- Archives: VT.

ON BEHALF OF THE BOD

CHAIRMAN



Phạm Minh Phúc

PROPOSAL

Re: Approval of the Company's audited financial statements for 2024 and the 2024 profit distribution plan

To: General Meeting of Shareholders of CMH Vietnam Group Joint Stock Company

- Pursuant to Law on Enterprise No. 59/2020/QH14 dated 17th June 2020;
- Pursuant to the Charter of CMH Viet Nam Group Joint Stock Company.

Hội đồng Quản trị (HDQT) Công ty cổ phần Tập đoàn CMH Việt Nam kính trình Đại hội đồng cổ đông (ĐHĐCĐ) thường niên xem xét phê duyệt:

The Board of Directors (BOD) of CMH Vietnam Group Joint Stock Company respectfully submits to the annual General Meeting of Shareholders (GMS) for consideration and approval:

1. Approve the audited Parent Company's separate financial statements and Consolidated financial statements for 2024 (Audited financial statements for 2024 are attached) with the following summarized financial indicators:

Unit: VND

No.	Indicator	For individual company	Consolidated Group
1	Total assets	568,383,501,028	560,095,502,945
	Current assets	454,830,383,965	504,403,213,466
	Long-term assets	113,553,117,063	55,692,289,479
2	Total capital	568,383,501,028	560,095,502,945
	Liabilities	305,194,419,371	279,692,467,406
	Owner's equity	263,189,081,657	280,403,035,539
3	Business results		
	Sales revenue	201,911,179,536	202,066,527,362
	Accounting profit before corporate income tax	7,458,426,021	6,859,778,652
	Current corporate income tax	1,905,857,776	1,905,857,776
	Net profit after corporate income tax	5,552,568,245	4,953,920,876

(For further details, kindly refer to the Company's audited Financial statements and Consolidated financial statements for 2024)

2. Approve the plan for profit distribution, fund allocation and dividend payment as follows:

Indicator	Amount (VND)
Undistributed profit at the beginning of this year	982,587,804
Profit after corporate income tax this year	4,946,201,906
Total undistributed profit	5,928,789,710
Dividends advanced/paid during the year	0
Provision for financial risk reserve fund	0
Provision for emulation and reward fund	0
Provision for welfare fund	0
Undistributed profit carried forward to next year	5,928,789,710

3. Approve adjustments to some indicators in the 2024 financial statements, specifically as follows:

3.1 In the Company's financial statements:

No.	Indicator	Code	Pre-adjustment data (VND)	Adjustments (VND)	Post-adjustment data (VND)
1. Balance sheet					
	Current assets	100	335,743,425,883	(321,769,576)	335,421,656,307
	Other current receivables	136	143,400,542,806	1,604,183,530	145,004,726,336
	Deductible value added tax	152	10,971,623,906	(1,925,953,106)	9,045,670,800
	Total assets	270	434,957,272,747	(321,769,576)	434,635,503,171
	Current liabilities	310	157,028,377,490	1,352,529,444	158,380,906,934
	Taxes and other payables to the State	313	2,725,258,233	1,712,500,073	4,437,758,306
	Other current liabilities	319	690,841,511	(359,970,629)	330,870,882
	Owner's equity	400	259,310,812,432	(1,674,299,020)	257,636,513,412
	Retained earnings	421	5,227,762,432	(1,674,299,020)	3,553,463,412
	Total capital	440	434,957,272,747	(321,769,576)	434,635,503,171
2. Business performance report					
	Other expenses	32	745,121,657	208,272,431	953,394,088
	Other profits	40	4,278,427,797	(208,272,431)	4,070,155,366
	Total accounting profit before tax	50	4,606,063,147	(208,272,431)	4,397,790,716
	Current corporate income tax expense	51	1,301,749,094	180,790,193	1,482,539,287

No.	Indicator	Code	Pre-adjustment data (VND)	Adjustments (VND)	Post-adjustment data (VND)
	Profit after corporate income tax	60	3,304,314,053	(389,062,624)	2,915,251,429
3. Cash flow statement					
	<i>Profit before tax</i>	01	4.606.063.147	(208,272,431)	4,397,790,716
	Increase, decrease in receivables	09	24,331,661,519	97,672,879	24,429,334,398
	Increase, decrease in payables	11	(10,337,378,676)	110,599,552	(10,226,779,124)

(For further details, kindly refer to the notes on comparative figures on page 33 of the Company's audited 2024 financial statements)

3.2 In the Consolidated financial statements:

No.	Indicator	Code	Pre-adjustment data (VND)	Adjustments (VND)	Post-adjustment data (VND)
1. Balance Sheet					
	Current assets	100	385,782,868,165	(321,769,576)	385,461,098,589
	Other short-term receivables	136	145,825,579,416	1,604,183,530	147,429,762,946
	Deductible value added tax	152	11,132,628,963	(1,925,953,106)	9,206,675,857
	Total assets	270	427,758,991,344	(321,769,576)	427,437,221,768
	Current Liabilities	310	130,422,519,812	1,352,529,444	131,775,049,256
	Taxes and other payables to the State	313	2,997,380,013	1,712,500,073	4,709,880,086
	Other current liabilities	319	1,286,936,068	(359,970,629)	926,965,439
	Owner's equity	400	277,123,413,683	(1,674,299,020)	275,449,114,663
	Retained earnings	421	2,656,886,824	(1,674,299,020)	982,587,804
	Total capital	440	427,758,991,344	(321,769,576)	427,437,221,768
2. Business performance report					
	Other expenses	32	745,293,894	208,272,431	953,394,088
	Other profits	40	4,278,255,560	(208,272,431)	4,069,983,129
	Total accounting profit before tax	50	3,027,953,775	(208,272,431)	2,819,681,344

No.	Indicator	Code	Pre-adjustment data (VND)	Adjustments (VND)	Post-adjustment data (VND)
	Current corporate income tax expense	51	1,301,749,094	180,790,193	1,482,539,287
	Profit after corporate income tax	60	1,726,204,681	(389,062,624)	1,337,142,057
	Basic earnings per share	70	79	(15)	64
	Diluted earnings per share	71	79	(15)	64
3. Cash flow statement					
	Profit before tax	01	3,027,953,775	(208,272,431)	2,819,681,344
	Increase, decrease in receivables	09	39,361,529,477	97,672,879	39,459,202,356
	Increase, decrease in payables	11	(24,832,326,509)	110,599,552	(24,721,726,957)

(For further details, kindly refer to the notes on comparative figures on page 34 of the audited consolidated financial statements for 2024)

Respectfully submit./.

Recipients:

- HNX, SSC;
- GMS;
- Archives: VT.

ON BEHALF OF THE BOD
CHAIRMAN



Phạm Minh Phúc

PROPOSAL

Re: Selecting a company auditing 2025 financial statements

To: General Meeting of Shareholders of CMH Vietnam Group Joint Stock Company

- Pursuant to Law on Enterprise No. 59/2020/QH14 dated 17th June 2020;
- Pursuant to the Charter of CMH Viet Nam Group Joint Stock Company;
- Pursuant to the provisions of law on auditing the financial statements of companies listed on the Stock Exchange;
- Based on the list of auditing companies selected by the State Securities Commission as auditing companies for enterprises listed on the Stock Exchange.

The Board of Directors (BOD) of CMH Vietnam Group Joint Stock Company (the Company) respectfully submits to the General Meeting of Shareholders (GMS) for consideration and approval of the selection of an auditing unit to audit the Company's 2025 financial statements as follows:

1. Audit firm selection criteria:

- 1.1 Has sufficient competence as required by law;
- 1.2 Has experience auditing companies with activities similar to those of the Company;
- 1.3 Is approved by the State Securities Commission;
- 1.4 The audit fees are suitable with the Company's operational situation.

2. Proposed audit firm:

Company name: A&C Auditing and Consulting Co., Ltd. - Hanoi Branch

Address: 40, Giang Vo Street, Dong Da District, Hanoi City

Business Registration Number: 0300449815 – 002

Respectfully submit./.

Recipients:

- HNX, SSC;
- GMS;
- Archives: VT.

TMON BEHALF OF THE BOD

CHAIRMAN 

Pham Minh Phuc

PROPOSAL

**Re: Dismissal and election of additional members of the Board of Directors
CMH Vietnam Group Joint Stock Company for the term 2023 - 2028**

To: General Meeting of Shareholders of CMH Vietnam Group Joint Stock Company

- Pursuant to Law on Enterprise No. 59/2020/QH14 dated 17th June 2020;
- Pursuant to Law on Securities No. 54/2019/QH14 dated 26th November 2019;
- Pursuant to the Charter of CMH Viet Nam Group Joint Stock Company;
- Based on the resignation letters from the positions of members of the Board of Directors of Mr. Nguyen Duc Huong, Mr. Nguyen Hoang Duy and Ms. Nguyen Thi Bich Loc;

The Board of Directors (BOD) of CMH Vietnam Group Joint Stock Company (CMH Group) respectfully submits to the annual General Meeting of Shareholders (GMS) for consideration and approval of the dismissal and election of additional members of the BOD for the 2023 - 2028 term as follows:

1. Dismissal of members of the BOD for the 2023-2028 term:

Based on the resignation letters from the positions of members of the BOD of Mr. Nguyen Duc Huong, Mr. Nguyen Hoang Duy and Ms. Nguyen Thi Bich Loc, the BOD respectfully submits to the GMS for approval the dismissal of their positions as members of the BOD for the 2023-2028 term for:

- Mr. Nguyen Duc Huong - Member of the BOD;
- Mr. Nguyen Hoang Duy - Member of the BOD;
- Ms. Nguyen Thi Bich Loc - Independent member of the BOD.

2. Election of additional members of the Board of Directors for the 2023 - 2028 term:

- 2.1 Number of additional members of the BOD: 03 people (of which at least 01 member is an independent member of the BOD)
- 2.2 Term: Remaining term of 2023 - 2028
- 2.3 Candidates must meet the standards and conditions prescribed in Article 155 of the Law on Enterprises 2020 and other conditions prescribed by current laws
- 2.4 The nomination/candidacy application includes:
 - a) Candidate/nominee application for member of the BOD (Attached form);
 - b) Curriculum vitae self-declared by the candidate;
 - c) Copy of the Citizen identification card/Identity card/Passport and diplomas or



certificates of educational qualifications;

d) Valid nomination authorization letter (in case the shareholder/group of shareholders authorizes another person to nominate).

2.5 The GMS elects additional members of the Board of Directors according to the provisions of the Regulations on election of members of the BOD approved at the 2025 annual GMS (Draft Regulations on election of members of the BOD attached).

Respectfully submit./

Recipients:

- GMS;
- Archives: VT.

ON BEHALF OF THE BOD

CHAIRMAN



Phạm Minh Phúc

