

CÔNG TY CỔ PHẦN PHÚ TÀI
PHUTAI J.S.C

CỘNG HÒA XÃ HỘI CHỦ NGHĨA VIỆT NAM
Độc lập - Tự do - Hạnh phúc
THE SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom - Happiness

Số/No: 15.7./CBTT-PT

Quy Nhơn, ngày 16 tháng 04 năm 2025
Quy Nhơn City, April 16, 2025

CÔNG BỐ THÔNG TIN
INFORMATION DISCLOSURE

Kính gửi:

- Ủy ban Chứng khoán Nhà nước/ *The State Securities Commission*
- Sở Giao dịch Chứng khoán TP. Hồ Chí Minh/ *Hochiminh Stock Exchange*

1. Tên tổ chức/Name of organization: **CÔNG TY CỔ PHẦN PHÚ TÀI / PHUTAI J.S.C**
- Mã chứng khoán/Mã thành viên/ *Stock code/ Broker code*: **PTB**
- Địa chỉ/Address: 278 Nguyễn Thị Định, TP. Quy Nhơn, Bình Định/ No. 278
Nguyen Thi Dinh st, Quy Nhon City, Binh Dinh province
- Điện thoại/ *Telephone*: 0256 3847 668 - Fax: 0256 3847 556
- E-mail: phutai@phutai.com.vn

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

2.1. Biên bản Đại hội đồng cổ đông thường niên năm 2025/

Minutes of the 2025 Annual General Meeting of Shareholders.

2.2. Nghị quyết Đại hội đồng cổ đông thường niên năm 2025/

Resolutions of the 2025 Annual General Meeting of Shareholders.

2.3. Biên bản kiểm phiếu tại Đại hội đồng cổ đông thường niên năm 2025/

Minutes of the vote counting at the 2025 Annual General Meeting of Shareholders.

2.4. Các tài liệu trình tại Đại hội đồng cổ đông thường niên năm 2025/

Documents submitted at the 2025 Annual General Meeting of Shareholders.

3. Thông tin này đã được công bố trên trang thông tin điện tử của công ty vào ngày 16/04/2025 tại đường dẫn www.phutai.com.vn – Mục Quan hệ cổ đông

This information was published on the company's website on 16/04/2025 (date), as in the link www.phutai.com.vn - Investors Relation

Chúng tôi xin cam kết các thông tin công bố trên đây là đúng sự thật và hoàn toàn chịu trách nhiệm trước pháp luật về nội dung các thông tin đã công bố/

We hereby certify that the information provided is true and correct and we bear the full responsibility to the law.

Đại diện tổ chức/Organization representative

Người UQ CBTT/Person authorized to disclose information
PHÓ TỔNG GIÁM ĐỐC/DEPUTY GENERAL DIRECTOR



PHAN QUỐC HOÀI

Tài liệu đính kèm:

1. Biên bản Đại hội đồng cổ đông thường niên năm 2025./ *Minutes of the 2025 Annual General Meeting of Shareholders.*
2. Nghị quyết Đại hội đồng cổ đông thường niên năm 2025/ *Resolutions of the 2025 Annual General Meeting of Shareholders)*
3. Biên bản kiểm phiếu tại Đại hội đồng cổ đông thường niên năm 2025/ *Minutes of the vote counting at the 2025 Annual General Meeting of Shareholders.*
4. Các tài liệu ĐHĐCĐ thường niên 2025/ *Documents submitted at the 2025 Annual General Meeting of Shareholders*

Lưu ý: Trường hợp có sự khác biệt hoặc có cách hiểu khác giữa thông tin bằng tiếng Việt và tiếng Anh thì thông tin bằng tiếng Việt được áp dụng.

Note: If there is any difference in words or understanding between the information in Vietnamese and English, the information in Vietnamese shall be used.



No.: 02/NQ-ĐHĐCĐ

Quy Nhon, April 15, 2025

RESOLUTION

2025 ANNUAL GENERAL MEETING OF SHAREHOLDERS

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

Pursuant to the Charter on the organization and operation of Phu Tai Joint Stock Company;

Pursuant to the minutes of the 2025 Annual General Meeting of Shareholders No. 01/BB-AGM dated April 15, 2025;

The 2025 Annual General Meeting of Shareholders (AGM) of Phu Tai Joint Stock Company was held on April 15, 2025, at the company's headquarters at 278 Nguyen Thi Dinh Street, Nguyen Van Cu Ward, Quy Nhon City, Binh Dinh Province.

The company has a total of 3,471 shareholders, holding 66,938,403 shares in total. The total number of voting shares is 66,938,403, according to the list of shareholders eligible to attend the 2025 AGM, finalized by the Viet Nam Securities Depository And Clearing Corporation on March 21, 2025.

A total of **65 shareholders** attended the AGM, representing **48.881.281 shares** either owned directly or through a valid proxy, equivalent to **73,02%** of the company's total voting shares.

All attending shareholders demonstrated a high level of focus, worked efficiently and seriously, and exercised a strong sense of responsibility.

2025 ANNUAL GENERAL MEETING OF SHAREHOLDERS

PHU TAI JOINT STOCK COMPANY

RESOLUTION

Article 1. Unanimous approval of the Report on the activities of the Board of Directors (BOD) presented at the 2025 AGM of Shareholders.

* Business Results in 2024

- Parent company:

+ Revenue: 2,184 billion VND, reaching 103% of the annual plan, = 93% compared to the same period.

+ Profit before tax: 310 billion VND, reaching 101% of the annual plan, = 127% compared to the same period.

+ Profit after tax: 281 billion VND, reaching 104% of the annual plan, = 130% compared to the same period

- Consolidated:

+ Revenue: 6,668 billion VND, reaching 108% of the annual plan, = 98% compared to the same period.

+ Profit before tax: 472 billion VND, reaching 102% of the annual plan, = 146% compared to the same period.

+ Profit after tax: 376 billion VND, reaching 102% of the annual plan, = 145% compared to the same period

* Business Plan for 2025

- Parent company:

- + Revenue: 2,135 billion VND, = 98% compared to the same period.
- + Profit before tax: 310 billion VND, = 100% compared to the same period.
- Consolidated:
- + Revenue: 6,670 billion VND, = 100% compared to the same period.
- + Profit before tax: 477 billion VND, = 101% compared to the same period.

*** Dividend Plan for 2025:**

The expected dividend payout for 2024 is $\geq 20\%$, in the form of cash or stock dividends, depending on the actual situation. The General Meeting authorized the Board of Directors to decide on the rate, timing, and method of interim dividend distribution in 2025.

Voting Results

Total number of shares participating in the vote	: 48,881,281 shares
Voting method	: Direct voting using voting cards
Votes in favor	: 48,881,281 shares
Percentage	: 100% of the total voting shares of shareholders attending the meeting
Votes against	: 0 shares
Percentage	: 0 % of the total voting shares of shareholders attending the meeting
Other opinions	: 0 shares
Percentage	: 0% of the total voting shares of shareholders attending the meeting
Conclusion: The General Meeting approved the resolution with 48,881,281 shares in favor, accounting for 100% of the voting shares of shareholders attending the meeting.	

Article 2. Unanimous approval of the report on the activities of the independent Board member serving on the Audit Committee of the company.

Voting Results

Total number of shares participating in the vote	: 48,881,281 shares
Voting method	: Direct voting using voting cards
Votes in favor	: 48,881,281 shares
Percentage	: 100% of the total voting shares of shareholders attending the meeting
Votes against	: 0 shares
Percentage	: 0 % of the total voting shares of shareholders attending the meeting
Other opinions	: 0 shares
Percentage	: 0% of the total voting shares of shareholders attending the meeting
Conclusion: The General Meeting approved the resolution with 48,881,281 shares in favor, accounting for 100% of the voting shares of shareholders attending the meeting.	

Article 3. Unanimous approval of the 2024 financial statements audited by AASC Auditing Firm Company Limited.

Voting Results

Total number of shares participating in the vote	: 48,881,281 shares
Voting method	: Direct voting using voting cards
Votes in favor	: 48,881,281 shares
Percentage	: 100% of the total voting shares of shareholders attending the meeting
Votes against	: 0 shares
Percentage	: 0 % of the total voting shares of shareholders attending the meeting
Other opinions	: 0 shares
Percentage	: 0% of the total voting shares of shareholders attending the meeting
Conclusion: The General Meeting approved the resolution with 48,881,281 shares in favor, accounting for 100% of the voting shares of shareholders attending the meeting.	

Article 4. Unanimous approval of the Proposal on the 2024 profit distribution plan.

Details	Total Amount
I. Profit before tax of Parent Company	310.631.067.905
II. Corporate Income Tax	29.056.624.838
III. Distributable profit after tax:	281.574.443.067
1. Provision for reward and welfare fund (5%)	14.078.722.153
2. Dividend payment:	
2.1 Charter Capital as of December 31, 2024	669.384.030.000
2.2 Dividend payout ratio (25%)	25%
2.3 Dividend payment of 2024	167.346.007.500
- Cash dividend payment (25%)	167.346.007.500
3. Remaining profit after tax to supplement owner's equity	100.149.713.414
Total distributable profit after tax is allocated as follows:	
Provision for reward and welfare fund	14.078.722.153
- Reward fund	8.447.233.292
- Welfare fund	5.631.488.861
Dividend payment	167.346.007.500
Supplement to owner's equity	100.149.713.414

Voting Results

Total number of shares participating in the vote	: 48,881,281 shares
Voting method	: Direct voting using voting cards
Votes in favor	: 48,881,281 shares
Percentage	: 100% of the total voting shares of shareholders attending the meeting

Votes against	: 0 shares
Percentage	: 0 % of the total voting shares of shareholders attending the meeting
Other opinions	: 0 shares
Percentage	: 0% of the total voting shares of shareholders attending the meeting
Conclusion: The General Meeting approved the resolution with 48,881,281 shares in favor, accounting for 100% of the voting shares of shareholders attending the meeting.	

Article 5. Unanimous approval of the Proposal on the 2024 Dividend Payment Plan.

5.1. Dividend Payout Ratio: 25% of charter capital.

In which:

- Advance payment: 10% of charter capital, paid on January 16, 2025.
- Remaining dividend payout ratio: 15% of charter capital.

5.2. Dividend payment method: Cash dividend payment.

- Eligible Recipients: Existing shareholders whose names appear on the final registration list for exercising the right to receive the 2024 cash dividend.
- Capital Source: From undistributed profits of 2024 according to the audited financial statements.
- Payment period: Expected within six months after the AGM's approval.

5.3. Implementation:

To implement the 2024 dividend payment, it is requested that the following be considered and approved:

1. Approval of the 2024 dividend payout ratio of 25% of charter capital, in the form of cash payment (including the previously paid 10% and the remaining 15% to be paid).
2. Authorization for the Board of Directors (BOD) to:
 - Determine the specific timing for the record date and the payment date for the remaining dividend, including the decision on whether to pay it in one installment or multiple installments (if applicable)
 - Carry out the necessary procedures for dividend payment in accordance with the Company's Charter and legal regulations.
 - Handle any other related matters as required by regulations.

Voting Results

Total number of shares participating in the vote	: 48,881,281 shares
Voting method	: Direct voting using voting cards
Votes in favor	: 48,881,281 shares
Percentage	: 100% of the total voting shares of shareholders attending the meeting
Votes against	: 0 shares
Percentage	: 0 % of the total voting shares of shareholders attending the meeting
Other opinions	: 0 shares
Percentage	: 0% of the total voting shares of shareholders attending the meeting

Conclusion: The General Meeting approved the resolution with **48,881,281** shares in favor, accounting for **100%** of the voting shares of shareholders attending the meeting.

Article 6. Unanimous approval of the Proposal on the 2025 remuneration plan for the Board of Directors.

Voting Results

Total number of shares participating in the vote	: 48,881,281 shares
Voting method	: Direct voting using voting cards
Votes in favor	: 46,951,053 shares
Percentage	: 96.05% of the total voting shares of shareholders attending the meeting
Votes against	: 1,930,228 shares
Percentage	: 3.95% of the total voting shares of shareholders attending the meeting
Other opinions	: 0 shares
Percentage	: 0% of the total voting shares of shareholders attending the meeting
Conclusion: The General Meeting approved the resolution with 46,951,053 shares in favor, accounting for 96.05% of the voting shares of shareholders attending the meeting.	

Article 7. Unanimous approval of the 2023 Independent Audit Report and the proposal for the selection of an independent auditing firm for 2025.

The General Meeting of Shareholders authorizes the Board of Directors to select the independent auditing firm, either AASC Auditing Firm Company Limited or Deloitte Vietnam Company Limited.

The Board of Directors authorizes the General Director to negotiate the terms of engagement, audit fees, and other necessary procedures required to carry out the audit, and to report the audit results in full compliance with the law and the company's Charter on organization and operation.

Voting Results

Total number of shares participating in the vote	: 48,881,281 shares
Voting method	: Direct voting using voting cards
Votes in favor	: 48,384,473 shares
Percentage	: 98.98% of the total voting shares of shareholders attending the meeting
Votes against	: 0 shares
Percentage	: 0% of the total voting shares of shareholders attending the meeting
Other opinions	: 496,808 shares
Percentage	: 1.02% of the total voting shares of shareholders attending the meeting
Conclusion: The General Meeting approved the resolution with 48,384,473 shares in favor, accounting for 98.98% of the voting shares of shareholders attending the meeting.	

Article 8. Unanimous approval of the report on the use of proceeds from the private bond issuance as of December 31, 2024.

Voting Results

Total number of shares participating in the vote	: 48,881,281 shares
Voting method	: Direct voting using voting cards
Votes in favor	: 48,881,281 shares
Percentage	: 100% of the total voting shares of shareholders attending the meeting
Votes against	: 0 shares
Percentage	: 0 % of the total voting shares of shareholders attending the meeting
Other opinions	: 0 shares
Percentage	: 0% of the total voting shares of shareholders attending the meeting
Conclusion: The General Meeting approved the resolution with 48,881,281 shares in favor, accounting for 100% of the voting shares of shareholders attending the meeting.	

Article 9. Unanimous approval of the the Resignation Proposal of the Board of Directors Member

Approved Mr. Le Vy's resignation from the position of Menber BOD, take effect from April 15,2025

Voting Results

Total number of shares participating in the vote	: 48,881,281 shares
Voting method	: Direct voting using voting cards
Votes in favor	: 44,849,661 shares
Percentage	: 91.75% of the total voting shares of shareholders attending the meeting
Votes against	: 4,031,620 shares
Percentage	: 8.25% of the total voting shares of shareholders attending the meeting
Other opinions	: 0 shares
Percentage	: 0% of the total voting shares of shareholders attending the meeting
Conclusion: The General Meeting approved the resolution with 44,849,661 shares in favor, accounting for 91,75% of the voting shares of shareholders attending the meeting.	

Article 10. Unanimous approval of the Proposal for the election of an additional member to the BOD.

Voting Results

Total number of shares participating in the vote	: 48,881,281 shares
Voting method	: Direct voting using voting cards
Votes in favor	: 44,849,661 shares
Percentage	: 91.75% of the total voting shares of shareholders attending the meeting

Votes against	: 4,031,620 shares
Percentage	: 8.25% of the total voting shares of shareholders attending the meeting
Other opinions	: 0 shares
Percentage	: 0% of the total voting shares of shareholders attending the meeting
Conclusion: The General Meeting approved the resolution with 44,849,661 shares in favor, accounting for 91.75% of the voting shares of shareholders attending the meeting.	

Based on the results of the additional election, Mr. Le Anh Van was elected as a supplementary member of the Board of Directors for the 2023–2027 term, for the remaining duration of the term until the 2028 AGM. The number of votes (cumulative votes): **44,352,853 votes (90.74%)**.

Article 11. Responsibility for Implementation of the Resolution

The General Meeting of Shareholders unanimously assigns the Board of Directors to be responsible for directing and effectively implementing the contents approved by the 2025 Annual General Meeting of Shareholders. This implementation must ensure the interests of the shareholders and the company, and must comply with the provisions of the law and the company's Charter on organization and operation.

This Resolution comprises six (06) pages and twelve (12) articles. The full text of the Resolution was unanimously approved by the 2025 Annual General Meeting of Shareholders.

Voting Results

Total number of shares participating in the vote	: 48,881,281 shares
Voting method	: Direct voting using voting cards
Votes in favor	: 48,881,281 shares
Percentage	: 100% of the total voting shares of shareholders attending the meeting
Votes against	: 0 shares
Percentage	: 0 % of the total voting shares of shareholders attending the meeting
Other opinions	: 0 shares
Percentage	: 0% of the total voting shares of shareholders attending the meeting
Conclusion: The General Meeting approved the resolution with 48,881,281 shares in favor, accounting for 100% of the voting shares of shareholders attending the meeting.	

Article 12. This Resolution shall take effect from the date of its signing.

Recipients:

1. Shareholders (via the company's website)
2. SSC and (HOSE)
3. Board of Directors and General Director
4. For filing: Accounting Department and Archives

**PHU TAI JOINT STOCK COMPANY
ON BEHALF OF THE AGM
CHAIRPERSON OF THE MEETING
(Signed)
CHAIRMAN OF THE BOD
LE VAN THAO**

No.: 01/BB-DHĐCĐ

Quy Nhon, April 15, 2025

MINUTES
2025 ANNUAL GENERAL MEETING OF SHAREHOLDERS

Today, at 07:30 AM on April 15, 2025, the 2025 Annual General Meeting of Shareholders (hereinafter referred to as “the Meeting”) was convened at the Hall of Phu Tai Joint Stock Company, located at No. 278 Nguyen Thi Dinh Street, Nguyen Van Cu Ward, Quy Nhon City, Binh Dinh Province.

I. PART ONE – ORGANIZATION OF THE MEETING:

1. Approval of the list of personnel for the Shareholder Eligibility Verification Committee and the Vote Counting Committee.

1.1. Members of the Shareholder Eligibility Verification Committee: including three (03) persons as follows:

1. Mr. Tran Thanh Cung - Member of the BOD - Head of the Committee
2. Mr. Bui Thuc Hung - Head of Internal Audit Committee - Member
3. Mr. Truong Cong Hoang - Deputy Head of HR and Administration - Member

1.2. Members of the Vote Counting Committee: Including the following five (05) individuals:

1. Mr. Bui Thuc Hung - Head of IAC - Head of the Committee
2. Mr. Hoang Anh Tuan - Shareholder - Member
3. Ms. Nguyen Thi My Loan - Finance & Accounting Department - Member
4. Mr. Nguyen Huu Tam - Shareholder - Member
5. Ms. Vo Phuong Thao - Finance & Accounting Department - Member

The AGM voted to approve all items under Section I.1

Total number of shares participating in the vote	: 48,881,281 shares
Voting method	: Direct voting using voting cards
Votes in favor	: 48,881,281 shares
Percentage	: 100% of the total voting shares of shareholders attending the meeting
Votes against	: 0 shares
Percentage	: 0 % of the total voting shares of shareholders attending the meeting
Other opinions	: 0 shares
Percentage	: 0% of the total voting shares of shareholders attending the meeting
Conclusion: The General Meeting approved the resolution with 48,881,281 shares in favor, accounting for 100% of the voting shares of shareholders attending the meeting.	

2. Election of the Presidium and Secretaries of the Meeting

- Presidium:

1. Mr. Le Van Thao - Chairman of the BOD, Chairperson of the Meeting

2. Mr. Le Vy - Member of the BOD, Member of the Presidium
3. Mr. Tran Thanh Cung - Member of the BOD, Member of the Presidium
4. Mr. Phan Quoc Hoai - Member of the BOD, Member of the Presidium
5. Mr. Nguyen Sy Hoe - Member of the BOD, Member of the Presidium
- Secretaries of the Meeting:

1. Ms. Nguyen Thi My Hoa - Company Secretary
2. Mr. Nguyen Phuoc Loi - Staff of the Planning & Business Department

The AGM voted to approve all items under Section I.2

Total number of shares participating in the vote	: 48,881,281 shares
Voting method	: Direct voting using voting cards
Votes in favor	: 48,881,281 shares
Percentage	: 100% of the total voting shares of shareholders attending the meeting
Votes against	: 0 shares
Percentage	: 0 % of the total voting shares of shareholders attending the meeting
Other opinions	: 0 shares
Percentage	: 0% of the total voting shares of shareholders attending the meeting
Conclusion: The General Meeting approved the resolution with 48,881,281 shares in favor, accounting for 100% of the voting shares of shareholders attending the meeting.	

3. Approval of the Meeting Agenda

Mr. Tran Thanh Cung - Member of the BOD - presented the working agenda of the General Meeting.

4. Report on Verification of Shareholder Eligibility

Mr. Tran Thanh Cung - Member of the BOD and Head of the Shareholder Eligibility Verification Committee – presented the shareholder structure and the list of shareholder representatives attending the Meeting:

4.1. Shareholder Structure of the Company:

According to the list of shareholders entitled to attend the 2025 AGM of Shareholders as finalized by the Viet Nam Securities Depository And Clearing Corporation on March 21, 2025:

- Total number of shareholders: 3.471 shareholders
- Total number of shares held: 66.938.403 shares
- Total number of voting shares: 66.938.403 shares

No.	Shareholder	Quantity	Number of Shares Held (equivalent to voting shares)	Percentage (%)
1	Domestic Shareholders	3,279	52,232,855	78%
1.1.	Individuals	3,247	46,935,471	70.1%
1.2.	Organizations	32	5,297,384	7.9%
2	Foreign Shareholders	192	14,705,548	22%
2.1.	Individuals	140	451,676	0.7%
2.2.	Organizations	52	14,253,872	21.3%
	Total	3,471	66,938,403	100%

4.2 Shareholders Attending the Meeting:

As of the time of this report, a total of **65** shareholders were present at the Meeting, either in person or via authorized proxies. The total number of shares held and validly authorized for participation amounted to **48,881,281** shares, representing **73.02 %** of the Company's total voting shares.

Based on:

- Article 145 of the Law on Enterprises No. 59/2020/QH14 dated June 17, 2020;
- The Charter on Organization and Operation of Phu Tai Joint Stock Company;

It is hereby confirmed that Phu Tai Joint Stock Company has met all legal and procedural requirements to validly convene the 2025 Annual General Meeting of Shareholders.

5. Approval of the Meeting Regulations:

Mr. Tran Thanh Cung Member of the BOD - presented the Meeting Regulations.

The AGM voted to approve all items under Section I.3, I.4, I.5:

Total number of shares participating in the vote	: 48,881,281 shares
Voting method	: Direct voting using voting cards
Votes in favor	: 48,881,281 shares
Percentage	: 100% of the total voting shares of shareholders attending the meeting
Votes against	: 0 shares
Percentage	: 0 % of the total voting shares of shareholders attending the meeting
Other opinions	: 0 shares
Percentage	: 0% of the total voting shares of shareholders attending the meeting
Conclusion: The General Meeting approved the resolution with 48,881,281 shares in favor, accounting for 100% of the voting shares of shareholders attending the meeting.	

II. PART TWO - PRESENTATIONS, DISCUSSIONS, AND VOTING CONTENTS AT THE GENERAL MEETING

The Meeting heard the following presentations:

- Mr. Le Vy presented the Report on the Activities of the BOD at the 2025 AGM of Shareholders.

- Mr. Le Van Thao presented:

+ The Audited Financial Statements for 2024;

+ The Profit Distribution Plan for 2024;

+ The Dividend Payment Plan for 2024.

- Mr. Doan Minh Son presented the Report on the Activities of the Internal Audit Committee at the 2025 AGM.

- Mr. Phan Quoc Hoai presented:

+ The Audit Letter for 2024;

+ The Proposal for Selecting the Independent Audit Firm for 2025;

+ The Report on the Use of Capital from the Private Bond Issuance (as of December 31, 2024).

- Mr. Tran Thanh Cung presented:

+ The Remuneration Plan for the BOD in 2025;

+ The Resignation Proposal of the Board of Directors Member;

+ The proposal for the election of an additional member to the BOD.

*** The Meeting proceeded with discussions and voting on the following content:**

Item 1. Approval of the Report on the Activities of the Board of Directors at the 2025 AGM

*** Business Results in 2024**

- Parent company:

+ Revenue: 2,184 billion VND, reaching 103% of the annual plan, = 93% compared to the same period.

+ Profit before tax: 310 billion VND, reaching 101% of the annual plan, = 127% compared to the same period.

+ Profit after tax: 281 billion VND, reaching 104% of the annual plan, = 130% compared to the same period

- Consolidated:

+ Revenue: 6,668 billion VND, reaching 108% of the annual plan, = 118% compared to the same period.

+ Profit before tax: 472 billion VND, reaching 102% of the annual plan, = 146% compared to the same period.

+ Profit after tax: 376 billion VND, reaching 102% of the annual plan, = 145% compared to the same period

*** Business Plan for 2025**

- Parent company:

+ Revenue: 2,135 billion VND, = 98% compared to the same period.

+ Profit before tax: 310 billion VND, = 100% compared to the same period.

- Consolidated:

+ Revenue: 6,670 billion VND, = 100% compared to the same period.

+ Profit before tax: 477 billion VND, = 101% compared to the same period.

*** Dividend Plan for 2025:** The expected dividend payout for 2025 is $\geq 20\%$, in the form of cash or stock dividends, depending on the actual situation. The General Meeting authorized the Board of Directors to decide on the rate, timing, and method of interim dividend distribution in 2025.

The AGM voted to approve all items under Section 1:

Total number of shares participating in the vote	: 48,881,281 shares
Voting method	: Direct voting using voting cards
Votes in favor	: 48,881,281 shares
Percentage	: 100% of the total voting shares of shareholders attending the meeting
Votes against	: 0 shares
Percentage	: 0 % of the total voting shares of shareholders attending the meeting
Other opinions	: 0 shares
Percentage	: 0% of the total voting shares of shareholders attending the meeting
Conclusion: The General Meeting approved the resolution with 48,881,281 shares in favor, accounting for 100% of the voting shares of shareholders attending the meeting.	

Item 2. Unanimous approval of the report on the activities of the independent Board member serving on the Audit Committee of the company.

The AGM voted on Item 2 as follows:

Total number of shares participating in the vote	: 48,881,281 shares
Voting method	: Direct voting using voting cards
Votes in favor	: 48,881,281 shares
Percentage	: 100% of the total voting shares of shareholders attending the meeting
Votes against	: 0 shares
Percentage	: 0 % of the total voting shares of shareholders attending the meeting
Other opinions	: 0 shares
Percentage	: 0% of the total voting shares of shareholders attending the meeting
Conclusion: The General Meeting approved the resolution with 48,881,281 shares in favor, accounting for 100% of the voting shares of shareholders attending the meeting.	

Item 3. Approval of the 2024 Audited Financial Statements prepared by AASC Auditing Firm Co., Ltd.

The AGM voted on Item 3 as follows:

Total number of shares participating in the vote	: 48,881,281 shares
Voting method	: Direct voting using voting cards
Votes in favor	: 48,881,281 shares
Percentage	: 100% of the total voting shares of shareholders attending the meeting
Votes against	: 0 shares
Percentage	: 0 % of the total voting shares of shareholders attending the meeting
Other opinions	: 0 shares
Percentage	: 0% of the total voting shares of shareholders attending the meeting
Conclusion: The General Meeting approved the resolution with 48,881,281 shares in favor, accounting for 100% of the voting shares of shareholders attending the meeting.	

Item 4. Approval of the Proposal on the 2024 Profit Distribution Plan.

Details	Total Amount
I. Profit before tax of Parent Company	310.631.067.905
II. Corporate Income Tax	29.056.624.838
III. Distributable profit after tax:	281.574.443.067
1. Provision for reward and welfare fund (5%)	14.078.722.153
2. Dividend payment:	
2.1 Charter Capital as of December 31, 2024	669.384.030.000
2.2 Dividend payout ratio (25%)	25%
2.3 Dividend payment of 2024	167.346.007.500
- Cash dividend payment (25%)	167.346.007.500
3. Remaining profit after tax to supplement owner's equity	100.149.713.414
Total distributable profit after tax is allocated as follows:	

Details	Total Amount
Provision for reward and welfare fund	14.078.722.153
- Reward fund	8.447.233.292
- Welfare fund	5.631.488.861
Dividend payment	167.346.007.500
Supplement to owner's equity	100.149.713.414

The AGM voted on Item 4 as follows:

Total number of shares participating in the vote	: 48,881,281 shares
Voting method	: Direct voting using voting cards
Votes in favor	: 48,881,281 shares
Percentage	: 100% of the total voting shares of shareholders attending the meeting
Votes against	: 0 shares
Percentage	: 0 % of the total voting shares of shareholders attending the meeting
Other opinions	: 0 shares
Percentage	: 0% of the total voting shares of shareholders attending the meeting
Conclusion: The General Meeting approved the resolution with 48,881,281 shares in favor, accounting for 100% of the voting shares of shareholders attending the meeting.	

Item 5. Unanimous approval of the Proposal on the 2024 Dividend Payment Plan.

5.1. Dividend Payout Ratio: 25% of charter capital.

In which:

- Advance payment: 10% of charter capital, paid on January 16, 2025.
- Remaining dividend payout ratio: 15% of charter capital.

5.2. Dividend payment method: Cash dividend payment.

- Eligible Recipients: Existing shareholders whose names appear on the final registration list for exercising the right to receive the 2024 cash dividend.

- Capital Source: From undistributed profits of 2024 according to the audited financial statements.

- Payment period: Expected within six months after the AGM's approval.

5.3. Implementation:

To implement the 2024 dividend payment, it is requested that the following be considered and approved:

1. Approval of the 2024 dividend payout ratio of 25% of charter capital, in the form of cash payment (including the previously paid 10% and the remaining 15% to be paid).

2. Authorization for the Board of Directors (BOD) to:

- Determine the specific timing for the record date and the payment date for the remaining dividend, including the decision on whether to pay it in one installment or multiple installments (if applicable)

- Carry out the necessary procedures for dividend payment in accordance with the Company's Charter and legal regulations.

- Handle any other related matters as required by regulations.

The AGM voted on Item 5 as follows:

Total number of shares participating in the vote	: 48,881,281 shares
Voting method	: Direct voting using voting cards
Votes in favor	: 48,881,281 shares
Percentage	: 100% of the total voting shares of shareholders attending the meeting
Votes against	: 0 shares
Percentage	: 0 % of the total voting shares of shareholders attending the meeting
Other opinions	: 0 shares
Percentage	: 0% of the total voting shares of shareholders attending the meeting
Conclusion: The General Meeting approved the resolution with 48,881,281 shares in favor, accounting for 100% of the voting shares of shareholders attending the meeting.	

Item 6. Unanimous approval of the Proposal on the 2025 remuneration plan for the Board of Directors.

The AGM voted on Item 6 as follows:

Total number of shares participating in the vote	: 48,881,281 shares
Voting method	: Direct voting using voting cards
Votes in favor	: 46,951,053 shares
Percentage	: 96.05% of the total voting shares of shareholders attending the meeting
Votes against	: 1,930,228 shares
Percentage	: 3.95% of the total voting shares of shareholders attending the meeting
Other opinions	: 0 shares
Percentage	: 0% of the total voting shares of shareholders attending the meeting
Conclusion: The General Meeting approved the resolution with 46,951,053 shares in favor, accounting for 96.05% of the voting shares of shareholders attending the meeting.	

Item 7. Approval of the Independent Audit Report for 2024 and the Proposal on the Selection of the Independent Audit Firm for 2025.

Authorization for the Board of Directors to select one of the following independent audit firms: AASC Auditing Firm Company Limited or Deloitte Vietnam Company Limited.

The Board of Directors is authorized to delegate to the General Director the authority to negotiate implementation terms, audit fees, and necessary procedures for the audit work, and to fully report the audit results in accordance with legal regulations and the Company's Charter.

The AGM voted on Item 6 as follows:

Total number of shares participating in the vote	: 48,881,281 shares
Voting method	: Direct voting using voting cards
Votes in favor	: 48,384,473 shares

Percentage	: 98.98% of the total voting shares of shareholders attending the meeting
Votes against	: 0 shares
Percentage	: 0% of the total voting shares of shareholders attending the meeting
Other opinions	: 496,808 shares
Percentage	: 1.02% of the total voting shares of shareholders attending the meeting
Conclusion: The General Meeting approved the resolution with 48,384,473 shares in favor, accounting for 98.98% of the voting shares of shareholders attending the meeting.	

Item 8. Approval of the Report on the Use of Capital Raised from the Private Bond Issuance (as of December 31, 2024).

The AGM voted on Item 8 as follows:

Total number of shares participating in the vote	: 48,881,281 shares
Voting method	: Direct voting using voting cards
Votes in favor	: 48,881,281 shares
Percentage	: 100% of the total voting shares of shareholders attending the meeting
Votes against	: 0 shares
Percentage	: 0 % of the total voting shares of shareholders attending the meeting
Other opinions	: 0 shares
Percentage	: 0% of the total voting shares of shareholders attending the meeting
Conclusion: The General Meeting approved the resolution with 48,881,281 shares in favor, accounting for 100% of the voting shares of shareholders attending the meeting.	

Item 9. Unanimous approval of the Resignation Proposal of the Board of Directors Member

Approved Mr. Le Vy's resignation from the position of Member BOD, take effect from April 15, 2025

The AGM voted on Item 9 as follows:

Total number of shares participating in the vote	: 48,881,281 shares
Voting method	: Direct voting using voting cards
Votes in favor	: 44,849,661 shares
Percentage	: 91.75% of the total voting shares of shareholders attending the meeting
Votes against	: 4,031,620 shares
Percentage	: 8.25% of the total voting shares of shareholders attending the meeting
Other opinions	: 0 shares
Percentage	: 0% of the total voting shares of shareholders attending the meeting

Conclusion: The General Meeting approved the resolution with **44,849,661** shares in favor, accounting for **91,75%** of the voting shares of shareholders attending the meeting.

Item 10. Unanimous approval of the Proposal for the election of an additional member to the BOD.

The General Meeting of Shareholders voted on Item 10 as follows:

Total number of shares participating in the vote	: 48,881,281 shares
Voting method	: Direct voting using voting cards
Votes in favor	: 44,849,661 shares
Percentage	: 91.75% of the total voting shares of shareholders attending the meeting
Votes against	: 4,031,620 shares
Percentage	: 8.25% of the total voting shares of shareholders attending the meeting
Other opinions	: 0 shares
Percentage	: 0% of the total voting shares of shareholders attending the meeting
Conclusion: The General Meeting approved the resolution with 44,849,661 shares in favor, accounting for 91,75% of the voting shares of shareholders attending the meeting.	

Based on the results of the additional election, Mr. Le Anh Van was elected as a supplementary member of the Board of Directors for the 2023–2027 term, for the remaining duration of the term until the 2028 AGM.

III. PART THREE – CLOSING PROCEDURES OF THE GENERAL MEETING

1. Approval of the Minutes and Resolution of the General Meeting

The Secretary of the Meeting read the Minutes and the Resolution of the General Meeting.

The AGM voted on Item III.1:

Total number of shares participating in the vote	: 48,881,281 shares
Voting method	: Direct voting using voting cards
Votes in favor	: 48,881,281 shares
Percentage	: 100% of the total voting shares of shareholders attending the meeting
Votes against	: 0 shares
Percentage	: 0 % of the total voting shares of shareholders attending the meeting
Other opinions	: 0 shares
Percentage	: 0% of the total voting shares of shareholders attending the meeting
Conclusion: The General Meeting approved the resolution with 48,881,281 shares in favor, accounting for 100% of the voting shares of shareholders attending the meeting.	

2. Closing Summary of the General Meeting:

- Mr. Le Van Thao – Chairperson of the Meeting, on behalf of the Presidium, delivered the closing remarks of the General Meeting.

These Minutes consist of **ten (10) pages**. The full text of the Minutes was unanimously approved by the General Meeting with **48,881,281** voting shares, representing **100%** of the total voting shares attending the Meeting.

The General Meeting was concluded at 11:30 A.M. on the same day. The Presidium and the Secretaries of the Meeting have duly signed these Minutes.

Member of the Presidium

1. Mr. Le Vy	(Signed)
2. Mr. Le Van Thao	(Signed)
3. Mr. Phan Quoc Hoai	(Signed)
3. Mr. Tran Thanh Cung	(Signed)
5. Mr. Nguyen Sy Hoe	(Signed)

<u>Secretary</u>	Nguyen Thi My Hoa (Signed)	Nguyen Phuoc Loi (Signed)
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Quy Nhon, April 15, 2025

**REPORT ON SHAREHOLDER ELIGIBILITY TO ATTEND
THE 2025 ANNUAL GENERAL MEETING OF SHAREHOLDERS**

Dear: All esteemed shareholders attending the Annual General Meeting

On behalf of the committee checking shareholder eligibility to attend the 2025 Annual General Meeting of Shareholders of Phu Tai Joint Stock Company, I report the shareholder status as follows:

I. Regarding the shareholder situation and share structure:

According to the list of shareholders entitled to attend the 2025 AGM of Shareholders as finalized by the Viet Nam Securities Depository And Clearing Corporation on March 21, 2025:

- Total number of shareholders: 3,471 shareholders
- Total number of shares held: 66,938,403 shares
- Total number of voting shares: 66,938,403 shares

No.	Shareholder	Quantity	Number of Shares Held (equivalent to voting shares)	Percentage (%)
1	Domestic Shareholders	3,279	52,232,855	78%
1.1.	Individuals	3,247	46,935,471	70.1%
1.2.	Organizations	32	5,297,384	7.9%
2	Foreign Shareholders	192	14,705,548	22%
2.1.	Individuals	140	451,676	0.7%
2.2.	Organizations	52	14,253,872	21.3%
	Total	3,471	66,938,403	100%

II. Shareholders Attending the Meeting:

1. As of the time of this report, a total of **65 shareholders** were present at the Meeting, either in person or via authorized proxies. The total number of shares held and validly authorized for participation amounted to **48,881,281 shares**, representing **73.02%** of the Company's total voting shares.

2. Based on:

- Article 145 of the Law on Enterprises No. 59/2020/QH14 dated June 17, 2020;
- The Charter on Organization and Operation of Phu Tai Joint Stock Company;

It is hereby confirmed that Phu Tai Joint Stock Company has met all legal and procedural requirements to validly convene the 2025 Annual General Meeting of Shareholders.

3. After reviewing the registration procedures, proxy submissions for attending the Meeting, and the shareholder status, the Shareholder Qualification Verification Committee confirms that the registration and proxy procedures are valid; the shareholders attending the Meeting meet the eligibility requirements as per legal regulations.

**ON BEHALF OF THE SHAREHOLDER
QUALIFICATION VERIFICATION COMMITTEE
CHAIRMAN OF THE COMMITTEE**

(Signed)

TRAN THANH CUNG



Quy Nhon, April 15, 2024

VOTE COUNTING MINUTES

2025 ANNUAL GENERAL MEETING OF SHAREHOLDERS

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

- Pursuant to the Charter on organization and operation of Phu Tai Joint Stock Company;

- Pursuant to the Regulations of the 2025 Annual General Meeting of Shareholders of Phu Tai Joint Stock Company;

Today, at 7:30 A.M. on April 15, 2025, the 2025 Annual General Meeting of Shareholders of Phu Tai Joint Stock Company was held, and voting was conducted on the meeting's agenda items.

* **The Vote Counting Committee:** includes 5 members as follows:

Mr. Bui Thuc Hung - Head of Internal Audit Department - Head of Committee

Mr. Hoang Anh Tuan - Shareholder - Member

Mrs. Nguyen Thi My Loan - Deputy Head of Finance - Accounting Department - Member

Mrs. Do Thi Nhan Hien - Shareholder - Member

Mrs. Vo Phuong Thao - Deputy Head of Finance - Accounting Department - Member

* **Participants in the Voting:** The total number of shareholders present and participating in the voting at the Meeting was **65**, representing **48.881.281** voting shares.

* **Voting Results:**

NO.	CONTENT	NUMBER OF VOTING SHARES					
		AGREE	(%)	DISAGREE	(%)	OTHER OPINIONS	(%)
1	Voting on the Approval of the Election of the Shareholder Eligibility Verification Committee and the Vote Counting Committee.	48,881,281	100				
2	Voting on the Approval of the Presidium and the Secretary of the Meeting	48,881,281	100				
3	Voting on the Approval of the Meeting Agenda, the Shareholder Eligibility Report, and the Meeting Regulations	48,881,281	100				
4	Voting on the Approval of the Board of Directors' Report at the 2025 AGM	48,881,281	100				
5	Voting on the Approval of the Audit Committee Report at the 2025 AGM	48,881,281	100				
6	Voting on the Approval of the 2024 Financial Statements	48,881,281	100				



NO.	CONTENT	NUMBER OF VOTING SHARES					
		AGREE	(%)	DISAGREE	(%)	OTHER OPINIONS	(%)
7	Voting on the Approval of the 2024 Profit Distribution Plan	48,881,281	100				
8	Voting on the Approval of the 2024 Dividend Payment Plan	48,881,281	100				
9	Voting on the Approval of the 2025 Board of Directors' Remuneration Plan	46,951,053	96.05	1,930,228	3.95		
10	Voting on the Approval of the Auditor's Letter and the Proposal on the Selection of the Independent Audit Firm for 2025	48,384,473	98.98			496,808	1.02
11	Voting on the Approval of the Report on the Use of Capital Raised from the 2023 Bond Issuance	48,881,281	100				
12	Voting on The Resignation Proposal of the Board of Directors Member	44,849,661	91.75	4,031,620	8.25		
13	Voting on the Regulations & The proposal for the election of an additional member to the BOD	44,849,661	91.75	4,031,620	8.25		
14	Voting on the Approval of the Minutes and Resolution of the Annual General Meeting of Shareholders	48,881,281	100				

Pursuant to the Law on Enterprises 2020, the Charter on organization and operation of Phu Tai Joint Stock Company, the Regulations of the 2025 Annual General Meeting of Shareholders, and the ballot counting results:

Conclusion: The agenda items of the 2025 AGM of Shareholders of Phu Tai Joint Stock Company have been approved with unanimous votes, as reflected in the results above.

This Minutes consists of 3 pages, prepared in 3 identical copies, and approved by the General Meeting at 11:20 A.M. on April 15, 2025.

The Chairman of the Meeting and the Ballot Counting Committee have signed this Minutes.

VOTE COUNTING COMMITTEE
(Signed)

1. Bui Thuc Hung
2. Hoang Anh Tuan
3. Nguyen Thi My Loan
4. Nguyen Huu Tam
5. Vo Phuong Thao

CHAIRPERSON OF THE MEETING
(Signed)

LE VAN THAO

Quy Nhon, April 15, 2025

**MINUTES OF BALLOT COUNTING FOR THE ELECTION OF AN
ADDITIONAL MEMBER TO THE BOARD OF DIRECTORS AT THE 2025
GENERAL MEETING OF SHAREHOLDERS**

- Pursuant to the Law on Enterprises 2020;
- Pursuant to the Charter on the organization and operation of Phu Tai Joint Stock Company;
- Pursuant to the Regulations of the 2025 Annual General Meeting of Shareholders;
- Pursuant to the Regulations on the election of an additional member to the Board of Directors;

At 10:30 AM on April 15, 2025, the General Meeting of Shareholders of Phu Tai Joint Stock Company conducted the election for the addition of a member to the Company's Board of Directors.

*** Shareholder Composition and Number of Votes:**

- Total number of shareholders attending the meeting: 65 shareholders
- Total number of shares with voting rights: 48,881,281 shares
- Total number of ballots issued: 65 ballots
- Total number of ballots collected: 65 ballots
- Number of valid ballots: 65 ballots
- Number of invalid ballots: 0 ballots

*** The meeting voted and approved the addition of one member to the Board of Directors, Mr. LE ANH VAN (according to the attached resume).**

*** The ballot counting results are as follows:**

No.	Full name	Number of Votes	Percentage (%)
1	LE ANH VAN	44,352,853	90.74%

Percentage (%) = (Number of Votes/Total Shares with Voting Rights at the Meeting) × 100%

Pursuant to the Regulations on the election of an additional member to the Board of Directors, which was approved by the General Meeting, and the ballot counting results: Mr. Le Anh Văn has been elected as an additional member of the Board of Directors for the term 2023 – 2027, with the duration being the remaining period of the term (until the 2028 General Meeting of Shareholders). The number of votes (cumulative votes): 44,352,853 votes.

This minutes consists of 2 pages, made in 2 copies, both of which are equally valid, approved by the General Meeting at 11:00 AM on April 15, 2025.

VOTE COUNTING COMMITTEE

(Signed)

1. Bui Thuc Hung
2. Hoang Anh Tuan
3. Nguyen Thi My Loan
4. Nguyen Huu Tam
5. Vo Phuong Thao

CHAIRPERSON OF THE MEETING

(Signed)

LE VAN THAO





PHU TAI JOINT STOCK COMPANY

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AGENDA 2025 ANNUAL GENERAL MEETING OF SHAREHOLDERS

APRIL 15, 2025

TIME	CONTENT	PERSON IN CHARGE
07h30 – 07h45	Reception, shareholder registration, document distribution,..	Organizing Committee
07h45 – 07h55	- Organizational matters of the Meeting - Approval of the 2025 AGM Agenda	Mr. Tran Thanh Cung
07h55 – 08h05	- Report on the structure, number, and eligibility of delegates - Approval of the 2025 AGM Regulations	Mr. Tran Thanh Cung
08h05 – 08h35	The Board of Directors' report at the 2025 AGM	Mr. Le Vy
08h35 – 08h50	The Audit Committee's report at the 2025 AGM	Mr. Doan Minh Son
08h50 – 09h15	- The 2024 Financial Statements - The 2024 profit distribution plan - The 2024 dividend payment plan	Mr. Le Van Thao
09h15 – 09h30	- The 2024 audit letter - The proposal for the selection of an independent auditing firm for 2025 - The report on the use of proceeds from the private bond issuance (reporting period: December 31, 2024)	Mr. Phan Quoc Hoai
09h30 – 09h50	- The 2025 remuneration plan for the BOD - The Resignation Proposal of the Board of Directors Member; - The proposal for the election of an additional member to the BOD	Mr. Tran Thanh Cung
09h50 – 10h00	Voting, ballot collection and counting	Vote-Counting Committee
10h00 – 10h30	Break	Organizing Committee
10h30 – 11h10	Discussion, conclusions, and voting	The BOD
11h10 – 11h20	Approval of the election of an additional member to the BOD	Vote-Counting Committee
11h20 – 11h25	AGM Resolution	Meeting Secretary
11h25 – 11h30	Closing of the Meeting	Organizing Committee



Quy Nhon, 25/03/2025

REGULATIONS
ANNUAL GENERAL MEETING OF SHAREHOLDERS 2025

Pursuant to :

- Law on Enterprises No. 59/2020/QH14, passed by the National Assembly of the Socialist Republic of Vietnam on June 17, 2020;
- Law on Securities No. 54/2019/QH14, passed by the National Assembly of the Socialist Republic of Vietnam on November 26, 2019;
- Decree No. 155/2020/ND-CP dated December 31, 2020 of the Government detailing the implementation of a number of articles of the Law on Securities;
- The Charter on organization and operation of Phu Tai Joint Stock Company,

The Board of Directors (BOD) drafts the Meeting Regulations as follows:**Article 1: Scope of application**

- This regulation applies to the organization of the 2025 Annual General Meeting of Shareholders (AGM) of Phu Tai Joint Stock Company (hereinafter referred to as the Meeting).
- It stipulates the time, agenda, organizational structure of the Meeting, rights and obligations of the participants, and conditions and procedures for conducting the Meeting.
- Shareholders and participants are responsible for implementing this regulation.

Article 2: Time, agenda, and participants of the Meeting

- The Meeting will be conducted within a half-day period, commencing at 7:30 AM and expected to conclude at 11:30 AM, 15/04/2025.
- The agenda of the Meeting shall be prepared by the Board of Directors and approved by a vote of the Meeting.
- Participants of the Meeting include all shareholders listed on the company's shareholder register as of March 21, 2025, who are entitled to attend and vote at the Meeting (including shareholders holding shares and those with valid proxies).

Authorized person attending the Meeting are not permitted to delegate their authority to another person.

According to Article 145 of the Law on Enterprises No. 59/2020/QH14 dated June 17, 2020, the Meeting can proceed when shareholders representing **over 50%** of the voting shares are present.

Article 3: Number, duties, and powers of the Presidium of the Meeting

* **Composition and personnel of the Presidium:** Shall be introduced by the Organizing Committee and approved by a majority vote of the Meeting.

* **Duties of the Meeting Presidium:**

- Conduct the Meeting in accordance with the approved agenda.



- Guide shareholders in expressing their opinions and participating in discussions.
- Report and summarize each agenda item for voting approval by the Meeting.
- Respond to shareholders' questions (if any).
- Decide to add items within the authority of the AGM for voting if deemed necessary and in the best interest of shareholders.

- The Meeting Presidium shall operate on the principle of democratic centralism, conduct the Meeting in a lawful manner, and accurately reflect the shareholders' wishes.

*** *Authority of the Meeting Chairperson:***

- The Meeting Chairperson has the authority to require all attendees to undergo security checks or other security measures.
- To expel from the AGM any person who disrupts the Chairperson's direction, intentionally disrupts order, or obstructs the Meeting's proceedings....
- The Chairperson has the authority to adjourn the Meeting if any attendee's actions obstruct or disrupt order, or if there is a risk that the Meeting cannot be conducted fairly and legally.

Article 4: Number and duties of the Meeting Secretary

*** *Composition and personnel of the Meeting Secretary:*** Shall be nominated by the Organizing Committee and approved by a majority vote of the Meeting.

*** *Duties of the Meeting Secretary:***

- To record fully, clearly, and accurately the proceedings of the Meeting, the discussion points, conclusions, and voting ratios for each item of the Meeting.
- To receive written statements from shareholders attending the Meeting and forward them to the Presidium.
- To finalize the Resolution and Minutes of the Meeting.

Article 5: Shareholders attending the Meeting

- Each shareholder or authorized person attending the Meeting shall receive documents, ballot papers, and voting cards provided by the Organizing Committee.
- Individuals attending the Meeting must comply with the directions of the Presidium and legal regulations, facilitating the Meeting to proceed smoothly, quickly, and lawfully.
- Shareholders attending the Meeting have the right to register to speak, and when speaking, must raise their hands or register in advance and be approved by the Chairperson, with a speaking time limit of 10 minutes. Written comments submitted to the Presidium shall have the same value as direct speeches before the Meeting.

Article 6: Shareholder eligibility verification Committee

*** *Composition and personnel:*** Shall be nominated by the Organizing Committee and approved by a majority vote of the Meeting.

*** *Duties of the Shareholder Eligibility Verification Committee:***

The Shareholder Eligibility Verification Committee is responsible for verifying the structure and number of all shareholders attending the Meeting and reporting the results to the Meeting.

Article 7: Rules of voting at the Meeting

- The Meeting shall hear reports on each agenda item successively. Shareholders shall express their opinions, the Chairperson shall conclude, and then votes shall be taken for approval.

- Each shareholder attending the Meeting shall be issued three voting cards for each agenda item *including a green card for "agree", a pink card for "disagree", and a yellow card for "other opinions"*) corresponding to the number of voting shares they hold *(if a shareholder agrees, they shall raise the green card; if a shareholder disagrees, they shall raise the pink card; if a shareholder has other opinions, they shall raise the yellow card).*

- Shareholders shall sign their names to confirm the voting cards they use. The vote counting team shall collect the voting cards for each agenda item. After the vote counting results are available, the Chairperson shall announce the voting results for each approved agenda item.

- Agenda items of the Meeting shall be approved when they receive the approval of shareholders holding over 50% of the total voting shares of all attending shareholders and valid proxies. *(Except for the Regulations in Clauses 1, 3, 4, and 6 of Article 148 of the current Law on Enterprises).*

- Shareholders arriving late may still register and participate in voting immediately after registration *(in this case, the validity of previously conducted votes shall not be affected).*

- Voting related to the additional election of BOD members shall be conducted in accordance with the regulations on the additional election of BOD members.

Article 8: Minutes and Resolutions of the Meeting

The Minutes and Resolutions of the Meeting shall be fully recorded, supplemented by the Secretary and approved by the Meeting prior to adjournment.

Article 9: Implementation provisions

- This Regulation consists of 9 Articles and takes effect immediately upon approval by the AGM vote.

- The Chairperson is responsible for conducting the Meeting in accordance with this Regulation.

- Shareholders or their authorized person and attendees of the Meeting are responsible for implementing the provisions of this Regulation.

- Post-meeting documents shall be archived by the HR-Administration Department and the Board of Directors (Company Secretariat).

ON BEHALF OF THE BOARD OF DIRECTORS
CHAIRMAN
(Signed)

LE VY



No. 32/BC-HĐQT

Quy Nhon, 25/03/2025

REPORT
BOARD OF DIRECTORS' ACTIVITIES
AT THE 2025 ANNUAL GENERAL MEETING OF SHAREHOLDERS

PART A: COMPANY OPERATIONS IN 2024**I. Overview of the Situation:**

In 2024, the company's production and business activities operated in a challenging and volatile business environment, posing significant difficulties and multidimensional impacts on its operations, financial management, and investment development.

Globally, economic and political instability persisted, with key events such as the ongoing Russia - Ukraine conflict, escalating tensions in the Middle East, and the outcome of the U.S. elections at the end of 2024 negatively affecting the global economy.

Domestically, while key macroeconomic indicators (inflation, interest rates, etc.) remained relatively stable, exchange rates fluctuated sharply, with the Vietnamese đồng (VND) depreciating significantly against the U.S. dollar (USD). The sluggish recovery of the real estate market had an adverse impact on the stone, automotive, and real estate sectors.

The company's strategic investment in resources over the years has contributed to maintaining stable business operations.

With the unwavering support of shareholders and the collective unity and dedication of all employees, the company has effectively leveraged its resources and achieved its business objectives with the highest determination.

II. Company Structure, Shareholders, and Shares**1. Company Organizational Structure:**

The company operates under the model specified in Point b, Clause 1, Article 137 of the Enterprise Law, which includes the General Meeting of Shareholders, the Board of Directors (ensuring at least 20% of its members are independent and having an Audit Committee under the Board), and the Executive Board.

- Board of Directors (BOD): Comprising 08 members, including a Chairman, 01 Vice Chairman, and 06 other members (of which 02 are independent directors, accounting for 25% of the Board).

- Executive Board: Consisting of 07 members, including a Chief Executive Officer (CEO) and 06 Deputy CEOs (DCEOs) responsible for different areas.

- Corporate Departments: The company has three specialized departments: Planning & Business Department; Finance & Accounting Department; Human Resources & Administration Department. Additionally, the company has an Audit Committee, an Internal Audit Department, and a Board Secretary Office under the Board of Directors.

- The company has 07 affiliated units (branches) and 16 subsidiaries (12 companies in the stone industry; 03 companies in the wood industry; 02 companies in the automotive industry; 02 companies in the real estate sector); 02 joint venture/associate companies. In 2024, the company transitioned several affiliated branches into 100%-owned subsidiaries and carried out the legal dissolution of these branches as per regulations. This restructuring aimed to enhance operational independence and autonomy in production and business management at each unit.

2. Shareholder situation, shareholding structure:

As of March 21, 2025, the total number of shareholders of the company is 3,471 shareholders, owning 66,938,403 shares.

- Domestic shareholders: 3,279 shareholders, owning 52,232,855 shares. The voting ratio is 78%. Of which, 3,247 are individual shareholders, owning 46,935,471 shares, and 32 corporate shareholders own 5,297,384 shares.

- Foreign shareholders: 192 shareholders, owning 14,705,548 shares. The voting ratio is 22%. Of which, 140 are individual shareholders, owning 451,676 shares, and 52 corporate shareholders own 14,253,872 shares.

III. Business and production performance in 2024

In 2024, the Company achieved the following targets:

1. Business results:

- Parent company:

+ Revenue: 2,184 billion VND, reaching 103% of the annual plan, = 93% compared to the same period.

+ Profit before tax: 310 billion VND, reaching 101% of the annual plan, = 127% compared to the same period.

+ Profit after tax: 281 billion VND, reaching 104% of the annual plan, = 130% compared to the same period

- Consolidated:

+ Revenue: 6,668 billion VND, reaching 108% of the annual plan, = 98% compared to the same period.

+ Profit before tax: 472 billion VND, reaching 102% of the annual plan, = 146% compared to the same period.

+ Profit after tax: 376 billion VND, reaching 102% of the annual plan, = 146% compared to the same period

2. Financial results: As reported in the audited financial statements for 2024 presented at the General Meeting.

3. Dividend payment: The Board of Directors proposes a 25% cash dividend payment for 2024, of which 10% was provisionally paid in January 2025.

IV. Evaluation of Operational Performance

Amid the challenging business environment in 2024, the company demonstrated strong determination, enhanced responsibility, and proactively implemented flexible solutions to overcome difficulties in developing functional organizations for business and production activities. As a result, it successfully met the profit target set by the General Meeting of Shareholders, achieving significant profit growth compared to the same period last year.

However, certain challenges remain, affecting the company's overall operational efficiency. Besides objective challenges in the unfavorable business environment, subjective factors have also impacted the company's management and operational efficiency. For instance, investment in in-depth development and the implementation of initiatives for member units have been delayed, with some units not receiving adequate attention. Human resource management remains a challenge, with intermittent labor availability and limitations in both quality and quantity. Additionally, financial management, particularly risk management related to inventory and debts, still faces certain challenges.

V. Activities of the Board of Directors

- In response to developments in the business environment in 2024, the Board of Directors has consistently kept information up to date and made timely decisions on business operations and other important matters within its authority, ensuring compliance with legal regulations and the company's charter.

- The Board of Directors shall base on the 2024 plan targets to direct the Board of Directors to operate the company's operations, creating all favorable conditions for the Board of Directors to successfully complete its tasks.

- The Board of Directors has worked closely with the Party organization and the Trade Union to encourage officers and employees to engage in union activities while striving to achieve business and production goals, contributing to the company's growth.

1. Organization of the 2023 General Meeting of Shareholders:

In 2024, the company successfully organized the 2024 Annual General Meeting of Shareholders. The meeting was held on April 20, 2024, at the company's headquarters, No. 278 Nguyen Thi Dinh, Nguyen Van Cu Ward, Quy Nhon City, Binh Dinh Province, where the following matters were approved:

- Report on the activities of the Board of Directors
- Report on the activities of the Audit Committee
- Audited financial statements for 2023
- Profit distribution plan for 2023
- Dividend payment plan for 2023
- Remuneration and bonus plan for the Board of Directors in 2024
- Auditor's report for 2023
- Report on the use of capital raised from the private bond issuance (as of December 31, 2023)
- Proposal for selecting an independent auditing firm for 2024

2. Meetings and Decisions of the Board of Directors:

The Board of Directors has organized meetings in compliance with legal regulations and the company's charter. It holds quarterly meetings regularly and convenes extraordinary meetings as needed, including via written or email consultation, to address emerging business and operational issues. The Board of Directors issues important resolutions and decisions related to the company's business activities and investments. It also fully complies with information disclosure regulations in accordance with the law. Decisions and resolutions, announced in accordance with regulations, have been included in the 2024 corporate governance report for listed companies. This report has been published on the company's website, the Ho Chi Minh City Stock Exchange, and the State Securities Commission.

3. Remuneration, Operating Expenses, and Other Benefits:

- The remuneration expenses of the Board of Directors in 2024 amount to VND 2.712.590.000 (according to the remuneration plan approved by the General Meeting of Shareholders). Breakdown as follows:

+ Chairman of the Board of Directors (full-time):	1.632.690.000 VND
+ Vice Chairman of the Board of Directors (holding a concurrent position):	215.900.000 VND
+ Member of the Board of Directors:	864.000.000 VND
- Other benefits: Not applicable.	

- Transactions involving the company, its subsidiaries, and companies where Phu Tai Joint Stock Company holds more than 50% of charter capital, with members of the Board of Directors and their related persons, must comply with the Enterprise Law, the Securities Law on corporate governance, and the Company Charter. Similarly, transactions between companies where a Board member has been a founding member or a business manager within the last three years must also adhere to these regulations.

4. Supervision of the General Director and Managers:

To ensure the effective organization of the company's operations in line with the decisions and directives of the Board of Directors, the Board regularly supervises, inspects,



and evaluates the activities of the executive management team in implementing legal regulations, the Company's Charter, internal governance rules, Resolutions of the General Meeting of Shareholders, and Resolutions and Decisions issued by the Board of Directors. The supervision of the General Director and managers is conducted in compliance with legal regulations and the company's operating charter. The Board of Directors monitors production and business activities through direct inspections at member units on a monthly, quarterly, and ad hoc basis. The General Director regularly communicates with the Chairman of the Board of Directors regarding the company's situation. This ensures that the Board can issue timely decisions on management and administration. On a monthly and quarterly basis, the General Director reports to the Board of Directors on production and business results, the financial situation, and internal management and administration.

- Monitoring results in 2024:

+ The General Director has successfully fulfilled the task of managing the company. He has effectively implemented governance regulations, maintained transparency in management and operations, safeguarded the company's interests, and has not misused his position and authority for personal gain. He has also organized and implemented investment projects in compliance with the law and the policies of the Board of Directors.

+ Regarding the management staff, no violations of the company's governance regulations or related legal documents were detected. The majority of the management staff have successfully completed their assigned duties. The Deputy General Directors have effectively carried out the tasks assigned by the General Director and, together with him, have overseen the company's production and business activities. They have demonstrated their capabilities, integrity, and sense of responsibility. They have also fostered a spirit of solidarity and discipline, consistently safeguarding the company's interests. Moreover, they have not exploited their positions, authority, or business opportunities for personal gain.

5. Activities of Independent Members of the Board of Directors and the Audit Committee:

Every quarter, the Audit Committee holds meetings to inspect and supervise the activities of the Board of Directors and the Board of Management. If any issues or errors are identified in the management of the Board of Directors, the Audit Committee proposes appropriate recommendations. The Audit Committee plans periodic or ad hoc inspections at member units within its assigned authority or at the request of the Board of Directors. It carries out its tasks and functions in accordance with the Regulations on the Organization and Operation of the Internal Audit Committee and is accountable to the Board of Directors for its monitoring activities.

- Coordination between the Audit Committee, the Board of Directors, the Executive Board, and other management staff:

+ Develop and implement a plan for periodic inspections and supervision of production, business, and financial activities at units. Conduct surprise inspections if deemed necessary.

+ Based on the results of inspections and supervision, coordinate with relevant departments and units to present findings and recommendations on matters under the authority of the Board of Directors and the Executive Board.

- Monitoring results in 2024: The Board of Directors properly implemented the company's governance regulations and maintained transparency in management and operations. No violations of the Board of Directors' governance regulations were detected. Board members fulfilled their responsibilities and authorities in accordance with the Charter and the Board of Directors' operating regulations. They issued Resolutions and Decisions following proper procedures and within their authority. They did not engage in transactions

with related parties that violated regulations, nor did they exploit their positions and authority for personal gain.

PART B. COMPANY PRODUCTION AND BUSINESS TASKS IN 2025:

I. Situation characteristics:

1. Advantages:

The investments and innovations made by the company will provide a solid foundation for maintaining stable production and business growth in the near future. Key upcoming projects include the high-grade aluminum-iron factory (scheduled for production in Q2 2025), the wood pellet factory (set to commence operations by the end of Q3 2025), and the quartz pressing line at Enterprise 380 (expected to begin production in Q2 2025). Additionally, the company prioritizes investment in digital transformation, which is expected to offer significant benefits in enhancing operational efficiency.

2. Difficulties:

- The global economic, political, and social landscape remains complex and unpredictable. Ongoing conflicts in Russia, Ukraine, and the Middle East continue to disrupt global trade and economic activities.

- The US tariff policy on imported goods is expected to negatively impact global trade, significantly affecting the company's stone and wood industries.

- The automobile market and high-value real estate sector in the company's investment areas have shown signs of recovery.

II. Business plan targets for 2025:

1. Business plan:

- Parent company:

- + Revenue: 2,135 billion VND, = 98% compared to the same period.

- + Profit before tax: 310 billion VND, = 100% compared to the same period.

- Consolidated:

- + Revenue: 6,670 billion VND, = 100% compared to the same period.

- + Profit before tax: 477 billion VND, = 101% compared to the same period.

2. Dividend payment: Expected dividend payment in 2025 rate: $\geq 20\%$ (in the form of cash payment or stock issuance depending on the situation). The General Meeting of Shareholders authorizes the Board of Directors of the company to decide on the rate, time and form of interim dividend payment in 2025 (if any).

III. Implementation Solutions:

In 2025, the production and business environment is expected to undergo significant fluctuations and uncertainties. The Board of Directors believes that management activities will encounter numerous difficulties and challenges. To achieve the 2023-2025 strategic goal of building a "Sustainable Development Company" amid unforeseen adverse impacts, the company must implement comprehensive solutions, including: Prioritizing the transition from extensive growth to intensive growth; Enhancing risk management while simultaneously strengthening the company's financial resources; Ensuring full compliance with legal regulations governing production and business activities; Fostering a corporate culture of solidarity, accountability, and balanced interests, ensuring fair rights and benefits for all employees.

To implement the 2025 business objectives, the company will focus on the following key solutions:

1. General Solutions:

1.1. Regularly update macroeconomic trends and changes in the domestic and international business environment. This ensures timely adjustments to production, business activities, and investments of the company and its member units in response to market changes. Thereby, the company enhances the accuracy and effectiveness of production,

business, and financial planning on a monthly, quarterly, and annual basis, enabling well-informed, accurate, and timely management decisions aligned with market fluctuations.

1.2. Continue to invest creatively in expanding both input and output markets across all product lines. Enhance market forecasting and evaluation quality while regularly updating market and customer insights. This will enable the company to proactively develop well-aligned production and business plans, ensuring sustainable growth in both scale and efficiency.

1.3. Enforce prudent and rigorous financial management, closely integrating it with enhanced risk management to build a strong and secure financial foundation. Ensure sufficient capital for business operations and development investments while prioritizing capital recovery strategies, such as reducing debt, optimizing inventory, and minimizing production costs to alleviate financial pressures. Additionally, continue exploring new investment opportunities and selectively implementing projects that contribute to the company's long-term growth.

1.4. Continue refining and optimizing the organizational structure and personnel management in production and business activities. Human resources and leadership play a pivotal role in ensuring operational efficiency. Focus on training, recruitment, and competitive remuneration policies to enhance the quality of the current workforce while attracting high-caliber talent to meet development demands, gradually integrating salary costs effectively.

1.5. Strengthen compliance with legal regulations across all aspects of production, business operations, financial management, investment, labor, and environmental management. Consider regulatory adherence a key factor in ensuring the company's long-term sustainability. Implement sustainable development strategies aligned with environmental protection, industrial waste treatment, and hazardous waste management. Enforce strict labor safety measures in all business activities.

1.6. Prioritize investment in digital transformation for key industries, sectors, and business units to enhance production management efficiency and align with the digitalization trend.

1.7. Develop production and financial management strategies to mitigate risks associated with potential US tax policies on imported goods.

2. Solutions for Industries

2.1. Stone Industry

- Focus investment resources on expanding both domestic and export markets, diversifying market segments and product offerings. Strengthen brand development and distribution strategies, prioritizing the supply of stone products for large-scale and key national projects.

- Enhance production management efficiency by optimizing production planning, reorganizing workflows, and implementing targeted training programs to improve workforce skills. Increase labor productivity, reduce costs, and maximize overall operational efficiency.

- Implement strategic measures to improve mining efficiency, stabilize raw material costs, and ensure a secure supply of materials for production.

- Strengthen financial and risk management across the industry by executing well-structured financial plans, enforcing strict controls over procurement, sales, debt management, and inventory processes.

2.2. Wood Industry

- Prioritize investment resources to expand output markets through a combination of innovative, breakthrough strategies and traditional marketing methods. Maximize the

potential of existing resources while leveraging new investment projects such as wicker and wood pellet production.

- Focus on in-depth development by restructuring production processes, optimizing machinery allocation, and implementing efficient planning strategies.

- Strengthen financial and risk management across the industry through prudent policies. Implement sales strategies with reasonable and cautious payment terms to ensure strict debt management.

- Enforce competitive purchasing policies with clear, legally compliant sourcing documentation to prevent future legal risks. Establish a long-term strategy for autonomy in raw material supply, with a focus on securing FSC-certified forest areas.

2.3. Automobile Industry

Enhance competitiveness by implementing flexible and effective sales policies while improving service quality to sustain and expand market share. Develop a medium- and long-term strategic plan to align with the industry's recovery and future growth.

2.4. Real Estate Industry

Strengthen investment and business management with a proactive and comprehensive approach, as the real estate sector plays an increasingly vital role in the company's growth strategy. Focus on market research and professional development to align with consumer preferences. Accelerate construction progress for new projects, ensuring both timely execution and high-quality standards. Pursue joint ventures and strategic partnerships to drive long-term growth for both the real estate sector and the company as a whole.

ON BEHALF OF THE BOARD OF DIRECTORS
CHAIRMAN
(Signed)

LE VY

**REPORT ON THE ACTIVITIES OF THE AUDIT COMMITTEE AT THE
2025 ANNUAL GENERAL MEETING OF SHAREHOLDERS****I. Activities of the Audit Committee in 2024:****1. Audit Committee Meetings:**

The AC operates in accordance with the Enterprise Law, the Charter of Phu Tai JSC, and its internal regulations. In 2024, the AC held meetings to evaluate activities and report relevant issues to the Board of Directors (BOD).

2. Operational Expenses of the Audit Committee:

The company ensures adequate operational funds and provides favorable conditions for both the Audit Committee and the Internal Profit Control Board to perform their duties. The remuneration for the Audit Committee consists of payments made to the independent members of the Board of Directors, and these will be disclosed in the Board of Directors' Report.

3. Supervision of Financial Reporting:

The AC monitored the preparation of quarterly, semi-annual, and annual financial statements (FS), with key findings as follows:

- Before closing the periodic financial statements, the Company thoroughly, strictly, and carefully prepares the final settlement, including debt reconciliation, inventory checks, fixed asset depreciation, cost allocation, provisioning, and accurate financial account control, ensuring the most precise data determination.

- FS were prepared and disclosed in compliance with accounting standards, regulations, and laws.

- The accounting processes, including the recording and storage of documents, as well as bookkeeping, were carried out in accordance with Vietnamese accounting standards and legal provisions, providing a true representation of the company's financial position.

- The company has prepared and published periodic financial statements in accordance with the legal regulations for public companies. Specifically, the semi-annual financial statements and annual financial statements are reviewed and audited by an independent auditing firm in accordance with current regulations.

During the year, the Company's production and business activities faced significant challenges, compounded by financial risks arising from the market. However, the Company's leadership and its member units remained determined and united, upholding their sense of responsibility, closely aligning with operational goals, and strictly complying with legal provisions, the Resolution of the General Meeting of Shareholders, the Decision of the Board of Directors, and Company regulations, striving to achieve relatively positive results.

To mitigate risks, the Company implemented market, financial, and investment solutions, including capital and cost controls, reducing financial expenses

(particularly interest costs), and fully provisioning for receivables and inventories to ensure long-term financial stability.

Business Performance & Financial Indicators in 2024: (Unit: VND)

TT	Target	Parent company	Consolidated
I	Business Performance		
1	Revenue from sales & services	1.924.439.783.154	6.466.811.874.896
2	Financial income	248.598.332.825	77.097.787.953
3	Other income	14.551.510.270	124.478.764.376
4	Profit before tax	310.631.067.905	471.981.832.117
5	Profit after tax	281.574.443.067	376.311.422.056
II	Financial Position		
1	Total assets	3.781.352.895.248	5.489.132.951.980
1.1	Short-term assets	1.930.462.891.515	3.313.721.396.506
1.2	Long-term assets	1.850.890.003.733	2.175.411.555.474
2	Total capital and liabilities	3.781.352.895.248	5.489.132.951.980
2.1	Total liabilities	1.216.796.209.268	2.456.243.952.304
2.2	Total equity	2.564.556.685.980	3.032.888.999.676

4. Audit Department:

- The Internal Audit Department performed its duties under the oversight of the AC.

- It participated in executive meetings, monitored operations, and conducted independent audits alongside specialized departments.

- It identified and rectified internal control and accounting management shortcomings, contributing to improved financial sustainability.

5. Supervision of Independent Auditing Activities:

- The Company engaged AASC Auditing Co., Ltd. for its 2024 financial audit.

- The independent auditor reviewed the semi-annual and annual financial statements (FS) according to the contract.

- The Independent Auditing Agency carried out audit preparation work while simultaneously collaborating with the settlement process at the units, including participating in the inventory of goods in a thorough and careful manner.

- The audits followed professional standards, ensuring accuracy and regulatory compliance.

- The AC reviewed the findings with the auditor before finalizing the audit report.

6. Review of Internal Governance & Risk Management:

- The Company enforced strict internal control and risk management policies, regularly reviewing receivables, inventories, and fixed assets.

- Measures were taken to address outstanding financial items, ensuring long-term business stability.

- In 2024, additional governance policies were implemented to enhance financial stability.

II. Audit Committee's Work Plan for 2025:

The AC aims to continue its duties in accordance with its mandate, focusing on:

- Strengthening internal audit oversight to enhance corporate governance and financial control.
- Monitoring financial settlement and reporting procedures.
- Enhancing enterprise risk management in alignment with legal requirements.
- Ensuring the quality control of independent audits for 2025.
- Conducting tasks as outlined in the AC's operational regulations.

**ON BEHALF OF THE AUDIT COMMITTEE
CHAIRMAN
(Signed)**

DOAN MINH SON



SEPARATE STATEMENT OF FINANCIAL POSITION
As at 31 December 2024

Code	ASSETS	Note	31/12/2024 VND	01/01/2024 VND
100	A. CURRENT ASSETS		1,930,462,891,515	2,219,883,252,337
110	A. CURRENT ASSETS	3	317,305,626,195	316,595,697,060
111	1. Cash		154,997,188,427	216,408,365,124
112	2. Cash equivalents		162,308,437,768	100,187,331,936
120	II. Short-term investments	4	26,071,482,908	19,642,998,519
121	1. Trading securities		27,485,125,452	19,642,998,519
122	2. Provision for diminution in value of trading securities		(1,413,642,544)	-
130	III. Short-term receivables		1,194,087,119,637	1,425,734,972,874
131	1. Short-term trade receivables	5	412,124,374,522	438,066,490,074
132	2. Short-term prepayments to suppliers	6	36,606,518,522	10,404,894,957
135	3. Short-term loan receivable	7	779,692,649,951	968,476,045,029
136	4. Other short-term receivables	8	26,436,890,967	56,577,108,017
137	5. Provision for short-term doubtful debts		(60,773,314,325)	(47,789,565,203)
140	IV. Inventories	10	348,636,250,388	399,787,380,029
141	1. Inventories		348,636,250,388	400,756,107,224
149	2. Provision for devaluation of inventories		-	(968,727,195)
150	V. Other short-term assets		44,362,412,387	58,122,203,855
151	1. Short-term prepaid expenses	11	8,243,914,939	12,109,076,921
152	2. Deductible VAT		35,829,116,763	45,562,387,649
153	3. Taxes and other receivables from State budget	17	289,380,685	450,739,285
200	B. NON-CURRENT ASSETS		1,850,890,003,733	1,753,681,678,123
210	I. Long-term receivables		11,264,005,671	9,775,636,381
216	1. Long-term trade receivables	8	11,264,005,671	9,775,636,381
220	II. Fixed assets		322,351,294,098	374,192,690,492
221	1. Tangible fixed assets	12	316,634,159,413	367,578,224,734
222	- Historical cost		981,293,704,513	1,001,896,921,612
223	- Accumulated depreciation		(664,659,545,100)	(634,318,696,878)
227	2. Intangible fixed assets	13	5,717,134,685	6,614,465,758
228	- Historical cost		19,087,566,359	19,037,566,359
229	- Accumulated amortization		(13,370,431,674)	(12,423,100,601)
240	III. Long-term assets in progress	14	51,150,239,088	2,968,081,424
242	1. Construction in progress		51,150,239,088	2,968,081,424
250	IV. Long-term investments	4	1,410,963,117,702	1,307,297,334,138
251	1. Investments in subsidiaries		1,192,036,775,243	1,076,736,775,243
252	2. Investments in joint ventures and associates		249,307,565,778	249,307,565,778
254	3. Provision for devaluation of long-term investments		(30,381,223,319)	(18,747,006,883)
260	V. Other long-term assets		55,161,347,174	59,447,935,688
261	1. Long-term prepaid expenses	11	53,915,616,571	57,314,880,208
262	2. Deferred income tax assets	34	1,245,730,603	2,133,055,480
270	TOTAL ASSETS		3,781,352,895,248	3,973,564,930,460

SEPARATE STATEMENT OF FINANCIAL POSITION
As at 31 December 2024
(Continued)

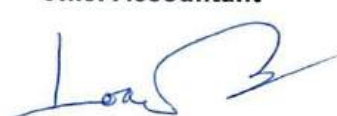
Code CAPITAL	Note	31/12/2024 VND	01/01/2024 VND
300 C. LIABILITIES		1,216,796,209,268	1,512,413,210,926
310 I. Current liabilities		1,187,301,375,191	1,501,504,185,384
311 1. Short-term trade payables	15	210,095,304,910	247,886,365,506
312 2. Short-term prepayments from customers	16	25,519,122,751	21,016,036,347
313 3. Taxes and other payables to State budget	17	21,834,525,345	26,962,668,325
314 4. Payables to employees		49,400,094,476	39,912,067,156
315 5. Short-term accrued expenses	18	5,810,318,754	9,468,559,467
319 6. Other short-term payables	19	12,226,391,202	19,807,049,026
320 7. Short-term borrowings and finance lease liabilities	20	816,099,368,831	1,087,652,857,518
322 8. Bonus and welfare fund		46,316,248,922	48,798,582,039
330 II. Non-current liabilities		29,494,834,077	10,909,025,542
337 1. Other long-term payables	19	306,889,200	352,789,200
338 2. Long-term borrowings and finance lease liabilities	20	16,580,625,721	-
342 3. Provisions for long-term payables	21	12,607,319,156	10,556,236,342
400 D. OWNER'S EQUITY		2,564,556,685,980	2,461,151,719,534
410 I. Owner's equity	22	2,564,556,685,980	2,461,151,719,534
411 1. Contributed capital		669,384,030,000	669,384,030,000
411a - Ordinary shares with voting rights		669,384,030,000	669,384,030,000
414 2. Other capital		1,613,598,212,913	1,575,298,307,128
421 3. Retained earnings		281,574,443,067	216,469,382,406
421b - Retained earnings of the current year		281,574,443,067	216,469,382,406
440 TOTAL CAPITAL		3,781,352,895,248	3,973,564,930,460

Preparer



Vo Phuong Thao

Chief Accountant



Nguyen Thi My Loan

Binh Dinh, 27 March 2025

General Director

KT. TỔNG GIÁM ĐỐC
PHỤ TÀI
TỈNH BÌNH ĐỊNH
PHAN QUỐC HOÀI

SEPARATE STATEMENT OF INCOME
Year 2024

Code	ITEMS	Note	Year 2024 VND	Year 2023 VND
01	1. Revenues from sales of goods and rendering of services	24	1,924,439,783,154	2,127,451,240,660
02	2. Revenue deductions	25	118,125,000	54,824,509
10	3. Net revenues from sales of goods and rendering of services		1,924,321,658,154	2,127,396,416,151
11	4. Cost of goods sold	26	1,499,845,492,075	1,661,133,649,867
20	5. Gross profit from sales of goods and rendering of services		424,476,166,079	466,262,766,284
21	6. Financial income	27	248,598,332,825	217,643,075,503
22	7. Financial expense	28	60,618,759,926	107,965,519,733
23	<i>In which: Interest expense</i>		42,872,580,558	86,453,976,512
25	8. Selling expense	29	186,207,244,738	192,809,450,319
26	9. General and administrative expense	30	119,652,348,881	133,654,982,353
30	10. Net profit from operating activities		306,596,145,359	249,475,889,382
31	11. Other income	31	14,551,510,270	7,310,450,173
32	12. Other expense	32	10,516,587,724	12,611,978,084
40	13. Other profit		4,034,922,546	(5,301,527,911)
50	14. Total net profit before tax		310,631,067,905	244,174,361,471
51	15. Current corporate income tax expense	33	28,169,299,961	27,452,761,701
52	16. Deferred corporate income tax expense	34	887,324,877	252,217,364
60	17. Profit after corporate income tax		<u>281,574,443,067</u>	<u>216,469,382,406</u>

Preparer



Vo Phuong Thao

Chief Accountant



Nguyen Thi My Loan

Binh Dinh, 27 March 2025

General Director



TỔNG GIÁM ĐỐC
PHU TÀI
QUỐC HOÀI

SEPARATE STATEMENT OF CASH FLOWS
Year 2024
(Indirect method)

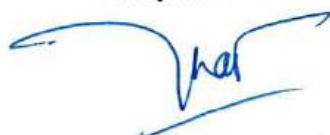
Code	ITEMS	Note	Year 2024 VND	Year 2023 VND
	I. CASH FLOWS FROM OPERATING ACTIVITIES			
01	1. Profit before tax		310,631,067,905	244,174,361,471
	2. Adjustment for			
02	- Depreciation and amortization of fixed assets and investment properties		62,876,922,730	77,554,493,040
03	- Provisions		27,113,963,721	45,337,550,351
04	- Exchange gains / losses from retranslation of monetary items denominated in foreign currency		(5,658,180,618)	(134,215,603)
05	- Gains / losses from investment		(222,750,980,280)	(211,351,743,716)
06	- Interest expense		42,872,580,558	86,453,976,512
08	3. Operating profit before changes in working capital		215,085,374,016	242,034,422,055
09	- Increase or decrease in receivables		21,457,927,271	(147,588,335,751)
10	- Increase or decrease in inventories		52,119,856,836	153,956,984,753
11	- Increase or decrease in payables		(34,855,587,595)	47,893,479,693
12	- Increase or decrease in prepaid expenses		6,429,958,466	(1,146,381,038)
13	- Increase or decrease in trading securities		(7,842,126,933)	1,737,005,354
14	- Interest paid		(44,676,132,568)	(85,845,784,466)
15	- Corporate income tax paid		(32,176,870,407)	(68,680,154,384)
17	- Other payments on operating activities		(13,305,802,237)	(8,557,250,154)
20	Net cash flows from operating activities		162,236,596,849	133,803,986,062
	II. CASH FLOWS FROM INVESTING ACTIVITIES			
21	1. Purchase or construction of fixed assets and other long-term assets		(72,661,678,692)	(28,466,823,057)
22	2. Proceeds from disposals of fixed assets and other long-term assets		18,823,636,729	8,659,795,518
23	3. Loans and purchase of debt instruments from other entities		(985,583,178,741)	(1,372,284,197,488)
24	4. Collection of loans and resale of debt instrument of other entities		1,224,547,476,269	1,774,526,113,774
25	5. Equity investments in other entities		(145,300,000,000)	(287,700,000,000)
26	6. Proceeds from equity investment in other entities		30,000,000,000	15,785,150,000
27	7. Interest and dividend received		189,912,577,180	135,476,629,539
30	Net cash flows from investing activities		259,738,832,745	245,996,668,286
	III. CASH FLOWS FROM FINANCING ACTIVITIES			
32	1. Repayment of capital contributions and repurchase of stock issued		-	(57,068,977,185)
33	2. Proceeds from borrowings		2,104,935,435,683	2,842,529,280,105
34	3. Repayment of principal		(2,360,267,683,175)	(2,836,353,013,147)
36	4. Dividends or profits paid to owners		(167,452,515,000)	(203,918,137,000)
40	Net cash flows from financing activities		(422,784,762,492)	(254,810,847,227)

SEPARATE STATEMENT OF CASH FLOWS

Year 2024
(Indirect method)
(Continued)

Code ITEMS	Note	Year 2024	Year 2023
		VND	VND
50 Net cash flows in the year		(809,332,898)	124,989,807,121
60 Cash and cash equivalents at the beginning of the year		316,595,697,060	192,225,919,673
61 Effect of exchange rate fluctuations		1,519,262,033	(620,029,734)
70 Cash and cash equivalents at the end of the year	3	<u>317,305,626,195</u>	<u>316,595,697,060</u>

Preparer



Vo Phuong Thao

Chief Accountant



Nguyen Thi My Loan

Binh Dinh, 27 March 2025

General Director



PHAN QUỐC HOÀI
ĐẠI DIỆN TỔNG GIÁM ĐỐC

PHAN QUỐC HOÀI

CONSOLIDATED STATEMENT OF FINANCIAL POSITION
As at 31 December 2024

Code ASSETS	Note	31/12/2024 VND	01/01/2024 VND
100 A. CURRENT ASSETS		3,313,721,396,506	2,941,135,680,146
110 I. Cash and cash equivalents	3	470,850,849,148	428,337,603,384
111 1. Cash		287,824,071,647	277,919,515,821
112 2. Cash equivalents		183,026,777,501	150,418,087,563
120 II. Short-term investments	4	26,071,482,908	19,642,998,519
121 1. Trading securities		27,485,125,452	19,642,998,519
122 2. Provision for devaluation of held for trading securities		(1,413,642,544)	-
130 III. Short-term receivables		1,221,413,666,136	881,106,546,565
131 1. Short-term trade receivables	5	887,789,624,296	801,306,343,454
132 2. Short-term prepayments to suppliers	6	121,796,069,965	36,387,325,176
135 3. Short-term loan receivable	7	100,640,000,000	50,000,000,000
136 4. Other short-term receivables	8	177,883,362,286	47,546,810,854
137 5. Provision for short-term doubtful debts		(66,695,390,411)	(54,133,932,919)
140 IV. Inventories	10	1,454,946,134,665	1,466,264,339,417
141 1. Inventories		1,454,946,134,665	1,471,566,806,749
149 2. Provision for devaluation of inventories		-	(5,302,467,332)
150 V. Other short-term assets		140,439,263,649	145,784,192,261
151 1. Short-term prepaid expenses	11	26,545,767,383	32,598,455,201
152 2. Deductible VAT		113,096,007,888	112,539,172,175
153 3. Taxes and other receivables from State budget	18	797,488,378	646,564,885

CONSOLIDATED STATEMENT OF FINANCIAL POSITION
As at 31 December 2024
(Continued)

Code ASSETS	Note	31/12/2024 VND	01/01/2024 VND
200 B. NON-CURRENT ASSETS		2,175,411,555,474	2,322,640,631,269
210 I. Long-term receivables		28,900,326,181	26,986,388,966
216 1. Other long-term receivables	8	28,900,326,181	26,986,388,966
220 II. Fixed assets		1,558,547,770,331	1,740,613,476,366
221 1. Tangible fixed assets	12	1,542,604,854,970	1,719,487,677,944
222 - Historical cost		3,350,356,969,293	3,364,384,661,721
223 - Accumulated depreciation		(1,807,752,114,323)	(1,644,896,983,777)
227 2. Intangible fixed assets	13	15,942,915,361	21,125,798,422
228 - Historical cost		35,978,183,553	46,771,252,085
229 - Accumulated amortization		(20,035,268,192)	(25,645,453,663)
230 III. Investment properties	14	5,152,502,053	5,379,818,317
231 - Historical cost		5,682,906,669	5,682,906,669
232 - Accumulated depreciation		(530,404,616)	(303,088,352)
240 IV. Long-term assets in progress	15	73,175,517,178	13,913,537,284
242 1. Construction in progress		73,175,517,178	13,913,537,284
250 V. Long-term investments	4	256,760,836,731	255,768,271,464
252 1. Investments in joint ventures and associates		256,160,836,731	255,168,271,464
253 2. Equity investments in other entities		600,000,000	600,000,000
260 VI. Other long-term assets		252,874,603,000	279,979,138,872
261 1. Long-term prepaid expenses	11	242,032,977,579	264,924,456,609
262 2. Deferred income tax assets	36	2,001,529,499	3,089,950,913
269 3. Goodwill	16	8,840,095,922	11,964,731,350
270 TOTAL ASSETS		5,489,132,951,980	5,263,776,311,415

CONSOLIDATED STATEMENT OF FINANCIAL POSITION
As at 31 December 2024
(Continued)

Code CAPITAL	Note	31/12/2024 VND	01/01/2024 VND
300 C. LIABILITIES		2,456,243,952,304	2,487,058,359,709
310 I. Current liabilities		2,351,623,639,078	2,352,427,924,624
311 1. Short-term trade payables	17	516,450,394,304	499,008,561,005
312 2. Short-term prepayments from customers	19	68,886,197,866	45,771,192,387
313 3. Taxes and other payables to State budget	18	57,268,395,369	46,354,295,700
314 4. Payables to employees		114,451,023,265	94,950,389,026
315 5. Short-term accrued expenses	20	31,218,390,054	19,823,250,083
319 6. Other short-term payables	21	27,420,304,513	27,636,221,167
320 7. Short-term borrowings and finance lease liabilities	22	1,470,886,838,781	1,553,449,538,124
321 8. Provisions for short-term payables	23	2,158,999,718	2,206,231,131
322 9. Bonus and welfare fund		62,883,095,208	63,228,246,001
330 II. Non-current liabilities		104,620,313,226	134,630,435,085
337 1. Other long-term payables	21	381,889,200	427,789,200
338 2. Long-term borrowings and finance lease liabilities	22	81,524,041,035	115,510,775,343
341 3. Deferred income tax liabilities	36	6,076,244,664	3,749,401,376
342 4. Provisions for long-term payables	23	16,638,138,327	14,942,469,166
400 D. OWNER'S EQUITY		3,032,888,999,676	2,776,717,951,706
410 I. Owner's equity	24	3,032,888,999,676	2,776,717,951,706
411 1. Contributed capital		669,384,030,000	669,384,030,000
411a - Ordinary shares with voting rights		669,384,030,000	669,384,030,000
414 2. Other capital		1,648,102,008,793	1,635,896,772,394
421 3. Retained earnings		585,810,663,087	418,222,554,667
421a - Retained earnings accumulated till the end of the previous year		217,141,128,723	160,459,824,844
421b - Retained earnings of the current year		368,669,534,364	257,762,729,823
429 4. Non - Controlling Interests		129,592,297,796	53,214,594,645
440 TOTAL CAPITAL		5,489,132,951,980	5,263,776,311,415

Preparer

Vo Phuong Thao

Chief Accountant

Nguyen Thi My Loan

Binh Dinh, March 27, 2025
General Director

K.T. TỔNG GIÁM ĐỐC
PHÓ TỔNG GIÁM ĐỐC

PHAN QUỐC HOÀI


CONSOLIDATED STATEMENT OF INCOME
Year 2024

Code	ITEMS	Note	Year 2024 VND	Year 2023 VND
01	1. Revenue from sales of goods and rendering of services	26	6,466,811,874,896	5,618,812,230,602
02	2. Revenue deductions	27	341,840,620	242,340,363
10	3. Net revenue from sales of goods and rendering of services		6,466,470,034,276	5,618,569,890,239
11	4. Cost of goods sold	28	5,242,139,999,727	4,474,327,555,274
20	5. Gross profit from sales of goods and rendering of services		1,224,330,034,549	1,144,242,334,965
21	6. Financial income	29	77,097,787,953	30,019,281,345
22	7. Financial expense	30	96,304,550,807	143,457,076,970
23	In which : Interest expense		78,047,461,664	116,816,101,883
24	8. Share of joint ventures and associates' profit or loss		992,565,267	(6,949,062,213)
25	9. Selling expense	31	496,931,572,409	439,292,282,902
26	10. General and administrative expense	32	264,296,123,366	248,692,530,978
30	11. Net profit from operating activities		444,888,141,187	335,870,663,247
31	12. Other income	33	124,478,764,376	18,463,160,594
32	13. Other expense	34	97,385,073,446	31,580,506,540
40	14. Other profit		27,093,690,930	(13,117,345,946)
50	15. Total net profit before tax		471,981,832,117	322,753,317,301
51	16. Current corporate income tax expense	35	92,255,145,359	61,652,884,612
52	17. Deferred corporate income tax expense	36	3,415,264,702	1,633,125,034
60	18. Profit after corporate income tax		376,311,422,056	259,467,307,655
61	19. Profit after tax attributable to owners of the parent		368,669,534,364	257,762,340,542
62	20. Profit after tax attributable to non-controlling interest		7,641,887,692	1,704,967,113
70	21. Basic earnings per share	37	5,508	3,808

Preparer



Vo Phuong Thao

Chief Accountant



Nguyen Thi My Loan

Binh Dinh, March 27, 2025
General Director



PHÓ TỔNG GIÁM ĐỐC
PHAN QUỐC HOÀI

CONSOLIDATED STATEMENT OF CASH FLOWS
Year 2024
(Indirect method)

Code	ITEMS	Note	Year 2024 VND	Year 2023 VND
	I. CASH FLOWS FROM OPERATING ACTIVITIES			
01	1. Profit before tax		471,981,832,117	322,753,317,301
	2. Adjustment for:			
02	- Depreciation and amortization of fixed assets and investment properties		248,367,673,806	240,907,549,239
03	- Provisions		10,321,070,452	37,757,261,587
04	- Exchange gains / losses from retranslation of monetary items denominated in foreign currencies		(11,306,999,404)	623,274,428
05	- Gains / losses from investment		(22,880,650,771)	(4,988,700,701)
06	- Interest expense		78,047,461,664	116,816,101,883
08	3. Operating profit before changes in working capital		774,530,387,864	713,868,803,737
09	- Increase or decrease in receivables		(261,258,256,601)	(83,141,637,629)
10	- Increase or decrease in inventories		16,620,672,084	284,697,487,152
11	- Increase or decrease in payables		68,985,790,503	70,268,208,243
12	- Increase or decrease in prepaid expenses		28,109,699,695	37,438,069,565
13	- Increase or decrease in trading securities		(7,842,126,933)	1,737,005,354
14	- Interest paid		(77,835,351,955)	(116,149,586,241)
15	- Corporate income tax paid		(84,973,468,607)	(115,720,846,535)
17	- Other payments on operating activities		(20,001,360,684)	(14,531,762,076)
20	Net cash flow from operating activities		436,335,985,366	778,465,741,570
	II. CASH FLOWS FROM INVESTING ACTIVITIES			
21	1. Purchase or construction of fixed assets and other long-term assets		(224,807,105,789)	(172,352,962,169)
22	2. Proceeds from disposals of fixed assets and other long-term assets		82,856,406,014	27,414,637,333
23	3. Loans and purchase of debt instruments from other entities		(50,640,000,000)	(63,355,558,838)
24	4. Collection of loans and resale of debt instrument of other entities		-	24,423,558,838
25	5. Equity investments in other entities		-	(240,000,000,000)
26	6. Proceeds from equity investment in other entities		-	6,102,146,311
27	7. Interest and dividend received		5,380,148,850	4,831,557,825
30	Net cash flow from investing activities		(187,210,550,925)	(412,936,620,700)

CONSOLIDATED STATEMENT OF CASH FLOWS

Year 2024
(Indirect method)
(Continued)

Code	ITEMS	Note	Year 2024 VND	Year 2023 VND
	III. CASH FLOWS FROM FINANCING ACTIVITIES			
31	1. Proceeds from issuance of shares and receipt of contributed capital		72,000,000,000	-
32	2. Repayment of capital contributions and repurchase of stock issued		-	(57,068,977,185)
33	3. Proceeds from borrowings		4,749,307,765,361	4,265,598,296,911
34	4. Repayment of principal		(4,866,978,281,628)	(4,211,679,356,595)
36	5. Dividends or profits paid to owners		(167,452,515,000)	(205,493,137,000)
40	Net cash flow from financing activities		(213,123,031,267)	(208,643,173,869)
50	Net cash flows in the year		36,002,403,174	156,885,947,001
60	Cash and cash equivalents at the beginning of the year		428,337,603,384	272,074,930,811
61	Effect of exchange rate fluctuations		6,510,842,590	(623,274,428)
70	Cash and cash equivalents at the end of the year	3	470,850,849,148	428,337,603,384

Preparer



Vo Phuong Thao

Chief Accountant



Nguyen Thi My Loan

Binh Dinh, March 27, 2025

General Director



K.T. TỔNG GIÁM ĐỐC
PHÓ TỔNG GIÁM ĐỐC

PHAN QUỐC HOÀI



PROPOSAL

Re: 2024 profit distribution plan

To: THE 2025 ANNUAL GENERAL MEETING OF SHAREHOLDERS

- Based on the Resolution of the 2024 AGM;
- Based on the production and business results according to the 2024 Audited Financial Statements;

- Based on the Charter on the organization and operation of Phu Tai J.S.C;

The Board of Directors respectfully submits to the 2025 AGM the 2024 profit distribution plan as follows:

Details	Total Amount
I. Profit before tax of Parent Company	310.631.067.905
II. Corporate Income Tax	29.056.624.838
III. Distributable profit after tax:	281.574.443.067
1. Provision for reward and welfare fund (5%)	14.078.722.153
2. Dividend payment:	
2.1 Charter Capital as of December 31, 2024	669.384.030.000
2.2 Dividend payout ratio (25%)	25%
2.3 Dividend payment of 2024	167.346.007.500
- Cash dividend payment (25%)	167.346.007.500
3. Remaining profit after tax to supplement owner's equity	100.149.713.414
<u>Total distributable profit after tax is allocated as follows:</u>	
Provision for reward and welfare fund	14.078.722.153
- Reward fund	8.447.233.292
- Welfare fund	5.631.488.861
Dividend payment	167.346.007.500
Supplement to owner's equity	100.149.713.414

Respectfully submitted to the 2025 AGM for consideration and approval.

ON BEHALF OF THE BOARD OF DIRECTORS
CHAIRMAN
 (Signed)

LE VY

**PROPOSAL****Re: 2024 Dividend payment plan****To: THE 2025 ANNUAL GENERAL MEETING OF SHAREHOLDERS****I. Legal basis:**

- Law on Enterprises No. 59/2020/QH14 dated June 17, 2020;
- Law on Securities No. 54/2019/QH14 dated November 26, 2019;
- Decree No. 155/2020/ND-CP dated December 31, 2020 of the Government detailing the implementation of a number of articles of the Law on Securities;
- The Charter on The Organization and Operation of Phu Tai J.S.C,

II. Dividend payment plan for 2024**1. Dividend Payout Ratio:** 25% of charter capital.

In which:

- Advance payment: 10% of charter capital, paid on January 16, 2025.
- Remaining dividend payout ratio: 15% of charter capital.

2. Dividend payment method: Cash dividend payment.

- Eligible Recipients: Existing shareholders whose names appear on the final registration list for exercising the right to receive the 2024 cash dividend.
- Capital Source: From undistributed profits of 2024 according to the audited financial statements.
- Payment period: Expected within six months after the AGM's approval.

III. Implementation:

To implement the 2024 dividend payment, it is requested that the following be considered and approved:

1. Approval of the 2024 dividend payout ratio of 25% of charter capital, in the form of cash payment (including the previously paid 10% and the remaining 15% to be paid).

2. Authorization for the Board of Directors (BOD) to:

- Determine the specific timing for the record date and the payment date for the remaining dividend, including the decision on whether to pay it in one installment or multiple installments (if applicable)

- Carry out the necessary procedures for dividend payment in accordance with the Company's Charter and legal regulations.

- Handle any other related matters as required by regulations.

Respectfully submitted to the 2025 AGM for consideration and approval.

ON BEHALF OF THE BOARD OF DIRECTORS**CHAIRMAN****(Signed)****LE VY**



PROPOSAL
RE: 2025 REMUNERATION PLAN FOR THE BOARD OF DIRECTORS

A. PRINCIPLES AND OBJECTIVES:

- The remuneration level is approved by the General Meeting of Shareholders.
- Remuneration is based on individual performance and job responsibilities.
- Those who perform tasks requiring high complexity and contribute significantly to the company's production and business efficiency shall receive higher remuneration.
- The remuneration expenses of the Board of Directors shall not be included in the company's annual salary unit price, but shall be accounted for as production costs of the company during the year, while the salary according to the assigned job title shall be included in the total annual planned salary fund.
- The adjustment of the remuneration level for the Board of Directors shall be implemented in the next General Meeting.

B. BASIS FOR DETERMINING THE REMUNERATION LEVEL:

- In accordance with Articles 158, 167 of the Law on Enterprises and the Company's Charter.
- The 2025 business performance targets shall serve as the basis for determining remuneration.

C. REMUNERATION LEVEL OF THE BOARD OF DIRECTORS:

The 2025 remuneration for the Board of Directors shall be equal to the actual remuneration of 2024. Of which, the inflation compensation in 2025 is 4.15%

I. Full-time Remuneration:

- Full-time Chairman of the Board of Directors: VND 120,000,000 + VND 120,000,000 x 4,15% = **VND 125,000,000/month.**
(Remuneration after personal income tax: VND 94,950,000/month)
- Full-time Vice Chairman of the Board of Directors (75% of the Chairman's remuneration): **VND 125,000,000 x 75% = VND 94,000,000/month.**
(Remuneration after personal income tax: VND 74,800,000/month)
- Full-time Member of the Board of Directors (50% of the Chairman's remuneration): **VND 125,000,000 x 50% = VND 63,000,000/month.**
(Remuneration after personal income tax: VND 53,250,000/month)

II. Part-time Remuneration:

- Part-time positions shall receive 20% of the full-time remuneration
- Chairman of the Board of Directors: VND 125,000,000 x 20% = VND 25,000,000/month.
 - Vice Chairman of the Board of Directors: VND 94,000,000 x 20% = VND 19,000,000/month.

- Member of the Board of Directors: VND 63,000,000 x 20% = VND 12,500,000/month.

- The above remuneration shall be applied when the company meets the profit targets assigned by the General Meeting of Shareholders.

- If the company fails to meet the profit targets, for every 1% decrease in profit, the remuneration of the Board of Directors shall be reduced by 0.5%, until it reaches the remuneration level applicable in the case of a loss-making business.

- In the event of a loss-making business, the remuneration of the Board of Directors shall be equal to 50% of the remuneration level for achieving the planned target.

III. Remuneration for Concurrently Held Positions in Subsidiaries:

1. Scope of application:

Applicable to part-time positions in subsidiaries: Chairman of the Board of Directors, Vice Chairman of the Board of Directors, Member of the Board of Directors, Company Chairman, Member of the Members' Council, Director (*General Director*).

2. Remuneration level: The total remuneration for concurrently held positions shall not exceed 30% of the current base salary (excluding the full-time Chairman of the Board of Directors) and shall not exceed the remuneration of the full-time Chairman of the Board of Directors.

D. IMPLEMENTATION:

The remuneration plan for the Board of Directors, upon approval by the General Meeting of Shareholders, shall be applied from January 1, 2025.

**ON BEHALF OF THE BOARD OF DIRECTORS
CHAIRMAN
(Signed)**

LE VY

Số: 270325.054/BCTC.KT5

INDEPENDENT AUDITOR'S REPORT**To: Shareholders, Board of Directors, Board of Management
Phu Tai Joint Stock Company**

We have audited the accompanying Separate Financial Statements of Phu Tai Joint Stock Company prepared on 27 March 2025, as set out on pages from 05 to 45, including: Separate Statement of Financial position as at 31 December 2024, Separate Statement of Income, Separate Statement of Cash flows and Notes to the Separate Financial Statements for the fiscal year ended as at 31 December 2024.

Board of Management' Responsibility

The Board of Management is responsible for the preparation and presentation of Separate Financial Statements that give a true and fair view in accordance with Vietnamese Accounting Standards, Vietnamese Corporate Accounting System and the statutory requirements relevant to the preparation and presentation of Financial Statements and for such internal control as management determines is necessary to enable the preparation and presentation of Separate Financial Statements that are free from material misstatement, whether due to fraud or error.

Auditors' Responsibility

Our responsibility is to express an opinion on these Separate Financial Statements based on our audit. We conducted our audit in accordance with Vietnamese Standards on Auditing. Those standards require that we comply with standards and ethical requirements; plan and perform the audit to obtain reasonable assurance about whether the Separate Financial Statements are free from material misstatement.

An audit involves performing procedures to obtain audit evidence about the amounts and disclosures in the Separate Financial Statements. The procedures selected depend on the auditor's judgment, including the assessment of the risks of material misstatement of the Separate Financial Statements, whether due to fraud or error. In making those risk assessments, the auditor considers internal control relevant to the entity's preparation and presentation of Separate Financial Statements that give a true and fair view in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the entity's internal control. An audit also includes evaluating the appropriateness of accounting policies used and the reasonableness of accounting estimates made by Board of Management, as well as evaluating the overall presentation of the Separate Financial Statements.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinion.

Auditor's Opinion

In our opinion, the Separate Financial Statements give a true and fair view, in all material respects, of the Financial position of Phu Tai Joint Stock Company as at 31 December 2024, its operating results and its cash flows for the year then ended in accordance with the Vietnamese Accounting Standards, Vietnamese Corporate Accounting System and the statutory requirements relevant to the preparation and presentation of Financial Statements.

AASC Auditing Firm Company Limited**Phạm Anh Tuấn**

Deputy General Director

Registered Auditor No: 0777-2023-002-1
Hanoi, March 27, 2025**Nguyen Truong Minh**

Auditor

Registered Auditor No: 2290-2023-002-1

Số: 270325.055/BCTC.KT5

INDEPENDENT AUDITOR'S REPORT

**To: Shareholders, Board of Directors and Board of Management
Phu Tai Joint Stock Company**

We have audited the Consolidated Financial Statements of Phu Tai Joint Stock Company and its subsidiaries (the "Group"), prepared on March 27, 2025, from pages 05 to 50, which comprise the Consolidated Balance Sheet as of December 31, 2024, the Consolidated Income Statement, the Consolidated Cash Flow and Notes to the Consolidated Financial Statements ended as at December 31, 2024.

Board of Management' Responsibility

The Board of Management is responsible for the preparation and presentation of Consolidated Financial Statements that give a true and fair view in accordance with Vietnamese Accounting Standards, Vietnamese Corporation Accounting System and the statutory requirements relevant to the preparation and presentation of Financial Statements and for such internal control as management determines is necessary to enable the preparation and presentation of Consolidated Financial Statements that are free from material misstatements, whether due to fraud or error.

Auditor's Responsibility

Our responsibility is to express an opinion on these Consolidated Financial Statements based on our audit. We conducted our audit in accordance with Vietnamese Standards on Auditing. Those standards require that we comply with standards and ethical requirements; plan and perform the audit to obtain reasonable assurance about whether the Consolidated Financial Statements are free from material misstatement.

An audit involves performing procedures to obtain audit evidence about the amounts and disclosures in the Consolidated Financial Statements. The procedures selected depend on the auditor's judgment, including the assessment of the risks of material misstatement of the Consolidated Financial Statements, whether due to fraud or error. In making those risk assessments, the auditor considers internal control relevant to the entity's preparation and presentation of Consolidated Financial Statements that give a true and fair view in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the entity's internal control. An audit also includes evaluating the appropriateness of accounting policies used and the reasonableness of accounting estimates made by Board of Management, as well as evaluating the overall presentation of the Consolidated Financial Statements.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinion.

Auditor's Opinion

In our opinion, the Consolidated Financial Statements give a true and fair view, in all material respects, of the Financial position of Phu Tai Joint Stock Company as at 31 December 2024, its operating results and its cash flows for the year then ended in accordance with the Vietnamese Accounting Standards, Vietnamese Corporate Accounting System and the statutory requirements relevant to the preparation and presentation of Consolidated Financial Statements.

**AASC Auditing Firm Company Limited**

Pham Anh Tuan
Deputy General Director
Registered Auditor No: 0777-2023-002-1
Hanoi, March 27, 2025



Nguyen Truong Minh
Auditor
Registered Auditor No: 2290-2023-002-1

No.: 36/TTr-HĐQT

Quy Nhon, 25/03/2025



PROPOSAL

Re: Selection of an independent auditing firm for 2025

To: THE 2025 ANNUAL GENERAL MEETING OF SHAREHOLDERS

Following a thorough process of researching and evaluating the capabilities of independent auditing firms approved by the Ministry of Finance and the State Securities Commission, the Board of Directors (BOD) proposes and nominates the following two independent auditing firms from the list of qualified auditing entities for listed organizations, as recognized by the Ministry of Finance:

1 – Deloitte Vietnam Audit Company Limited

Address: No. 34 Lang Ha Street, Lang Ha Ward, Dong Da District, Hanoi

2 – AASC Auditing Firm Company Limited

Address: No. 01 Le Phung Hieu Street, Trang Tien Ward, Hoan Kiem District, Hanoi

One of these firms will be selected to conduct the audit of the interim financial statements and the annual financial statements for 2025. Upon completion, the audited financial statements will be fully provided to the company.

Implementation period: After the company finalizes its interim and annual financial statements.

Respectfully submitted to the AGM for consideration and approval of the content:

- Assign the BOD the authority to select one of the two aforementioned firms to conduct the independent audit of the company's financial statements.

- Authorize the General Director to negotiate the terms of engagement, costs, and necessary procedures for the audit, ensuring full compliance with legal regulations and the company's charter, and to report the audit results comprehensively.

Respectfully submitted to the 2025 AGM for consideration and approval.

ON BEHALF OF THE BOARD OF DIRECTORS
CHAIRMAN
(Signed)

LE VY

PHU TAI JOINT STOCK COMPANY

Re: periodic information disclosure on
bond proceeds utilization

THE SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom - Happiness

Binh Dinh, July 29, 2024

REPORT ON THE UTILIZATION OF PROCEEDS FROM BOND ISSUANCE

For outstanding bonds as of June 30, 2024

To: **State Securities Commission
Hanoi Stock Exchange
Bondholders**

Pursuant to the provisions of Circular No. 122/2020/TT-BTC dated December 31, 2020, of the Ministry of Finance guiding the information disclosure regime and reporting regime according to the provisions of Decree No. 153/2020/ND-CP dated December 31, 2020, of the Government on offering and trading of privately placed corporate bonds in the domestic market and offering of corporate bonds in the international market; Decree No. 65/2022/ND-CP dated September 16, 2022, of the Government on amending and supplementing a number of articles of Decree No. 153/2020/ND-CP; Decree No. 08/2023/ND-CP dated March 05, 2023, of the Government on amending, supplementing, and suspending the implementation of a number of articles in the Decrees stipulating the offering and trading of privately placed corporate bonds in the domestic market and the offering of corporate bonds in the international market, Phu Tai Joint Stock Company hereby submits the periodic information disclosure on the utilization of proceeds from bond issuance as follows:

1. Company Information

Company name	Phu Tai Joint Stock Company
Head office address:	No. 278 Nguyen Thi Dinh Street, Nguyen Van Cu Ward, Quy Nhon City, Binh Dinh Province
Telephone:	0256 3847668
Transaction fax number:	0256 3847556
Email address:	myloan.ptb@phutai.com.vn
Type of Company:	Joint Stock Company
Main business activities:	Production and trading of wood and stone products; automotive trade and repair services; and other services

2. Purpose of capital utilization according to the issuance plan

The purpose of utilizing the proceeds from the bond issuance, as detailed in the use of proceeds statement for outstanding bonds as of June 30, 2024, is as follows:

Based on the bond issuance plan approved in Resolution No. 105/NQ-HDQT dated October 22, 2019, and Resolution No. 107/NQ-HDQT dated November 18, 2020, of the Board of Directors of Phu Tai Joint Stock Company, the proceeds from the offering, as outlined in the use of proceeds statement, will be used as follows:

Bond Code	Approved issuance Resolution and plan	Issuance volume	Total mobilized volume (VND) (based on par value: VND 100,000,000/Bond)	Purpose of capital utilization
PTBBON D2019.02	Resolution No. 105/NQ-HDQT dated October 22, 2019	1.500	150,000,000,000 VND	To supplement the working capital for the Company's production and business activities, specifically to contribute capital according to the business cooperation contract between Phu Tai Joint Stock Company and Phu Tai Quartz Stone Company Limited for the implementation of the artificial quartz stone factory project

Bond Code	Approved issuance Resolution and plan	Issuance volume	Total mobilized volume (VND) (based on par value: VND 100,000,000/Bond)	Purpose of capital utilization
				at Nhon Trach Textile and Garment Industrial Park - Dong Nai, according to the project's progress.
PTB.H.20.24.001	Resolution No. 107/NQ-HDQT dated November 18, 2020	348	34,800,000,000 VND	To supplement the working capital for the Company's production and business activities, specifically to contribute capital according to the business cooperation contract between Phu Tai Joint Stock Company and Phu Tai Quartz Stone Company Limited for the implementation of the artificial quartz stone factory project at Nhon Trach Textile and Garment Industrial Park - Dong Nai, according to the project's progress.
	Total		184,800,000,000 VND	

3. Capital utilization status and disbursement progress:

The utilization status and disbursement progress of the proceeds from the bond issuance for outstanding bonds as of June 30, 2024, are as follows:

3.1. For the purpose of capital utilization to increase operating capital:

Bond Code	Purpose of capital utilization	Planned (VND)	Used (until June 30, 2024) (VND)	Note
PTBBON D2019.02	To supplement the working capital for the Company's production and business activities, specifically to contribute capital according to the business cooperation contract between Phu Tai Joint Stock Company and Phu Tai Quartz Stone Company Limited for the implementation of the artificial quartz stone factory project at Nhon Trach Textile and Garment Industrial Park - Dong Nai, according to the project's progress.	150,000,000,000 VND	150,000,000,000 VND	Of which, the amount used to reimburse expenses already incurred is VND 282,446,930 (i)
PTB.H.20.24.001	To supplement the working capital for the Company's production and business activities, specifically to contribute capital according to the business cooperation contract between Phu Tai Joint Stock Company and Phu Tai	34,800,000,000 VND	34,800,000,000 VND	Of which, the amount used to reimburse expenses already incurred is VND 34,800,000,000 (i)

Bond Code	Purpose of capital utilization	Planned (VND)	Used (until June 30, 2024) (VND)	Note
	Quartz Stone Company Limited for the implementation of the artificial quartz stone factory project at Nhon Trach Textile and Garment Industrial Park - Dong Nai, according to the project's progress.			
	Total	184,800,000,000 VND	184,800,000,000 VND	

- (i) (i) During the period of undertaking capital mobilization activities, to ensure the project's progress according to the plan, the Company used its own working capital to contribute capital under the business cooperation contract between the Company and Phu Tai Quartz Stone Company Limited for the implementation of the artificial quartz stone factory project at Nhon Trach Textile and Garment Industrial Park - Dong Nai with the amount of VND 35,082,446,930. Therefore, the capital mobilized from the bond issuance has been used for the corresponding portion to reimburse and supplement the Company's working capital.

Binh Dinh, July 29, 2024

On behalf of the Board of General
Management
General Director

Preparer

Chief Accountant

Vo Phuong Thao

Nguyen Thi My Loan



NOTES TO THE USE OF PROCEEDS STATEMENT

1. COMPANY INFORMATION

Phu Tai Joint Stock Company was established under Decision No. 150/QD-BQP dated November 10, 2004, of the Ministry of National Defence regarding the transformation of Phu Tai Company under Military Region 5 into Phu Tai Joint Stock Company.

The Company operates under the Business Registration Certificate and Tax Registration Certificate of a joint stock company No. 4100259236 issued for the first time by the Department of Planning and Investment of Binh Dinh Province on December 30, 2004, and subsequent amendments, with the most recent amendment (the 28th) issued on August 16, 2023.

Business Lines: Industrial production, commercial business, services.

Business Activities: The Company's main activities are:

- Cutting, shaping, and finishing granite, basalt, and marble;
- Mining granite and basalt; Exploiting stone, sand, and gravel as construction materials;
- Manufacturing beds, wardrobes, tables, and chairs; Manufacturing other products from wood;
- Producing crushed stone, stone powder, and similar products;
- Leasing office space;
- Trading in products made from granite, basalt, and marble.

2. PRINCIPAL ACCOUNTING POLICIES

2.1. Basis of preparation

The Use of Proceeds Statement is presented in Vietnamese Dong (VND) on a cash receipts and disbursements basis, in accordance with Vietnamese Accounting Standards, the Vietnamese Enterprise Accounting System, and relevant legal regulations on the preparation and presentation of the Use of Proceeds Statement.

2.2. Reporting period

The utilization of proceeds is reported for outstanding bonds as of June 30, 2024.

2.3. Purpose of the report

The Use of Proceeds Statement is prepared at the request of the State regulatory authorities, in accordance with the provisions of Decree No. 153/2020/ND-CP dated December 31, 2020, Decree No. 65/2022/ND-CP dated September 16, 2022, Decree No. 08/2023/ND-CP dated March 05, 2023, of the Government, and related guiding documents. As a result, this report may not be suitable for other purposes.

Preparer

Chief Accountant

Binh Dinh, July 29, 2024
**On behalf of the Board of General
Management
General Director**

Vo Phuong Thao

Nguyen Thi My Loan

PHU TAI JOINT STOCK COMPANY

THE SOCIALIST REPUBLIC OF VIETNAM

Independence – Freedom – Happiness

No.: 38/TTr-HĐQT

Quy Nhon, 13/04/2025



PROPOSAL

Re: Approval of the Resignation of a Member of the Board of Directors

To: THE 2025 ANNUAL GENERAL MEETING OF SHAREHOLDERS

- Based on The Charter on Organization and Operation of Phu Tai J.S.C;
- Based on the resignation letter submitted by Mr. Le Vy (09/04/2025).

On April 10, 2025, Phu Tai Joint Stock Company received the resignation letter from Mr. Le Vy, Chairman of the Board of Directors. The reason for his resignation is advanced age and health limitations, which prevent him from fulfilling the responsibilities and duties of the Chairman of the Board of Directors, as well as being a member of the Board of Directors of the company.

The Board of Directors has approved Mr. Le Vy's resignation from the position of Chairman.

We respectfully submit Mr. Le Vy's resignation to the 2025 Annual General Meeting (AGM) for consideration and approval.

**ON BEHALF OF THE BOARD OF DIRECTORS
CHAIRMAN
(Signed)**

LE VAN THAO

PHU TAI JOINT STOCK COMPANY

THE SOCIALIST REPUBLIC OF VIETNAM

Independence – Freedom – Happiness

No.: 39 /TTr-HĐQT

Quy Nhon, 13/04/2025



PROPOSAL

Re: Election of Additional Member to the Board of Directors

To: THE 2025 ANNUAL GENERAL MEETING OF SHAREHOLDERS

- *Based on the Charter on the Organization and Operation of Phu Tai Joint Stock Company;*

- *Based on the Resolution of the 2023 General Meeting of Shareholders (regarding the term and number of members of the Board of Directors for the 2023–2027 term, from April, 2023 to 2028 AGM);*

Pursuant to legal regulations and the Company's Charter, and in order to ensure the required number of Board of Directors (BOD) members for the 2023–2027 term, the BOD respectfully submits for the AGM's consideration and approval the following:

1. Number of additional BOD members to be elected: 01 (one) member.
2. Term of the additional BOD member: for the remaining duration of the term.
3. Candidate for the additional BOD position: Mr. Le Anh Van.
4. Voting method: Cumulative voting in accordance with the AGM's regulations.

Respectfully submitted to the 2025 AGM for review and approval.

**ON BEHALF OF THE BOARD OF DIRECTORS
CHAIRMAN
(Signed)**

LE VAN THAO

*Quy Nhon, April 13, 2025***REGULATION ON THE ELECTION OF ADDITIONAL MEMBERS TO THE BOARD OF DIRECTORS AT THE 2025 AGM****Pursuant to:**

- *The Law on Enterprises 2020;*
- *The Law on Securities 2019;*
- *The Charter on Organization and Operation of Phu Tai Joint Stock Company;*
- *The Regulation on the Operation of the Board of Directors of the Company;*

The General Meeting of Shareholders (GMS) of Phu Tai Joint Stock Company (the Company) shall conduct the election of additional members to the Board of Directors (BOD) at the 2025 Annual General Meeting of Shareholders in accordance with the following provisions.

Article 1: The Chairperson of the General Meeting shall be responsible for presiding over the election and shall have the following duties:

- Guide, collect, and compile the list of candidates and nominees participating in the additional election to the Board of Directors (BOD); seek opinions from and submit to the General Meeting for approval before conducting the election.
- Propose the Vote Counting Committee for the General Meeting to approve.
- Announce the list of candidates for the BOD after being approved by the General Meeting.
- Supervise the voting and vote counting process.
- Handle any complaints related to the election (if any).

Article 2: Principles and Eligible Voters for the Election**2.1. Election Principles:**

- The election shall be conducted in accordance with the provisions of the law and the Company's Charter.
- It shall be carried out publicly by secret ballot, using the cumulative voting method.

2.2. Eligible Voters:

- Eligible voters are shareholders holding the Company's shares or their legally authorized representatives who are directly attending the 2025 Annual General Meeting of Shareholders.

Article 3: Number and Term of the Additional Member to the Board of Directors

3.1. Number of additional BOD members to be elected: 01 member of the Board of Directors.

3.2. Term of the additional BOD member: The remaining term of the 2023-2027 tenure.

Article 4: Selection of BOD Candidates

4.1. Based on the candidacy and nomination applications submitted by shareholders or groups of shareholders, along with the accompanying documents of the candidates, the Organizing Committee of the 2025 AGM of Shareholders shall verify the validity of each application. Accordingly, all self-nominated or nominated



candidates must submit valid applications on time and must fully meet the criteria specified in this Regulation, in compliance with the law and the Company's Charter.

4.2. Candidates with valid applications shall be included in the list of nominees for the election of additional members to the BOD at the Company's 2025 AGM of Shareholders.

Article 5: Principles of Election and Duties of the Vote Counting Committee

5.1. Principles of Election:

- The election must be conducted in accordance with the law, the Company's Charter, and by secret ballot.

- It shall be carried out in a transparent, honest, and objective manner.

- Voting rights are calculated based on the number of shares owned or represented. Election results are determined based on the number of voting shares held by shareholders attending the meeting, according to the cumulative voting principle.

5.2. Voting Method:

Pursuant to Clause 3, Article 148 of the Law on Enterprises and Clause 3, Article 21 of the Company's Charter on Organization and Operation:

The election of members to the BOD shall be conducted using the cumulative voting method, whereby each shareholder has a total number of votes equal to the number of shares they own multiplied by the number of BOD members to be elected. Shareholders may allocate all or part of their total votes to one or more candidates.

Example:

Shareholder A owns or is authorized to represent 100 shares of the Company. If the GMS is electing 01 member to the BOD, then: Shareholder A shall have $100 \text{ (shares)} \times 1 \text{ (number of BOD members to be elected)} = 100 \text{ votes}$.

The shareholder may allocate all 100 votes or fewer to a single candidate.

5.3. Vote Counting Committee:

- The list of the Vote Counting Committee shall be proposed by the Presidium and approved by the General Meeting of Shareholders. The committee shall consist of 03 members.

- Members of the Vote Counting Committee are not required to be shareholders but must not be on the list of candidates for election.

- Duties: The Vote Counting Committee shall carry out procedures before, during, and after the election (including approving the list of candidates, distributing ballots, counting votes, and announcing the results, etc.). The committee's duties conclude upon completion of the election process.

- Responsibilities: The Vote Counting Committee must conduct the election procedures with honesty, objectivity, accuracy, and in full compliance with the established voting rules.

Article 6: Ballot Paper

6.1. Contents of the Ballot Paper:

- Each shareholder or authorized representative attending the meeting shall be issued one ballot for the election of additional BOD members.

- The ballot shall indicate the shareholder code, number of shares held, total number of votes, and the list of candidates.

- The ballot shall bear the official seal of Phu Tai Joint Stock Company at the top left corner.

6.2. Valid Ballots, Invalid Ballots, and Blank Ballots:

- **Valid ballot:** A valid ballot is one issued by the Vote Counting Committee, containing all required information as stated in Clause 6.1. It must not be torn, erased, or altered. A valid ballot must also comply with the instructions specified in Clause 6.3 of this Article.

- **Invalid ballot:** A ballot is considered invalid if it was not issued by the Vote Counting Committee; if it lacks required information as stated in Clause 6.1; if it is torn, erased, or altered; if it contains additional markings or symbols; if it allocates votes exceeding the shareholder's total voting rights; or if it allocates votes to more candidates than the number of positions to be elected. Invalid ballots shall not be counted in the election results.

- **Blank ballot:** A ballot on which no votes are allocated to any candidate.

6.3. How to Fill in the Ballot:

- To vote for a candidate, the shareholder shall write the number of votes in the "Number of votes" column corresponding to that candidate's name.

- If not voting for a candidate, the shareholder shall either enter "0" or leave the "Number of votes" column blank for that candidate.

- The shareholder or their authorized representative may allocate all or part of their votes to one candidate, or may choose not to vote for any candidate.

- In case of a mistake in filling out the ballot (provided the ballot has not yet been placed in the ballot box), the shareholder may request a new ballot or correct the existing one according to the guidance of the Vote Counting Committee.

6.4. Voting Process:

- The Vote Counting Committee shall inspect the ballot boxes in the presence of the shareholders.

- Voting shall begin upon the announcement by the Head of the Vote Counting Committee and shall end either when the last shareholder has cast their vote or after 15 minutes from the start of voting, whichever comes first.

- Vote counting shall commence immediately after the voting ends.

Article 7: Vote Counting and Announcement of Results

- The Vote Counting Committee shall operate in a designated separate area and record the vote counting results.

- All ballots shall be sealed and handed over to the Chairperson.

- Upon completion of the vote counting process, the committee shall prepare a Vote Counting Report.

- The full text of the Vote Counting Report shall be publicly announced before the General Meeting.

7.1. Election Criteria for Successful Candidates:

A successful candidate must meet the following two (2) criteria:

1. The candidate with the highest number of valid votes shall be elected as a member of the Board of Directors.

2. The elected candidate must receive valid votes accounting for at least 51% of the total voting shares represented at the meeting, calculated as follows:

Voting rate = (Total valid votes for the candidate / Total number of voting shares present at the meeting) × 100%. The voting rate must be ≥ 51%.

Example:



Candidate A receives 2,000,000 votes (by cumulative voting), while the total number of voting shares present at the meeting is 3,600,000. The voting rate for Candidate A is: $2,000,000 / 3,600,000 \times 100\% = 55.56\%$

7.2. Complaints Regarding Election Results:

- After the election results have been announced, if any shareholder discovers an error or act of fraud in the vote counting process, they may file a written complaint requesting a re-verification of the election results. The complaint shall only be considered valid if received by the Chairperson during the session of the 2025 Annual General Meeting of Shareholders.

- In the event the re-verification reveals any error, the party at fault (*either the complainant or the Vote Counting Committee*) shall bear all costs associated with the re-verification.

- All complaints related to the election shall be resolved by the Chairperson and recorded in the minutes of the General Meeting.

Article 8: Validity and Effectiveness

This Regulation shall take effect immediately upon its approval by the General Meeting of Shareholders.

It shall expire at the conclusion of the 2025 Annual General Meeting of Shareholders of Phu Tai Joint Stock Company.

The above constitutes the full Regulation on Nomination, Candidacy, and Additional Election of Members of the Board of Directors of Phu Tai Joint Stock Company at the 2025 Annual General Meeting of Shareholders.

**ON BEHALF OF THE BOD
CHAIRMAN
(Signed)**

LE VAN THAO



LÝ LỊCH CÁ NHÂN / CURRICULUM VITAE

ỨNG CỬ VIÊN BẦU BỔ SUNG VÀO HĐQT – PTB
THE CANDIDATE FOR ELECTION TO THE BOD – PTB
NĂM 2025



1. Họ và tên /Full name :	LÊ ANH VĂN
2. Giới tính/Sex :	Nam/Male
3. Ngày tháng năm sinh/DOB :	20/02/1994
4. Nguyên quán/Place of origin:	Nghi Văn – Nghi Lộc – Nghệ An Nghi An Province
5. Quốc tịch/ Nationality:	Việt Nam/Vietnamese
6. Dân tộc/ Ethnicity:	Kinh
7. Địa chỉ thường trú/Add :	Số 228 Hoàng Hoa Thám, Phường 12, Quận Tân Bình, TP. Hồ Chí Minh 228 Hoang Hoa Tham St., Ward 12, Tan Binh District, Ho Chi Minh City
8. Trình độ văn hóa/ Educational Level:	12/12
9. Trình độ chuyên môn/ Professional Qualification:	Thạc sĩ Quản trị kinh doanh (Đại học Fordham) (Master of Science - Fordham University)
10. Quá trình công tác/ Work Experience :	
- Từ năm 2019 – 2020 (from 2019 to 2020)	Xí nghiệp 380/ Enterprise 380 - Nhân viên Kinh doanh/ Sales Staff
- Từ năm 2020 – 2024 (from 2020 to 2024)	Cty TNHH MTV Đá Thạch Anh Cao Cấp Phú Tài/ Phu Tai Quartz Co.,Ltd - Trưởng phòng Kinh Doanh / Head of Sales Department - Phó Giám Đốc công ty/ Vice Director
- Từ năm 2025 – nay (from 2025)	Công ty Cổ phần Phú Tài /Phu Tai J.S.C - Phó Tổng Giám Đốc kiêm Trưởng phòng kinh doanh/ Deputy General Director & Head of Business Department
11. Tổng số cổ phần biểu quyết/ Number of Shares Owned:	166.910 cổ phần/shares
12. Tỷ lệ sở hữu/ Ownership Percentage:	0,25%