



Hai Phong, June ..., 2025

ASSESSMENT REPORT BY INDEPENDENT MEMBERS OF THE BOARD OF DIRECTORS ON THE ACTIVITIES OF THE BOARD OF DIRECTORS IN 2024

Evaluation of the board of directors' activities in 2024 The independent members of the Board of Directors (BOD) provide the following general assessment of the BOD's activities in 2024:

- The BOD has operated with a high level of responsibility and transparency in corporate governance, strictly adhering to regulations applicable to publicly listed companies. BOD meetings were convened in a timely manner and conducted in accordance with the procedures outlined in the Company's Charter and Internal Governance Regulations. All meeting agendas were thoroughly discussed and evaluated by BOD members to ensure the adoption of strategic directions and solutions that maximize benefits for the Company.
- Key matters related to business strategy, market expansion, technology investment, and management system development were regularly reviewed and assessed during periodic BOD meetings.
- Decisions made during BOD meetings were approved based on majority voting principles, with meeting minutes duly recorded and signed by attending BOD members.

1. Organizational structure

In 2024, the BOD consisted of **seven members**, including **two independent members**. All BOD members actively participated in strategic planning, compliance oversight, and corporate governance, ensuring adherence to best practices in corporate management.

2. Operational mechanisms

- In 2024, the BOD held 16 meetings, most of which were conducted online. These meetings were convened with a clear schedule, comprehensive documentation, and strict compliance with the Company's Charter and legal regulations. Meeting discussions were thorough, with BOD members engaging in critical analysis and evaluation of key issues.
- Strategic, business, and financial matters were closely monitored and discussed between the BOD and the Executive Board.

- Changes in investment plans and new strategic initiatives were independently researched and critically reviewed by both the BOD and the Executive Board.

3. Corporate governance and supervision results

- Overall, the BOD effectively fulfilled its role in implementing the strategic plans and directives set forth by the General Meeting of Shareholders (GMS).
- The BOD complied with corporate governance regulations, convened periodic and extraordinary meetings as necessary, and issued timely decisions aligned with the Company's operational realities.
- The BOD exercised its supervisory role effectively, providing guidance and oversight to the Executive Board in executing resolutions approved by the GMS and the BOD, ensuring compliance with legal regulations while balancing the interests of the Company and its shareholders.
- BOD members holding executive positions regularly attended both periodic and extraordinary Executive Board meetings. Major decisions made by the Executive Board were analyzed, critically reviewed, and consulted with BOD members and the Chairman to safeguard the Company's interests.
- BOD members proactively recognized their roles and responsibilities in supporting the Executive Board, sharing expertise, and engaging in governance-related discussions with the management team.

4. Conclusion

- The BOD has fully exercised its fiduciary duties in representing shareholders, overseeing corporate operations, and providing strategic direction to ensure the effective utilization of resources in achieving the targets set by the GMS, while maintaining compliance with legal regulations and the Company's Charter.
- In addition to its governance and supervisory functions, the BOD closely collaborated with the Executive Board to identify solutions for overcoming business challenges in 2024.
- Overall, in 2024, the BOD demonstrated a high level of responsibility, unity, and cooperation in executing its duties with integrity and diligence. The BOD implemented decisive measures in supervision and guidance, ensuring the successful execution of GMS and BOD resolutions, achieving outstanding business results, and safeguarding the interests of the Company and its shareholders.

**Independent Members of the
Board of Directors**

(Signed)

Tran Thi Hai Yen

**Independent Members of the
Board of Directors**

(Signed)

Nguyen Duc Kien