



VINGROUP JOINT STOCK COMPANY



THE SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom - Happiness

Hanoi, April 02, 2025

(Form)

**INVITATION LETTER (Form)
TO THE 2025 ANNUAL GENERAL MEETING OF SHAREHOLDERS**

To: Shareholder

Legal paper (ID/Passport/POA) No.:

Address:

Nationality:

Phone number:

Shareholder code:

VINGROUP JOINT STOCK COMPANY

Business registration No.: 0101245486

Headquarters' address: No.7 Bang Lang 1, Vinhomes Riverside Urban Area, Viet Hung Ward, Long Bien District, Hanoi

The Board of Directors of Vingroup Joint Stock Company ("Vingroup") would like to make the following announcement:

I. Convening of the 2025 Annual General Meeting of Shareholders (the "AGM"):

- Time: **9:00 AM, Thursday, April 24, 2025**
- Venue: **Almaz Convention Center, Hoa Lan Street, Vinhomes Riverside Eco-Urban Area, Phuc Loi Ward, Long Bien District, Hanoi, Vietnam**
- Attendants: Shareholders recorded on the Shareholder Register as of March 25, 2025 provided by the Vietnam Securities Depository and Clearing Corporation are eligible to attend the 2025 Annual General Meeting of Shareholders.

II. Timeline for registration, attendance confirmation and feedback to the AGM's documents:

To facilitate the organization of the AGM, shareholders are requested to kindly confirm the attendance and give feedback to the AGM's agenda either by phone at: **(84-24) 3974 9999** - ext. **9751** (Ms. Ngo Thi Nguyet) or fax: **(84-24) 3974 8888** or email: v.nguyetnt1@vingroup.net before **4:30 PM on April 19, 2025**.

We look forward to welcoming you to the AGM.

Notes:

- Shareholders are responsible for their own travel and accommodation costs;
- Please bring your Invitation Letter, ID card/Passport, Power of Attorney (for individuals holding Shareholders' proxy to attend the AGM)¹;
- Meeting materials for the AGM are disclosed and can be downloaded on Vingroup's website via <http://www.vingroup.net> in the Investor Relations/Information Disclosure/Annual General Meeting of Shareholders section.

**ON BEHALF OF THE BOARD OF DIRECTORS
CHAIRMAN**

(signed)

PHAM NHAT VUONG

¹ Proxies must present a Power of Attorney under the form issued by Vingroup or a Power of Attorney established in accordance with the Civil Law, which must clearly state the name of authorized individual or organization and the number of authorized shares. The proxies without a valid Power of Attorney are not allowed to attend the Annual General Meeting of Shareholders under all circumstances.



THE SOCIALIST REPUBLIC OF VIETNAM

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POWER OF ATTORNEY²

TO ATTEND 2025 ANNUAL GENERAL MEETING OF SHAREHOLDERS

VINGROUP JOINT STOCK COMPANY

(Form for Individual Shareholders)

To: The Organizing Committee of the Annual General Meeting of Shareholders of Vingroup Joint Stock Company

Today / /2025, at.....

My name is:

ID/Passport Number:

Date of issue:Place of issue:

Address:

I am currently holding:shares in Vingroup Joint Stock Company.

I hereby give power of attorney to:

Mr./Ms.

Title:

ID/Passport Number:

Date of issue:Place of issue:.....

Address:

Mr./Ms.....as the representative ofshares owned by me, and shall on my behalf attend the 2025 Annual General Meeting of Shareholders of Vingroup Joint Stock Company to exercise shareholder rights and obligations with respect to the number of the authorized shares in accordance with the law.

This Power of Attorney shall only be valid for the 2025 Annual General Meeting of Shareholders of Vingroup Joint Stock Company.

Proxy

(Signature and full name)

Principal

(Signature and full name)

²Proxies must present their ID/ passport together with a Power of Attorney under the form issued by Vingroup or a Power of Attorney established in accordance with the Civil Code. The proxies without a valid Power of Attorney are not allowed to attend the Annual General Meeting under all circumstances.



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POWER OF ATTORNEY³

TO ATTEND 2025 ANNUAL GENERAL MEETING OF SHAREHOLDERS

VINGROUP JOINT STOCK COMPANY

(Form for Institutional Shareholders)

To: The Organizing Committee of the 2025 Annual General Meeting of Shareholders of Vingroup Joint Stock Company

Today, on/...../ 2025, at

Name of the Institution:

Represented by Mr./Ms.: Title:

Business Registration Certificate/Ownership Registration No.: Date of issue:

Place of issue:

Address:

We are currently holding:shares in Vingroup Joint Stock Company.

We hereby give power of attorney to:

Mr./Ms.

Title:

ID/Passport Number:..... Date of issue:

Place of issue:

Address:

Mr./Ms.....as the representative ofshares owned by us, and shall on our behalf attend the 2025 Annual General Meeting of Shareholders of Vingroup Joint Stock Company to exercise shareholder rights and obligations with respect to the number of the authorized shares in accordance with the law.

This Power of Attorney shall only be valid for the 2025 Annual General Meeting of Shareholders of Vingroup Joint Stock Company.

Proxy

(Signature and full name)

Principal

(Signature, full name, and stamp)

³ Proxies must present their ID/ passport together with a Power of Attorney under the form issued by Vingroup or a Power of Attorney established in accordance with the Civil Code. The proxies without a valid Power of Attorney are not allowed to attend the Annual General Meeting under all circumstances.



AGENDA OF THE 2025 ANNUAL GENERAL MEETING OF SHAREHOLDERS VINGROUP JOINT STOCK COMPANY

Time: **9:00 AM, Thursday, April 24, 2025**

Venue: **Almaz Convention Center, Hoa Lan Street, Vinhomes Riverside Urban Area,
Phuc Loi Ward, Long Bien District, Hanoi, Vietnam.**

Time	Description	Chaired by
08:30 AM – 09:00 AM	Shareholder registration & distribution of meeting materials	Organizing Committee
09:00 AM – 09:05 AM	Shareholder Eligibility Verification Report	MC
09:05 AM – 09:10 AM	Introduction of the Annual General Meeting of Shareholders (“AGM”) Chairperson and Presiding Committee	MC
09:10 AM – 09:15 AM	Opening ceremony, nomination of the AGM Secretaries, and election of the Vote Counting Committee	Presiding Committee
09:15 AM – 09:20 AM	Approval of the regulations on the organization and operation of the AGM 2025	
09:20 AM – 09:25 AM	Approval of the meeting agenda	Presiding Committee
09:25 AM – 10:00 AM	Presentation of reports and proposals:	
	1. Report of the Board of Directors (“ BOD ”) in 2024.	Presiding Committee
	2. BOD's proposal regarding the 2024 business performance and the 2025 business plan.	
	3. Report of the Supervisory Board in 2024.	Head of the Supervisory Board
	4. Proposal on the 2024 financial performance in accordance with FY2024 audited financial statements.	Presiding Committee
	5. Proposal on the appropriation plan for the accumulated undistributed earnings as of year-end 2024.	
	6. Proposal on the remuneration for members of the BOD and the Supervisory Board.	
	7. Proposal on the selection of an independent audit firm	
	8. Proposal on listing of bonds in case of public offerings.	
	9. Proposal on the amendments to business lines.	
	10. Other issues (if any).	
10:00 AM – 10:20 AM	Discussion	Presiding Committee
10:20 AM – 10:45 AM	Guidance and voting on reports and proposals	Vote Counting Committee
	Vote counting	
10:45 AM – 11:00 AM	Tea break	
11:00 AM – 11:15 AM	Announcement of the results of vote counting	Vote Counting Committee
	Approval of the AGM's Minutes and Closing	Presiding Committee



VINGROUP JOINT STOCK COMPANY

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Hanoi, April 02, 2025

**REGULATIONS ON THE ORGANIZATION AND OPERATION
OF THE 2025 ANNUAL GENERAL MEETING OF SHAREHOLDERS**

**CHAPTER I
GENERAL PROVISIONS**

Article 1: Scope and applicability

- 1.1 These Regulations shall apply to the organization of the 2025 Annual General Meeting of Shareholders (hereinafter referred to as the “**Meeting**” or “**AGM**”) of Vingroup Joint Stock Company (hereinafter referred to as “**Vingroup**”);
- 1.2 These Regulations set forth provisions on the rights and obligations of shareholders, proxies, and relevant parties participating in the Meeting, and on conditions and procedures of the Meeting;
- 1.3 Shareholders or proxies attending the Meeting and relevant parties shall be responsible for complying with these Regulations.

**CHAPTER II
RIGHTS AND OBLIGATIONS OF AGM PARTICIPANTS**

Article 2: Rights and obligations of shareholders or their proxies

- 2.1 Eligibility for attendance at the AGM:

Participants must be shareholders, or their proxies as confirmed in writing by one or more shareholders whose names are in the Shareholder Register that exercise the right to attend the AGM of Vingroup on the record date.
- 2.2 Shareholders’ rights regarding the AGM:
 - a. Shareholders have the right to participate in the AGM or authorize in writing for another person to represent them as a proxy at the AGM;
 - b. Shareholders and proxies have the right to discuss and vote on all matters within their rights in accordance with the Law on Enterprises, other related legislative documents, and the Vingroup’s Charter;
 - c. The Organizing Committee shall provide the Shareholders and proxies with an AGM agenda and relevant materials;
 - d. Each shareholder or proxy attending the Meeting will receive a Voting Card, Ballot Card, or use an access account provided by the Organizing Committee to log in to the system to perform electronic voting (in case Vingroup applies information technology to the organization of the AGM);
 - e. Any shareholder or proxy arriving late at the AGM before the end of the AGM is entitled to register and vote on the matters that have not yet been voted on. The Chairperson of the Meeting is not obligated to pause the Meeting and the previously voted matters shall not be affected.

2.3 Shareholders' obligations with regard to the AGM:

- a. Shareholders and/or proxies must bring their valid identity card or passport, invitation letter, and valid power of attorney (in the case of authorization or proxies) to the Meeting and register with the Shareholder Eligibility Verification Committee;
- b. Shareholders are responsible for keeping the access account and other identifiers provided by Vingroup to ensure that only shareholders have the right to participate in electronic voting on the system. In case a shareholder is authorized to attend the AGM and vote electronically for another individual/organization, the shareholder and the authorized person are responsible for the authorization and e-voting results of the granted access account.
- c. All attendees must maintain order and refrain from causing disruption or disorder during the AGM;
- d. Any audio or video recording of the AGM must be publicly disclosed and approved by the Chairperson of the Meeting;
- e. All opinions spoken and votes cast shall be made appropriately in accordance with the Organizing Committee's guidance. The Chairperson's instructions at the AGM shall be respected;
- f. All participants are expected to comply fully with these regulations and respect the results of the Meeting;
- g. All shareholders shall provide information on related persons or persons with interests related to shareholders as requested by Vingroup.

Article 3: Rights and obligations of the Shareholder Eligibility Verification Committee

3.1 The Shareholder Eligibility Verification Committee shall consist of 01 (one) Head and other committee members and will be responsible to perform the following tasks:

- a. Verifying shareholder and proxy's eligibility: Request shareholders or proxies participating in the AGM as well as invited guests to present their ID cards/passports, invitation letters, and power of attorney (in case of proxy);
- b. Distributing voting cards, ballots, meeting materials, or providing login instructions to access the electronic shareholder verification system, where information technology is applied to the AGM;
- c. The Shareholder Eligibility Verification Committee shall use login information from the access accounts of shareholders to determine the number of shareholders attending the AGM;
- d. Reporting shareholder eligibility verification results to the AGM:
 - + Before the opening of the AGM;
 - + Prior to each voting session at the AGM;
- e. Identifying related shareholders who do not have voting rights based on the information obtained by the Shareholder Eligibility Verification Committee or as provided by shareholders.

3.2 The Shareholder Eligibility Verification Committee may form a support team to assist in performing its tasks and apply information technology to perform its tasks.

Article 4: Rights and Obligations of the Vote Counting Committee

4.1 The Vote Counting Committee consists of one (01) Head and committee members, nominated by the AGM's Chairperson and approved by the AGM to conduct the vote counting at the Meeting;

- 4.2 The Vote Counting Committee is responsible for providing guidance to shareholders on how to use voting cards, ballots, or the electronic voting system at the AGM;
- 4.3 The Vote Counting Committee counts votes, determines, and excludes related shareholders having no voting rights (if any) from voting on each matter. If the Vote Counting Committee is unable to accurately identify any related shareholders without voting rights—due to insufficient information or unclear legal provisions—all votes from such shareholders shall still be included in the counting. If such shareholders are later determined to be ineligible to vote, the resolution shall remain valid, provided that, after excluding their votes, the number of valid votes still satisfies the legal requirements for approval, as prescribed by law;
- 4.4. The Vote Counting Committee is responsible for preparing the Vote Counting Minutes and announcing the vote counting results to the AGM;
- 4.5 The Vote Counting Committee may may establish a support unit and utilize information technology systems to assist in the vote counting process;
- 4.6 The Vote Counting Committee shall be fully responsible for the accuracy and integrity of the announced results.

Article 5: Rights and obligations of the AGM Chairperson, the Presiding Committee, and Secretary

- 5.1 The AGM shall be chaired by the Chairperson of the BOD or a BOD member authorized by the Chairperson.

If the Chairperson of the BOD is absent or unable to chair the Meeting or due to unexpected reasons, the BOD shall elect one among the other members to chair the Meeting based on majority voting. If the BOD fails to elect a Chairperson, the Head of the Supervisory Board shall lead the Meeting to elect a Chairperson, and the person that receives the highest number of votes shall be the Chairperson of the Meeting;
- 5.2 Unless specified in clause 5.1, the person who signed the notice to convene the AGM shall oversee the AGM's election of the Chairperson of the Meeting, and the person that receives the highest number of votes shall chair the meeting;
- 5.3 The AGM Chairperson appoints one or several secretaries for the AGM;
- 5.4 The AGM Chairperson's decisions regarding order, procedures, and matters arising beyond the approved agenda shall be final and binding;
- 5.5 The AGM Chairperson has the right to implement necessary and reasonable measures to chair the Meeting in an appropriate and orderly manner in accordance with the approved program and allow the Meeting to reflect the wishes of the majority of participating shareholders;
- 5.6 At the Chairperson's discretion, the Meeting may be postponed or held at another time in another location (in compliance with the Law on Enterprises and Vingroup's Charter) if the Chairperson deems that:
 - a) The venue of the AGM is not large enough to provide seats for all participants;
 - b) The communication system at the AGM location is not appropriate for shareholders' attendance, discussion, and voting;
 - c) The behaviors of some participants cause disorder and disruptions that hinder the AGM from proceeding in a fair and lawful manner;
- 5.7 The Chairperson has the right not to respond to or to only note down comments and suggestions from shareholders if the content of such comments and suggestions are out of the scope of the approved agenda;

- 5.8 The Chairperson has the right to request that all AGM attendees be subject to security inspection or other legal and reasonable security measures, and ask a competent authority to maintain order at the AGM or expel from the Meeting anyone who is deemed to be causing disorder, disobeying the Chairperson and the Presiding Committee, hampering the Meeting progress, or declining to follow the security inspection procedures at the Meeting.
- 5.9 The Presiding Committee consists of a number of BOD members and managing executives of Vingroup as appointed by the Chairperson. The Presiding Committee shall perform necessary tasks to assist the Chairperson in conducting the AGM.
- 5.10 The Secretary will prepare the Minutes of the Meeting and perform other tasks as assigned by the Chairperson and the Presiding Committee. The Secretary may have one or several assistants.

CHAPTER III MEETING PROCEDURE

Article 6: AGM Quorum

- 6.1 The AGM shall proceed when shareholders and proxies represent more than 50% of the total voting shares (the “**Quorum**”). If a Quorum is not established within 60 minutes after the opening of the AGM per the agenda circulated to shareholders, the AGM shall be deemed ineligible to proceed;
- 6.2 If the Meeting is deemed ineligible to proceed according to the above provision, the following Meeting shall be convened and conducted in accordance with Vingroup’s Charter and the Law on Enterprises.

Article 7: Conduct of the AGM

- 7.1 The AGM shall follow the agenda as approved by the AGM;
- 7.2 The AGM shall discuss and approve the matters on the agenda in the correct order in the form of voting as regulated in Article 10 of these Regulations;
- 7.3 The AGM shall be deemed closed after the Minutes of AGM are approved.

Article 8: Approval of resolutions at the AGM

- 8.1 Resolutions of the Meeting shall be considered approved if passed by shareholders or their proxies representing at least 50% of the total voting shares of shareholders or proxies attending and voting at the Meeting;
- 8.2 Resolutions on the following matters shall be approved if they receive at least 65% affirmative votes from participating and voting:
- Classes of shares and the total number of shares in each class;
 - Additions or changes of business lines;
 - Organizational and management restructure;
 - Investment projects or sale of assets worth 50% or greater than 50% of total assets recorded in the latest financial statements of Vingroup;
 - Reorganization or dissolution of Vingroup;
 - Other cases as prescribed on Vingroup's Charter.

Article 9: Electronic voting

- 9.1 Shareholders use the Access Account provided by Vingroup to log into the System to conduct electronic voting;

- 9.2 Shareholders shall conduct electronic voting according to the instructions of the Organizing Committee at the AGM;
- 9.3 Shareholders with voting rights are shareholders who have registered to attend the AGM up to the time of voting and the number of these shareholders is the basis for calculating the percentage of shareholders' votes;
- 9.4 Once the system closes the voting function, shareholders may not change any submitted votes. The voting result recorded under the shareholder's Access Account shall be deemed final and shall not be subject to complaint or dispute;
- 9.5 Voting results will be announced by the Vote Counting Committee at the AGM immediately after vote counting is completed.

Article 10: Speaking opinions at the AGM

Shareholders or proxies attending the AGM may speak by raising their voting cards or registering in advance. The Chairperson shall allocate and arrange speaking time based on the agenda, with priority given to those who registered first and whose opinions relate directly to the matters under discussion. Remarks should be concise and relevant.

Article 11: Minutes and Resolutions of the AGM

- 11.1. The contents of the AGM shall be documented in the minutes. The AGM 's Chairperson and Secretary or another person who signed the AGM's Minutes are jointly liable for the truth and accuracy of the content of the minutes;
- 11.2. The minutes of the AGM shall be disclosed and approved by the AGM before it closes;
- 11.3. The minutes of the AGM, shareholders' eligibility verification report, vote counting minutes, and other materials recording the progress and results of the AGM must be archived at Vingroup's headquarters;
- 11.4. The minutes of the AGM will be published on Vingroup's website within twenty-four (24) hours from the closing of the AGM;
- 11.5. The minutes of the AGM will form the basis for the AGM 's resolutions;
- 11.6. Based on the results of the AGM, the Chairperson shall issue resolutions on matters approved at the AGM.

Article 12: Effectiveness of these Regulations

- 12.1 These regulations, consisting of three Chapters and twelve Articles, shall take effect immediately upon the AGM's approval.
- 12.2. Any amendments or supplements to these regulations must be proposed by the Chairman of the BOD and subsequently voted on and approved by the General Meeting of Shareholders.

ON BEHALF OF

THE GENERAL MEETING OF SHAREHOLDERS

CHAIRMAN OF THE BOARD OF DIRECTORS

(signed)

PHAM NHAT VUONG



VINGROUP JOINT STOCK COMPANY

No.:01/TTr-HĐQT-VINGROUP

THE SOCIALIST REPUBLIC OF VIETNAM

Independence – Freedom – Happiness

Hanoi, April 02, 2025

REPORT OF THE BOARD OF DIRECTORS

To: THE ANNUAL GENERAL MEETING OF SHAREHOLDERS

1. Business performance of Vingroup Joint Stock Company (“Vingroup” or the “Group”) in 2024

Throughout 2024, the global economy continued to face numerous challenges, including prolonged geopolitical tensions, high inflation and interest rates, along with the impact of natural disasters and extreme weather conditions. Despite these turmoil, Vietnam’s GDP grew by 7.09% compared to the previous year. Notably, a strong recovery was observed in quarter IV, 2024, during which the economy accelerated to a 7.55% growth rate compared to the same period in the previous year. Inflation remained stable throughout 2024, with the average Consumer Price Index (CPI) increasing by 3.6%. While this was higher than the average CPI growth rate recorded in 2023, it remained below the target range of 4% – 4.5% set by the National Assembly.

Against this backdrop, by the end of 2024, the Group's business segments successfully maintained their leading market positions, achieving remarkable business performance. Notably, net revenue reached VND 189,068 billion, reflecting a 17.1% increase compared to the previous year. Additionally, net profit after tax was VND 5,276 billion, representing a 156.6% growth from 2023. These financial results achieved 95% and 117% of the targets outlined in the business plan approved at the 2024 Annual General Meeting of Shareholders (“AGM”), respectively.

2. Activities of the Board of Directors (“BOD”)

2.1. General activities

In 2024, the BOD acknowledged the exceptional efforts of the Group and its Management in effectively navigating evolving macroeconomic conditions and implementing strategic business policies amid the recovery of both global and domestic economies. These proactive measures have laid a solid foundation for growth in 2025.

During 2024, the BOD held several meetings (including in-person meetings, virtual meetings, and the solicitations of written opinions) and issued 29 resolutions approving important policies and changes that impacted the Group's operations and development orientation with the main contents as follows:

Primary Contents	Number of Resolutions
Strengthening, reorganizing corporate management and its operational structure, establishing subsidiaries, and transferring of capital	19 Resolutions
Fund raising in the form of debts, issuance of corporate bonds, pledging of assets	6 Resolutions
Other matters	4 Resolutions
Total	29 Resolutions

2.2. Supervision activities of the BOD

In compliance with provisions in the Group Charter and Governance Regulations, internal policies, and applicable laws, the BOD successfully carried out the following supervisory activities toward Management in 2024:

- Organized the supervision and implementation of projects where Vingroup is the investor or joint venture partner, and investment/business activities of member company/subsidiaries within the Group;

- Organized the direction and supervision to strictly implement the preparation and publication of the Annual Report, Financial Statements for 2023 and Quarterly Financial Statements of 2024;
- Presided over, directed and successfully organized the 2024 AGM on April 25, 2024;
- Directed and supervised the successful offering and issuance of Bonds through private placement by Vingroup in 2024;
- Directed and supervised the restructuring and establishment of subsidiaries; the establishment of security interest (including mortgage, pledge, guarantee, etc.), and providing financial support to subsidiaries;
- Supervised the implementation of Resolution/Decision(s) issued by the 2024 AGM and the BOD, and monitoring the executive activities of the Board of Management in business operations;
- Supervised and directed the disclosure of information for the purpose of ensuring transparency and timely compliance with the laws; and
- Supervised the management activities of Management to enhance business efficiency and achieve business targets.

3. Remuneration, operational cost and other benefits of the Board of Directors

Report of remuneration for the BOD in 2024 has been specified in detail in *the BOD's proposal on 2025 remuneration* being submitted to the 2025 AGM.

In addition, the Group also applied certain benefits to members of the Board of Directors such as regular health check-up, health insurance, benefits when using the services of the Group subsidiaries.

4. Related party transactions

Approval procedures of transactions between related parties and the Group strictly comply with the provisions of the Law on Enterprises, Law on Securities, the Group's internal governance regulations, and Coordination process for approving transactions between the Group and Related Parties.

Transactions between the Group and related parties approved by the Board of Directors are reported and disclosed on the Corporate Governance Report 2024.

5. Independent BOD members' activities and assessment of the Board's activities

5.1. Activities of independent BOD members

The Group's Board of Directors consists of three independent members, including: (1) Mr. Adil Ahmad, (2) Mr. Chin Michael Jaewuk, and (3) Mr. Ronaldo Dy-Liacco Ibasco.

All three members possess solid professional qualifications, expertise, and extensive experience in key operational areas of the Group. Their valuable contributions significantly influenced the decisions made by the Board of Directors in 2024.

All three independent members of the Board fully participated in meetings and timely sent written ballots to decide related matters under the authority of the Board of Directors to ensure the Group's transparency, control of conflict of interests and protect the Group and its shareholders' interest.

5.2. Assessment of independent BOD members on the Board's activities

In 2024, the BOD swiftly adapted to the dynamic changes in business methodologies and models, prompted by the unstable global economic conditions and political conflicts in Eastern Europe and the Middle East, among other domestic and global fluctuations.

The BOD promptly approved and issued Resolutions/Decisions within its authority to adjust the Group's management and business activities. Furthermore, it provided prompt direction and closely supervised the activities of the Board of Management in implementing established goals, strategies, and business plans.

6. Report on Bond issuance

In 2024, the Group successfully issued four (4) privately placed bonds (hereinafter collectively referred to as the “**Bonds**”) to restructure the Group's debt. All proceeds from the issuance were utilized in accordance with the intended purposes. Key information regarding the Bond Issuance Plan is as follows.

- Total Issuance Value: VND 8,000,000,000,000 (In words: Eight trillion Vietnam dong)
- Type of Bonds: Non-convertible corporate bonds, without warrants, unsecured, and constituting the Group's direct debt repayment obligations.

- Number of Issuances: 4 tranches
- Term: Up to 24 months from the issuance date of each tranche.
- Eligible Investors: Professional investors as prescribed by law.

The issuance documents and materials were prepared in accordance with regulations on private bond issuance under Decree No. 153/2020/ND-CP issued by the Government on December 31, 2020.

7. Vingroup's 2025 plan of action

In 2024, Vingroup continued to implement its "Six Transformational Principles" to better align them with business needs and actual performance, to be rolled out at the Group and subsidiary/affiliate levels.

Stepping into 2025, Vingroup will further implement the aforementioned principles, focusing on three key principles to adapt to practical conditions including "Empowerment – Standardization – Simplification". The Group will also seek opportunities to enhance business efficiency, create competitive advantage in products and service costs, especially as it rapidly expands its operations and management organization in the Technology – Industry pillar.

In 2025, the BOD continued to set the following four governance directions:

1. The holding company model will be maintained and each subsidiary/affiliate will be more independent;
2. Pursue growth in both breadth and depth;
3. Focus on three key management principles including "Empowerment", "Simplification", and "Standardization";
4. Vingroup will prioritize internal training to ensure an adequate supply of well-trained staff members.

Respectfully submitted to the AGM for consideration and endorsement.

Thank you.

To:

- *As stated above;*
- *Vingroup archives.*

**FOR AND BEHALF OF
THE BOARD OF DIRECTORS**

(signed)

PHAM NHAT VUONG



VINGROUP JOINT STOCK COMPANY

No.: 02/TTr-HĐQT-VINGROUP

THE SOCIAL REPUBLIC OF VIETNAM

Independence - Freedom - Happiness

Hanoi, April 02, 2025

PROPOSAL OF THE BOARD OF DIRECTORS

Re: 2024 business performance and the 2025 business plan of Vingroup

To: THE ANNUAL GENERAL MEETING OF SHAREHOLDERS

I. 2024 business performance of Vingroup Joint Stock Company (“Vingroup” or the “Group”) (according to 2024 audited consolidated financial statements in accordance with Vietnamese Accounting Standards)

Throughout 2024, the global economy continued to face numerous challenges, including prolonged geopolitical tensions, high inflation and interest rates, along with the impact of natural disasters and extreme weather conditions. Despite these turmoil, Vietnam’s GDP grew by 7.09% compared to the previous year. Notably, a strong recovery was observed in Quarter IV of 2024, during which the economy accelerated to a 7.55% growth rate compared to the same period in the previous year. Inflation remained stable throughout 2024, with the average Consumer Price Index (CPI) increasing by 3.6%. While this was higher than the average CPI growth rate recorded in 2023, it remained below the target range of 4% – 4.5% set by the National Assembly.

Against this backdrop, by the end of 2024, the Group's business segments successfully maintained their leading market positions, achieving remarkable business performance. Notably, net revenue reached VND 189,068 billion, reflecting a 17.1% increase compared to the previous year. Additionally, net profit after tax was VND 5,276 billion, representing a 156.6% growth from 2023. These financial results achieved 95% and 117% of the targets outlined in the business plan approved at the 2024 Annual General Meeting of Shareholders (“AGM”), respectively.

In the **Industrials – Technology** pillar, 2024 marked a significant milestone for VinFast as it claimed the top position in Vietnam's automotive market with nearly 88 thousand vehicles delivered. Notably, the VF 5 and VF 3 emerged as the best-selling models in VinFast's lineup and were also the top-selling vehicles in the domestic market in 2024.

This achievement marks the first time a Vietnamese brand has led the domestic automotive market, surpassing well-established global competitors. Vietnam now stands among the few countries worldwide where an all-EV manufacturer dominates the automotive market, underscoring the nation's strong commitment to achieving net-zero emissions by 2050.

In 2024, **VinFast** completed its lineup with the delivery of two models: VF 7 (C-segment) and VF 3 (Mini e-SUV). With these additions, VinFast has now achieved a full range of seven EV models, covering all key market segments. This comprehensive portfolio enables VinFast to tailor its offerings to meet varying regional customer preferences, providing a strong foundation for the company to effectively penetrate a broader and more diverse range of market segments.

Notably, upon its launch in the Vietnamese market in May 2024, the VF 3 created a significant buzz, garnering over 27 thousand pre-orders within just 66 hours. This model also marked VinFast's entry into the promising mini car segment, pioneering a new market category in Vietnam.

Simultaneously, VinFast has successfully developed a range of right-hand drive electric vehicles, paving the way for its international expansion and access to a broader customer base.

Regarding *market development activities*, **VinFast** actively expanded into key high-potential markets with low EV penetration rates, shifted from the capital-intensive, direct-to-consumer distribution model to a capital-light hybrid model. In particular, **VinFast** has built a comprehensive ecosystem, accelerating the transition from internal combustion engine vehicles to electric vehicles in Vietnam and other emerging international markets. On that basis, in 2024, VinFast actively expanded into high-potential Asian markets

such as Indonesia, the Philippines, and India, while continuing to grow its presence in the North American market.

In summary, by the end of 2024, **VinFast** has 269 showrooms globally, encompassing showrooms, VinFast service centers, and third-party dealers. **VinFast** customers have access to 1 million charging points, including charging stations in Vietnam and charging points within partner network in North America and Europe. In 2024, **VinFast** delivered over **97 thousand EVs and nearly 71 thousand electric scooters**, significantly contributing to the green transformation.

The **Technology Cluster** has also achieved commendable milestones. In 2024, Touch2Park, a product within **VinAI**'s SurroundSense suite, was honored with the Smart Parking Innovation of the Year award at the 2024 AutoTech Breakthrough Awards. This Level 2 smart parking solution simplifies parking for drivers with just a single touch, enhancing convenience and user experience.

Additionally, **VinBigdata** achieved a remarkable milestone by ranking among the Top 10 in Facial Recognition Technology according to the National Institute of Standards and Technology (NIST). Notably, VinBigdata secured a position in the most challenging category, "Mugshot Webcam", of the FRTE 1:N Identification Test. This achievement marks the first time a Vietnamese company has attained such a prestigious ranking, underscoring its technological advancement on the global stage.

In the cybersecurity industry, **VinCSS** has firmly established its presence on the international stage with a series of remarkable achievements in IoT security. In Quarter III of 2024, **VinCSS** made history as the world's first company to obtain three FIDO (FIDO Device Onboard) certifications for IoT security from the FIDO Alliance, marking a significant breakthrough in both technological innovation and global security standards.

In the **Real Estate & Services pillar**, **Vinhomes** continued to solidify its reputation for exceptional quality and efficient construction processes. By the end of 2024, the company had successfully delivered thousands of apartments, villas, and commercial townhouses at Vinhomes Ocean Park 2, Vinhomes Ocean Park 3, and Vinhomes Royal Island. Sales and handover activities remained robust, with Vinhomes recording revenue of VND 141.6 trillion, including revenue from business cooperation contracts and bulk sales transactions recognized as financial income.. Additionally, by year-end, the total value of contract sales and unbilled sales reached VND 103.9 trillion and VND 94.2 trillion, respectively — establishing a solid foundation for future revenue and profit growth

Through its continuous efforts and outstanding achievements, Vinhomes has been honored with numerous prestigious domestic and international awards, including the **Vietnam national brand to Vietnam's best residential developer 2024** by Euromoney. These accolades serve as a testament to **Vinhomes'** unwavering commitment to excellence in product and service quality, and contribution to the development of Vietnam's real estate industry.

Alongside Vinhomes, **Vinpearl** remains committed to its strategy of developing vibrant festival destinations paired with exceptional service offerings, driving robust growth in Vietnam's tourism industry. In 2024, Vinpearl's hospitality and entertainment sector welcomed approximately 10.9 million visitors, reflecting a remarkable 50% increase compared to 2023, surpassing the market's average growth rate. In addition, **VinWonders** and **Vinpearl** continued to reinforce their pioneering role in destination development by hosting a variety of distinctive events that delivered unique experiences, leaving a lasting mark on Vietnam's tourism landscape. Most notably, Vinpearl collaborated with Khanh Hoa Province to successfully organize the Nha Trang International Light Bay Festival, which earned Khanh Hoa the distinction of being the first locality in Vietnam to achieve two Guinness World Records.

Vinpearl's outstanding efforts to enhance service quality and customer satisfaction has secured its position among the Top 3 brands with the highest brand strength index in Southeast Asia and the company with the highest brand strength index in Vietnam according to Brand Finance 2024.

In the **Social Enterprises** pillar, healthcare and education sectors continued to achieve remarkable success, reaffirming the credibility and premium quality of the Vingroup ecosystem. **Vinnmec** successfully performed Southeast Asia's first 3D-printed titanium chest reconstruction surgery, giving a patient with mediastinal

tumor new hope for recovery and a second chance in life. It also became the first and only medical institution in Vietnam to integrate 3D technology in routine diagnosis and treatment. Meanwhile, **Vinschool** proudly celebrated four additional campuses accredited by the Council of International Schools (CIS), bringing the total number of CIS-accredited campuses to 14. The company was also honored with the award **Vietnam team of the year – Education** at the Asian Management Excellence Awards 2025. Lastly, **VinUni** has been appointed UNESCO Chair by UNESCO under the model of a Research and Training Center, with a focus on Environmental Leadership, Cultural Heritage, and Biodiversity. Additionally, **VinUni** proudly became the world’s youngest and fastest university to achieve QS five-star rating in nine categories.

II. Project Development

Commencement of construction of EV factories in Tamil Nadu (India), Subang, West Java (Indonesia), and Ha Tinh (Vietnam)

In February 2024, **VinFast** commenced construction of an EV factory in India, with a production capacity of 50 thousand vehicles/year during the first phase.

In July 2024, **VinFast** broke ground on an EV assembly plant in Indonesia, with a production capacity of 50 thousand vehicles/year during the first phase.

In December 2024, EV factory in Ha Tinh (Vietnam) broke ground, with a production capacity of 300 thousand vehicles/year during the first phase.

Launch of Vinhomes Royal Island

In 2024, **Vinhomes** continued to reaffirm its leadership in the real estate market with the launch of Vinhomes Royal Island – a project that sets a new benchmark for luxury living in Vietnam. Located on Vu Yen island, Hai Phong, with a scale of 877 hectares, is designed under the unique model of “an island in the city, a city on an island”.

Vinhomes Royal Island not only offers residents unparalleled experience of private beachfront living right at their doorstep but also a world-class array of luxury amenities. Following its launch, **Vinhomes** has set multiple records, with nearly two thousand buyers securing units within just one month and handing over 500 completed shophouses within just 6 months.

Vinpearl introduces quintessential products and services

In 2024, **Vinpearl** launched new hotels and themed amusement parks, creating distinctive destinations across various regions:

- **Vinpearl Harbour Nha Trang** debuted in the first half of 2024 along with the Nha Trang cable car and Vietnam’s first stunt show Rise of the Ocean Princess, elevating the 24/7 tourism experience.
- **Vinpearl horse academy Vu Yen** – Vietnam’s first world-class equestrian academy – bringing professional experiences with cutting-edge facilities in Quarter II of 2024.
- **VinWonders Cua Hoi** became the largest entertainment complex in North Central Vietnam, attracting a record 25,000 visitors per day upon its grand opening in Quarter II of 2024

III. 2025 Business plan

2025 Action plan of Vingroup

In 2025, Vingroup will promote operations that transform its business and strengthen its three core pillars: Technology – Industrials, Real Estate & Services, and Social Enterprises. The Group continues to maintain a decentralized P&L model at its subsidiaries with an emphasis on efficiency and transparency and further promotes the implementation of the three transformational principles “Empowerment”, “Standardization” and “Simplification” to build a streamlined, multifunctional and robust governance mechanism. Specifically:

- **Business development:** Diversify the products and services of each business segment with the aim of delivering products of the highest quality, thereby diversifying revenue sources and driving customers' attachment to services and products in the ecosystem; applying technology to all

activities to catch up with the world's general development trends and expand the export of industrial products.

- Source of investment capital: Diversify fund raising channels both domestically and internationally through a variety of financial instruments, effectively monitor returns on new investments, and match the availability of capital in the short-term and long-term with appropriate uses.
- Human resources management and corporate culture: Promote the role of leaders while building its leadership pool internally; build an effective, fair and civilized working environment; and further improve the well-being of employees.

2025 Action plan for business segments

In 2025, **VinFast** aims to sustain its strong growth momentum, targeting a minimum delivery volume twice that of 2024. In the Vietnamese market, **VinFast** seeks to maintain its leadership in the EV sector, driving the internal combustion engine vehicles to electric vehicles. Concurrently, the company will expand its distribution network, and enhance its service. Additionally, in 2025, **VinFast** will deliver its Green commercial vehicle lineup (Green series) to tap into the vast potential in the transportation and taxi sectors. In international markets, **VinFast** will strengthen efforts in key target markets including Indonesia, the Philippines, and India, leveraging its ecosystem strategy to promote green mobility while setting up new factories in Indonesia and India in 2025.

In the residential real estate sector, **Vinhomes** aims to maintain its leadership position by launching and developing large-scale urban areas, situated in prime locations with convenient connectivity. These developments will integrate a wide range of amenities from the Vingroup ecosystem while featuring iconic landmarks, creating a world-class living environment, fostering an ideal living space based on the green and smart city model, and adhering to ESG standards.

In the hospitality and entertainment sector, **Vinpearl** remains committed to maintaining its position as the leading hospitality and entertainment brand in Vietnam, particularly as the preferred destination for family experiences. Vinpearl's business strategy is centered around three key priorities to expand its scale and optimize operational efficiency: expanding into high-potential markets such as India, the Middle East, and Southeast Asia, while continuing to strengthen its presence in the domestic market; enhancing direct sales channels by fostering partnerships with online travel agencies (OTAs) to boost customer engagement; and accelerating the development of the MICE (Meetings, Incentives, Conferences, and Exhibitions) segment, positioning it as a key revenue driver for future growth.

The remaining companies within the Group also aim to maintain their leading market positions, achieve growth in both revenue and profit, and focus on enhancing product and service quality as well as customer experience.

With the goal of stable and sustainable development, the BOD of Vingroup respectfully submits to the 2025 AGM for approval the business plan in 2025 as follows:

- Net revenue from sales of goods and rendering of services is approximately VND 300,000 billion;
- Net profit after tax is approximately VND 10,000 billion.

Thank you./.

To:

- As stated above;
- Vingroup archives.

**FOR AND ON BEHALF OF
THE BOARD OF DIRECTORS
CHAIRMAN**

(signed)

PHAM NHAT VUONG



VINGROUP JOINT STOCK COMPANY

No: 03/2025/BC-BKS-VINGROUP

THE SOCIALIST REPUBLIC OF VIETNAM

Independence – Freedom – Happiness

Hanoi, April 04, 2025

REPORT OF THE SUPERVISORY BOARD

To: THE ANNUAL GENERAL MEETING OF SHAREHOLDERS

In 2024, the global economic and political environment continued to face numerous difficulties and complex developments due to ongoing geopolitical conflicts, rising tensions, and volatility in commodity and raw material prices, all contributing to a sluggish global economic recovery, which in turn affected Vietnam with relatively open economy structure. In 2024, Vietnam was also affected by natural disasters, as well as international and domestic challenges. Nevertheless, the country made steady and impressive economic progress. Vingroup Joint Stock Company (“**Vingroup**” or the “**Group**”) demonstrated strong resilience and achieved encouraging business performance, marking key milestones across all areas of operation.

In line with its statutory functions and responsibilities as outlined in the Enterprise Law, Vingroup’s Charter, and corporate governance regulations applicable to listed companies, the Supervisory Board diligently performed its oversight duties in 2024. The Supervisory Board took a proactive role in supervising inspection and internal control activities across the Group and its subsidiaries, ensuring full compliance with legal regulations governing accounting, finance, investment activities, real estate development and operations, manufacturing projects, and the expansion into new businesses, with a view to preventing risks and minimizing potential shortcomings in business operations. After a year-long review and assessment, the Supervisory Board reports that Vingroup’s business operation and investment activities have been conducted with transparency and in strict compliance with all applicable legal regulations.

On behalf of the Supervisory Board, I would like to report to the 2025 Annual General Meeting of Shareholders (“**AGM**”) as follows:

1. Vingroup's financial performance:

The Supervisory Board agreed with the details of the FY2024 separate and consolidated financial statements prepared by the Management of Vingroup and audited by Ernst & Young Vietnam Limited. The financial statements aptly portray the financial status of Vingroup as of December 31, 2024, along with the income statement and cashflow statement throughout the fiscal year from January 1, 2024 to December 31, 2024.

The key financial indicators achieved in 2024 are stated in the consolidated financial statements as follows:

a. Consolidated Business Results:

- Net revenue	:	VND 189,068 billion
- Profit before tax	:	VND 16,739 billion
- Profit after tax	:	VND 5,276 billion

b. Consolidated Total Assets:

- Current Assets	:	VND 396,480 billion
- Non-Current Assets	:	VND 440,124 billion
Total Assets	:	VND 836,604 billion

c. Owner’s Equity : VND 153,834 billion

2. Assessment on the performance of the Board of Directors (“BOD”) and Chief Executive Officer (“CEO”).

Given careful supervision and review, the Supervisory Board assesses that the BOD, the CEO and management executives have successfully performed their functions and responsibilities, and ensured the transparent and lawful business operation and investment activities of Vingroup. Within its authority and responsibilities, the Supervisory Board acknowledges that there is no material risk or violation that could potentially affect the operation of Vingroup and its subsidiaries.

3. Report on the Supervisory Board and the supervisors' activities

3.1. Activities in 2024 and 2025 Action Plan of the Supervisory Board.

In 2024, the Supervisory Board strengthened its supervision and collaborated with Management to monitor the issuance and implementation of resolutions by the AGM and BOD as well as assessed the implementation results. The Supervisory Board also monitored internal audits of Vingroup and its subsidiaries to ensure that operations, production, and business activities comply with the law and the Group's Charter and Internal Governance Regulations.

The Supervisory Board conducted the following tasks in 2024:

- Supervised the implementation of Resolution/Decision(s) of the 2024 AGM and the BOD issued in 2024;
- Reviewed and evaluated the Financial Statements to assess the accuracy and reasonableness of financial data, in accordance with accounting standards, regulations and current financial policies of Vietnam;
- Controlled the compliance with regulations and implementation of information disclosure obligations of Vingroup and its member companies in accordance with the laws; and
- Reviewed the transactions of Vingroup and its member companies with related parties;

In 2025, the Supervisory Board will continue to fulfill its mandated functions and responsibilities with a strong focus on internal audit to increase overall compliance and transparency, specifically:

- Enhancing regular and on-the-spot supervision and inspections across all areas of operation.
- Actively coordinating with functional departments to conduct regular and ad-hoc in-depth inspections to ensure continuous and thorough legal compliance in each department and business line;
- Continuously exploring and adapting flexible supervision and inspection methods in response to actual conditions in Vingroup and its member companies.

3.2. Self-assessment of the Supervisory Board members:

During 2024, members of the Supervisory Board have fully attended two meetings. Following the tasks assigned by the Head of the Supervisory Board, each member, with their own professional expertise, has actively supervised and reviewed actions of the BOD, CEO, functional departments, and major member companies with relatively more complex operations. Members of the Supervisory Board have assessed that we have completed our duties and responsibilities in compliance with relevant laws and Vingroup's Charter. On this occasion, on behalf of the Supervisory Board, I would like to send wishes of good health to shareholders, the BOD and Management of Vingroup.

Thank you.

To.

- As stated above;

- Vingroup archives.

**FOR AND ON BEHALF OF
THE SUPERVISORY BOARD
Head of the Supervisory Board**

(signed)

Nguyen The Anh



VINGROUP JOINT STOCK COMPANY

No: 04/2025/TTr-HĐQT-VINGROUP

SOCIALIST REPUBLIC OF VIETNAM

Independence – Freedom – Happiness

Hanoi, April 02, 2025

PROPOSAL OF THE BOARD OF DIRECTORS
On 2024 Financial Results in accordance with 2024 audited financial statements

To: THE ANNUAL GENERAL MEETING OF SHAREHOLDERS

In 2024, Vingroup Joint Stock Company (the “**Group**” or “**Vingroup**”) overcame challenges posed by global economic turbulence. Key financial statement indicators and consolidated business performance for the financial year ended December 31, 2024 are as follows:

1. Asset growth

- Total assets increased by VND 168,948 billion, or 25.3% as compared to December 31, 2023, and reached VND 836,604 billion as of December 31, 2024.
- Current assets increased by VND 52,943 billion, or 15.4%, compared to December 31, 2023. Details are as follows:
 - Short-term receivables increased by VND 21,932 billion primarily due to an increase in receivables from real estate activities.
 - Inventories grew by VND 21,466 billion, attributable to increased property inventory.
- Non-current assets increased by VND 116,005 billion, or 35.8% year-on-year (YoY), compared to December 31, 2023. Long-term receivables grew by VND 74,327 billion due to an increase in loan receivables and receivables from real estate activities.

2. Total Liabilities and Owner’s equity

2.1. Liabilities

- Total liabilities amounted to VND 682,769 billion as of December 31, 2024, representing a 31.4% YoY increase.
- The Group’s total borrowings were VND 227,920 billion as of December 31, 2024. The Group’s debt structure mainly consisted of syndicated loans (23.5%), bank loans (31.4%) and domestic bonds (27.5%).

2.2. Owner's Equity

Owner’s equity increased by VND 5,613 billion compared to December 31, 2023, or 3.8% YoY, reaching VND 153,834 billion as of December 31, 2024.

3. Net revenue

Net revenue in 2024 reached VND 189,068 billion, representing an increase of VND 27,640 billion or 17.1% compared to the previous year. Details are as follows:

- Revenue from properties sales reached VND 93,174 billion, remaining consistent with the level recorded in 2023.
- Revenue from manufacturing activities reached VND 49,696 billion, increasing by 77% YoY, attributable to the expansion of product operations and delivery of electric vehicles to customers.
- Revenue from general construction contracting & related activities generated **VND 14,382 billion**, increasing by 130% YoY.

4. Profit after tax

In 2024, the Group recorded VND 5,276 billion in profit after tax, an increase of 156.6% compared to the previous year, meeting the 2024 business plan set at the 2024 Annual General Meeting of Shareholders.

5. Statutory obligations

- Total statutory obligations paid in 2024 (excluding land use fees and land rental fees) amounted to VND 27,365 billion. This included corporate income tax of VND 11,833 billion, value-added tax of VND 5,710 billion, personal income tax of VND 2,970 billion, and other taxes of VND 6,853 billion.

6. Profit attributable to shareholders

As audited by Ernst & Young Vietnam Limited, the net profit after tax attributable to shareholders of the parent company in 2024 was VND 11,903 billion. Basic earnings per share in 2024 were VND 3,045.

Respectfully submitted to the Annual General Meeting of Shareholders for consideration and endorsement of Vingroup's 2024 audited financial statements⁴.

Thank you.

To:

- As stated above;
- Vingroup archives.

**FOR AND ON BEHALF OF
THE BOARD OF DIRECTORS**

(signed)

PHAM NHAT VUONG

⁴ 2024 Financial statements of Vingroup was audited by Ernst & Young Viet Nam Limited and was published on website of Vingroup: www.vingroup.net.



VINGROUP JOINT STOCK COMPANY

No.:05/2025/TTr-HĐQT-VINGROUP

THE SOCIAL REPUBLIC OF VIETNAM

Independence – Freedom – Happiness

Hanoi, April 02, 2025

PROPOSAL OF THE BOARD OF DIRECTORS

(Re: The appropriation plan for accumulated undistributed earnings as of 31 December 2024)

To: THE ANNUAL GENERAL MEETING OF SHAREHOLDERS

In accordance with the audited figures by Ernst & Young Vietnam Limited, the accumulated undistributed earnings as of 31 December 2024 of Vingroup Joint Stock Company (“**Vingroup**”) on the separate financial statements are VND 10,126,573 million and on consolidated financial statements are VND 44,468,350 million.

The Board of Directors would like to submit to the 2025 Annual General Meeting of Shareholders for approval of the appropriation plan for 2024 accumulated undistributed earnings as of 31 December 2024 as follows:

1. To transfer VND 5,000,000,000 (five billion Vietnam dong) to the Reserve Fund, as specified in the Charter of Vingroup.
 2. All accumulated undistributed earnings shall be used for the business operation activities of Vingroup.
- Respectfully submitted to the 2025 Annual General Meeting of Shareholders for consideration and endorsement.

Thank you./.

To:

- As stated above;

- Vingroup archives.

**FOR AND ON BEHALF OF
THE BOARD OF DIRECTORS
CHAIRMAN**

(signed)

PHAM NHAT VUONG



VINGROUP JOINT STOCK COMPANY

No.: 06/2025/TTr-HĐQT-BKS-VINGROUP

THE SOCIALIST REPUBLIC OF VIETNAM

Independence – Freedom – Happiness

Hanoi, April 02, 2025

PROPOSAL OF THE BOARD OF DIRECTORS AND THE SUPERVISORY BOARD
(Re: The approval of the remuneration for the Board of Directors and the Supervisory Board)

To: THE ANNUAL GENERAL MEETING OF SHAREHOLDERS

- Pursuant to relevant laws and the Charter of Vingroup Joint Stock Company (“**Vingroup**”);
- Pursuant to the Resolution of the 2024 Annual General Shareholder Meeting No. 01/2024/NQ-ĐHĐCĐ-VINGROUP of Vingroup dated April 25, 2024 (“**Resolution of 2024 AGM**”).

The Board of Directors (“**BOD**”) and the Supervisory Board hereby report to the Annual General Meeting of Shareholders (“**AGM**”) on the remuneration paid in 2024 and plan for 2025 as follows:

1. Remuneration paid in 2024:

- In 2024, the BOD comprised 09 (nine) members and the Supervisory Board comprised 03 (three) members.
- In 2024, the remuneration paid to BOD members and Supervisory Board members were as follows:
 - + The remuneration paid to BOD members amounted to approximately VND 12.0 billion.
 - + The remuneration paid to Supervisory Board members amounted to approximately VND 2.9 billion.

Accordingly, the actual remuneration paid to the BOD and the Supervisory Board members complied with the Resolution of 2024 AGM.

2. Remuneration plan for 2025:

According to the 2025 business plan, the BOD and the Supervisory Board respectfully request the AGM to approve the remuneration plan for the BOD and the Supervisory Board for 2025 as follows:

- The remuneration for BOD members shall not exceed VND 20 billion;
- The remuneration for Supervisory Board members shall not exceed VND 5 billion.

The BOD and the Supervisory Board propose to delegate authority to the Chairman to determine specific remuneration for BOD members and to the Head of the Supervisory Board to set specific remuneration for Supervisory Board members within the aforementioned limits.

This proposal is respectfully submitted for the AGM's consideration and endorsement.

Thank you.

**FOR AND ON BEHALF OF
THE SUPERVISORY BOARD
HEAD OF SUPERVISORY BOARD**

(signed)

NGUYEN THE ANH

**FOR AND ON BEHALF
OF THE BOARD OF DIRECTORS
CHAIRMAN**

(signed)

PHAM NHAT VUONG



VINGROUP JOINT STOCK COMPANY

No.: 07/2025/TTr-HĐQT-VINGROUP

THE SOCIALIST REPUBLIC OF VIETNAM

Independence – Freedom – Happiness

Hanoi, April 02, 2025

PROPOSAL OF THE BOARD OF DIRECTORS

(Re: Approving the list of independent audit firms)

To: THE ANNUAL GENERAL MEETING OF SHAREHOLDERS

In accordance with the Law on Enterprises, as well as the Charter of Vingroup Joint Stock Company (“**Vingroup**”), and considering recommendations from the Supervisory Board alongside evaluations of the quality and reputation of audit firms in Vietnam, the Board of Directors respectfully submit to the Annual General Meeting of Shareholders (“**AGM**”) the list of audit firms for approval and kindly request the AGM to authorize the Chief Executive Officer to select one of the following companies to serve as the auditor of Vingroup for the fiscal year of 2025:

1. Deloitte Vietnam Ltd.
2. Ernst & Young Vietnam Ltd.
3. KPMG Vietnam Ltd.
4. PwC Vietnam Ltd.

Thank you.

To:

- As stated above;
- Vingroup archives

**FOR AND ON BEHALF OF
THE BOARD OF DIRECTORS**

(signed)

PHAM NHAT VUONG



VINGROUP JOINT STOCK COMPANY

No.: 08/2025/TTr-HĐQT-VINGROUP

THE SOCIALIST REPUBLIC OF VIETNAM

Independence – Freedom – Happiness

Hanoi, April 02, 2025

PROPOSAL OF THE BOARD OF DIRECTORS
(Re: The listing of bonds in case of public offerings)

To: THE ANNUAL GENERAL MEETING OF SHAREHOLDERS

- Pursuant to the Law on Enterprise and its implementation guidance (**“Law on Enterprise”**);
- Pursuant to the Law on Securities and its implementation guidance (**“Law on Securities”**);
- Pursuant to Decree No. 155/2020/ND-CP dated 31 December 2020 of the Government stipulating certain articles of the Law on Securities (**“Decree 155”**) and;
- Pursuant to the Charter of Vingroup Joint Stock Company (**“Issuer”** or **“Vingroup”**);
- Pursuant to the demand and actual business situation of Vingroup.

Pursuant to Article 29 of the Law on Securities, an issuer conducting a public offering of bonds is required to finalize the listing application or securities transaction application within 30 days from the conclusion of the public offering. On December 31, 2020, the Government issued Decree No. 155, which stipulates specific implementation provisions of the Law on Securities. Consequently, it is mandated that the listing of bonds must receive approval from the General Meeting of Shareholders.

Therefore, to ensure that the listing of public offering of bonds (hereinafter referred to as **“Bonds”**) by Vingroup is carried out in compliance with the law, the Board of Directors (**“BOD”**) respectfully submit to the 2025 Annual General Meeting of Shareholders (**“AGM”**) for approval of the following contents:

- Approval of the registration of Bonds at the Vietnam Securities Depository and Clearing Corporation (**“VSDC”**) following the completion of the public offering of Bonds; and
- Approval of the listing of Bonds on the Hanoi Stock Exchange (**“HNX”**), where the Bonds will be listed and/or publicly traded in accordance with prevailing laws and regulation.
- Delegation/authorization of the BOD, with the authority to further delegate to the Chairperson of the BOD or the Chief Executive Officer, based on the prevailing circumstances, to fully decide and held accountable for executing the necessary tasks and procedures required for the successful registration and listing of the Bonds on VSD and HNX.

Respectfully submitted to the AGM for consideration and approval.

Thank you.

Recipients:

- As stated above,
- The Company archive.

**ON BEHALF
OF THE BOARD OF DIRECTORS
CHAIRMAN**

(signed)

PHAM NHAT VUONG



VINGROUP JOINT STOCK COMPANY

No.: 09/2025/TTr-HDQT-VINGROUP

THE SOCIALIST REPUBLIC OF VIETNAM

Independence – Freedom – Happiness

Hanoi, April 02, 2025

PROPOSAL OF THE BOARD OF DIRECTORS

(Re: Amendment of Business Lines)

To: THE ANNUAL GENERAL MEETING OF SHAREHOLDERS

To facilitate the business operations of Vingroup Joint Stock Company (“Vingroup” or “the Group”), the Board of Directors (“BOD”) hereby submits this proposal to the Annual General Meeting of Shareholders (“AGM”) for approval of the amendment to the Group’s business lines as follows:

1. Amendment of business lines:

1.1. Addition of business lines:

No.	Supplemented business lines	Industry Code
1.	Service activities incidental to water transportation: (Excluding: <ul style="list-style-type: none">- Services related to the establishment, operation, maintenance, and repair of maritime signals; water areas, public maritime zones and channels, and maritime routes; hydrographic surveying of water areas, public maritime channels, and routes for the issuance of navigational notices; hydrographic surveying, compilation, and publication of nautical charts for water areas, seaports, maritime channels, and shipping routes; compilation and publication of maritime safety documents and publications.- Services for regulating and ensuring maritime safety in water areas, public maritime zones, and routes; maritime electronic information services- Maritime pilotage services)	5222
2.	Cargo handling Excluding: Cargo handling at airports	5224
3.	Other transportation support activities (Excluding: <ul style="list-style-type: none">- Other supporting services related to air transportation;- Services related to the establishment, operation, maintenance, and repair of maritime signaling systems; water areas, public maritime zones and channels, and maritime routes; hydrographic surveying of water areas, public maritime channels, and routes for the issuance of navigational notices; hydrographic surveying, compilation, and publication of nautical charts for water areas, seaports, maritime channels, and shipping routes; compilation and publication of maritime safety documents and publications;- Services for regulating and ensuring maritime safety in water areas, public maritime zones, and routes; maritime electronic information services.- Maritime pilotage services	5229

4.	Warehousing and storage (<i>Excluding warehousing and storage at airports</i>)	5210
5.	Construction of hydraulic structures (<i>Excluding construction of multi-purpose hydropower and nuclear power projects particularly important to the economy and society</i>)	4291
6.	Web portals <i>Details: establishment of general information websites, social networks, e-commerce websites for selling goods, online promotion websites, and e-commerce trading platform services (excluding auction activities, press activities, and collection of news in any form).</i>	6312
7.	Organization of conventions and trade shows	8230
8.	Retail sale via mail order houses or via the Internet (<i>excluding goods in the list of commodities that foreign investors and foreign-invested economic organizations are not permitted to exercise the rights of export, import, and distribution according to the law</i>)	4791
9.	Software publishing	5820
10.	Other information service activities not elsewhere classified	6399
11.	Electric power generation (<i>excluding transmission, national grid dispatch, multi-purpose hydroelectricity and nuclear power of special national importance</i>)	3511
12.	Manufacture of other electrical equipment	2790
13.	Electricity transmission and distribution (<i>excluding transmission, national grid dispatch, multi-purpose hydroelectricity and nuclear power of special national importance</i>)	3512

1.2. Amendment of registered business lines:

No.	Name of business lines with detailed amendments	Industry Code
1.	Site preparation (excluding blasting services)	4312
2.	Wholesale of agricultural or forest materials (excluding wood, bamboo, rattan) and live animals (<i>excluding goods in the list of commodities that foreign investors and foreign-invested economic organizations are not permitted to exercise the rights of export, import, and distribution according to the law</i>)	4620
3.	Commission agents, brokers, and auction agents <i>Details: commission agent services (excluding goods in the list of commodities that foreign investors and foreign-invested economic organizations are not permitted to exercise the rights of export, import, and distribution according to the law)</i>	4610
4.	Wholesale of other household products (<i>excluding goods in the list of commodities that foreign investors and foreign-invested economic organizations are not permitted to exercise the rights of export, import, and distribution according to the law</i>)	4649

5.	Advertising Details: advertising and related services (<i>excluding products, goods, and services prohibited from advertising</i>)	7310
6.	Wholesale of other machinery and equipment Details: trading of industrial, agricultural, construction equipment, transportation vehicles, automation and anti-theft devices (<i>excluding goods in the list of commodities that foreign investors and foreign-invested economic organizations are not permitted to exercise the rights of export, import, and distribution according to the law</i>).	4659

2. Approval for implementation.

- (i) Authorizes the Chairman of the BOD to determine the specific business line codes, as required by competent authorities (if any), based on the business lines approved by the AGM in accordance with applicable laws.
- (ii) Authorizes the Chief Executive Officer, the legal representative, to carry out the necessary procedures to register changes to Vingroup's business lines with the competent authorities in accordance with the approval of the AGM and applicable laws.

3. Approval of the amendment and supplementation of the Charter

The AGM hereby approves the amendment and supplementation of Article 4 of the current Charter to reflect the changes in business lines mentioned above. All other provisions of the Charter remain unchanged and remain valid and enforceable.

The AGM authorizes the CEO – the legal representative – to finalize, sign, and issue the revised Charter of Vingroup, incorporating the approved amendments.

The revised Charter, once issued, shall be published on Vingroup's official website at <http://www.vingroup.net> under the Investor Relations/Information Disclosure section.

This proposal is respectfully submitted for the AGM's consideration and approval.

Thank you.

Recipients:

- As stated above
- The Company archive.

**ON BEHALF
OF THE BOARD OF DIRECTORS
CHAIRMAN**

(signed)

PHAM NHAT VUONG



**2025 ANNUAL GENERAL MEETING OF SHAREHOLDERS
VINGROUP JOINT STOCK COMPANY**

BALLOT

Shareholder's name:

Shareholder's code:

Number of shares with voting rights:

MATTERS FOR VOTING:

Please tick here if you agree with all voting matters ☐

- 1. Approval of the Report of the Board of Directors.**
☐ Agree ☐ Disagree ☐ Abstain
- 2. Approval of the 2024 business performance and 2025 business plan in accordance with the Board of Directors' proposal.**
☐ Agree ☐ Disagree ☐ Abstain
- 3. Approval of the Report of the Supervisory Board.**
☐ Agree ☐ Disagree ☐ Abstain
- 4. Approval of the 2024 audited Financial Statements.**
☐ Agree ☐ Disagree ☐ Abstain
- 5. Approval of the appropriation plan for the accumulated undistributed earnings by year-end 2024 in accordance with the Board of Directors' proposal**
☐ Agree ☐ Disagree ☐ Abstain
- 6. Approval of the remuneration for members of the Board of Directors and the Supervisory Board in accordance with the proposal of the Board of Directors and the Supervisory Board**
☐ Agree ☐ Disagree ☐ Abstain
- 7. Approval of the list of independent audit firms in accordance with the Proposal of the Board of Directors**
☐ Agree ☐ Disagree ☐ Abstain
- 8. Approval of listing bonds in case of public offerings in accordance with the Proposal of the Board of Directors**
☐ Agree ☐ Disagree ☐ Abstain
- 9. Approval of amendments to business lines in accordance with the Proposal of the Board of Directors**
☐ Agree ☐ Disagree ☐ Abstain

**Signature of Shareholder
(or Authorized Proxy)**
(Signature and Full name)



No.: /2025/NQ-ĐHĐCĐ-VINGROUP

Hanoi,

2025

(Draft)

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

Pursuant to:

- *The Law on Enterprises and its implementation guidelines;*
- *The Law on Securities and its implementation guidelines;*
- *The Charter of Vingroup Joint Stock Company (“Vingroup”);*
- *The Meeting Minutes of 2025 Annual General Meeting of Shareholders (“AGM”) of Vingroup No. /2025/BB-ĐHĐCĐ-VINGROUP dated .../.../2025;*
- *The vote counting minutes of the AGM dated .../.../2025.*

HEREBY RESOLVES TO:

- 1. Approve the Report of the Board of Directors (“BOD”) in 2024.**
- 2. Approve the BOD’s proposal of 2024 business performance and the 2025 business plan of Vingroup.**
- 3. Approve the Report of the Supervisory Board in 2024.**
- 4. Approve the 2024 audited Financial Statements in accordance with the Proposal of the BOD.**
- 5. Approve the appropriation plan for accumulated undistributed earnings by year-end 2024 in accordance with Proposal of the BOD.**
- 6. Approve the remuneration for members of the BOD and the Supervisory Board in accordance with the Proposal of the BOD and the Supervisory Board.**
- 7. Approve the list of independent audit firms in accordance with the Proposal of the BOD.**
- 8. Approve the listing of bonds in case of public offerings in accordance with the Proposal of the BOD.**
- 9. Approve the supplement to the business line(s) in accordance with the Proposal of the BOD**
- 10. Implementation of the Resolution**

This Resolution takes effect from the date of signing.

The members of the BOD, the Supervisory Board, and the Management, based on the specified functions and authorities, are responsible for the organization and implementation of all contents of this Resolution.

Recipients:

- *SSC;*
- *HOSE;*
- *HNX;*
- *Vingroup archives.*

**ON BEHALF OF THE GENERAL MEETING OF
SHAREHOLDERS
CHAIRMAN**

PHAM NHAT VUONG