
Hanoi, 01 April 2026**INVITATION LETTER
TO THE 2026 ANNUAL GENERAL MEETING OF SHAREHOLDERS**

To: Shareholder:
Address:
Nationality:
Phone number:
Legal paper No.:
Shareholder code:

VINGROUP JOINT STOCK COMPANY

Business registration No.: 0101245486

Headquarters' address: No.7 Bang Lang 1, Vinhomes Riverside Urban Area, Phuc Loi Ward, Hanoi, Vietnam

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

I. Convening of the 2026 Annual General Meeting of Shareholders:

- Time: **9:00 AM, Wednesday, April 22, 2026**
- Venue: **Almaz Convention Center, Hoa Lan Street, Vinhomes Riverside Urban Area, Phuc Loi Ward, Hanoi, Vietnam**
- Attendants: Shareholders recorded on the Shareholder Register as of March 23, 2026 provided by the Vietnam Securities Depository and Clearing Corporation are eligible to attend the 2026 Annual General Meeting of Shareholders ("AGM").

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 register and confirm the attendance to the AGM by phone at **(84-24) 3974 9999 - ext. 9751** (Ms. Ngo Thi Nguyet) or by e-mail at v.nguyetnt1@vingroup.net. Shareholders may also submit feedback regarding the agenda items of the AGM and send them to Vingroup at the headquarters address stated in this invitation prior to **April 16, 2026**.

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**

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

Independence – Freedom – Happiness

POWER OF ATTORNEY¹

TO ATTEND THE 2026 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, on/...../2026, 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.:

ID/Passport number:

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

Address:

Mr/Ms..... as the representative of shares on my behalf attend the 2026 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 2026 Annual General Meeting of Shareholders of Vingroup Joint Stock Company.

Proxy

(Signature and full name)

Principal

(Signature and full name)

¹ 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.



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TO ATTEND THE 2026 ANNUAL GENERAL MEETING OF SHAREHOLDERS

VINGROUP JOINT STOCK COMPANY

(Form for institutional shareholders)

To: The Organizing Committee of the 2026 Annual General Meeting of Shareholders of Vingroup Joint Stock Company

Today, on...../...../ 2026, at.....

Name of the institution:

Represented by:..... 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 of shares owned by us, and shall on our behalf attend the 2026 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 2026 Annual General Meeting of Shareholders of Vingroup Joint Stock Company.

Proxy

(Signature and full name)

Principal

(Signature, full name, and stamp)

¹ 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.



**PROPOSED AGENDA OF THE 2026 ANNUAL GENERAL MEETING OF
SHAREHOLDERS
VINGROUP JOINT STOCK COMPANY**

Time: 9:00 AM, Wednesday, April 22, 2026

Venue: Almaz Convention Center, Hoa Lan Street, Vinhomes Riverside Urban Area, Phuc Loi Ward, 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 2026	
09:20 AM – 09:25 AM	Approval of the meeting agenda	Presiding Committee
09:25 AM – 09:50 AM	Presentation of Reports and Proposals at the Meeting:	
	1. Report of the Board of Directors (“BOD”) in 2025 and Report of the independent board members	Presiding Committee
	2. BOD’s proposal regarding the 2025 business performance and the 2026 business plan	
	3. Report of the Supervisory Board in 2025	Head of the Supervisory Board
	4. Proposal on the selection of an independent audit firm	
	5. Proposal on the 2025 financial performance in accordance with FY2025 audited financial statements	
	6. Proposal on the appropriation plan for the accumulated undistributed earnings as of year-end 2025	
	7. Proposal on the remuneration for members of the BOD and the Supervisory Board	Presiding Committee
	8. Proposal on the amendments and supplements to Vingroup’s Charter and Internal Regulations on Corporate Governance	
	9. Proposal on the election of the BOD for the 2026 – 2031 tenure and Regulations on the election of the BOD	
10. Other matters (if any)		
09:50 AM – 10:10 AM	Discussion	Presiding Committee
10:10 AM – 10:35 AM	Guidance and voting on reports, proposals and electing BOD for the new term	Vote Counting Committee
	Vote counting and BOD election	
10:35 AM – 10:50 AM	Tea break	
10:50 AM – 11:00 AM	Announcement of the results of vote counting and BOD election	Vote Counting Committee
	Approval of the AGM’s Minutes and Closing	Presiding Committee

Please note that the agenda may be amended and supplemented until the date of the AGM.



Hanoi, April 01, 2026

**REGULATIONS ON THE ORGANIZATION AND OPERATION
OF THE 2026 ANNUAL GENERAL MEETING OF SHAREHOLDERS**

**CHAPTER I
GENERAL PROVISIONS**

Article 1: Scope and application

- 1.1 These Regulations shall apply to the organization of the 2026 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, proxies attending the Meeting, and other 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 duly authorized proxies whose names appear on the list of shareholders entitled to attend the AGM of Vingroup on the record date.

2.2 Rights of shareholders in relation to 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. Shareholders and proxies shall be informed of the AGM agenda and provided with relevant materials by the Organizing Committee.
- d. Shareholders or their proxies attending the Meeting shall access account(s) provided by the Organizing Committee to log in to the system to perform electronic voting;
- e. Any shareholder or proxy arriving late at the AGM before the end of the AGM is entitled to register to attend the AGM. However, they shall not be entitled to vote on any matters in case the AGM has completed the voting session in accordance with the meeting agenda..

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 shall be responsible for maintaining the confidentiality of the access account and other identification credentials provided by Vingroup in order to ensure that only the shareholder is entitled to participate in electronic voting on the System. Where a shareholder authorizes another individual or organization to attend the AGM and conduct electronic voting on the shareholder's behalf, both the shareholder and the authorized person shall be responsible for such authorization and for the electronic voting results associated with 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 be subject to the approval of 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 the eligibility of shareholders and proxies: Requesting 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. 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 at the following times:
 - + Prior to 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 supporting team and apply information technology in performing its duties.

Article 4: Rights and Obligations of the Vote Counting Committee

- 4.1 The Vote Counting Committee shall consist of one (01) Head and other members nominated by the Chairperson of the AGM and approved by the AGM to conduct the vote counting at the Meeting. The Committee shall include at least one (01) independent member to supervise the validity and integrity of the vote counting process and the results.
- 4.2 The Vote Counting Committee shall provide guidance to shareholders on the use of electronic

voting systems at the AGM.

- 4.3 After the voting session has concluded, the Vote Counting Committee shall verify the voting results on the electronic voting system, calculate the results 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, 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 based on the voting results recorded in the electronic voting system and announcing the vote counting results to the AGM.

The Vote Counting Minutes shall include the following contents:

- a) Time and venue of the vote-counting process;
 - b) Members of the Vote-Counting Committee;
 - c) Total number of shareholders with voting rights attending the meeting;
 - d) Total number of shareholders with voting rights participating in the voting;
 - e) Number and percentage of valid and invalid votes;
 - f) Number and percentage of votes for each matter;
 - g) Signatures of the members of the Vote-Counting Committee.
- 4.5 The Vote Counting Committee 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 Board of Directors (the “BOD”) or by another member of the BOD 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 means of communication at the Meeting venue do not adequately ensure that attending shareholders are able to participate, discuss, and vote;
 - c) One or more attendees engage in conduct that obstructs or disrupts the Meeting disorder, or gives rise to a risk that the AGM cannot be conducted 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 where such comments or proposals fall outside the matters submitted to the AGM for consideration.
- 5.8 The Chairperson has the right to request that all 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 shall consist 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 shall be responsible for preparing 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: Quorum of the AGM

- 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 AGM does not satisfy the conditions for proceeding as prescribed above, the convening and conduct of any subsequent Meeting shall be carried out 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 in due order by means of voting in accordance with these Regulations;
- 7.3 The AGM shall be deemed closed after the Minutes of AGM are approved.

Article 8: Voting and Election Procedures at the General Meeting

- 8.1. The AGM shall adopt resolutions on the AGM agenda items via electronic voting.
- 8.2. Shareholders shall use the access account provided by the Organizing Committee at the time of registration to log into the electronic voting system.
- 8.3. The electronic voting system shall present voting options for each item, including “approve,” “disapprove,” or “abstain,” or allow shareholders to cast a single vote covering all agenda items for selection.
- 8.4. Shareholders shall conduct electronic voting in accordance with the instructions of the Organizing Committee at the Meeting or the Head of the Vote Counting Committee.

- 8.5. Shareholders entitled to vote are those who have registered to attend the Meeting as of the time of voting, and their number shall serve as the basis for calculating voting percentages.
- 8.6. From the time the Head of the Vote Counting Committee announces the voting session has concluded, the system shall be locked, and shareholders shall not be permitted to change any previously cast votes. Voting results recorded on the system under the shareholder's access account shall be deemed final, and shareholders shall not be entitled to raise any complaints or claims in relation to such results.
- 8.7. The voting results shall be announced by the Vote Counting Committee at the Meeting immediately after the completion of vote counting.
- 8.8. The election of members of the BOD/Supervisory Board shall be conducted in accordance with the Election Regulations for members of the BOD/Supervisory Board as approved at the Meeting.

Article 9: Approval of AGM Resolutions

- 9.1. Resolutions of the Meeting shall be passed through when approved by shareholders representing more than 50% of the total voting rights of all shareholders attending and voting at the meeting.
- 9.2. Resolutions on the following matters shall be passed through when agreed by shareholders representing at least 65% of the total voting rights of all shareholders attending and voting at the meeting:
 - Classes of shares and the total number of shares of each class;
 - Changes to business lines, industries, and sectors;
 - Changes to the organizational and management structure of Vingroup;
 - Investment projects or the sale of assets with a value equal to or exceeding 50% of the total asset value as recorded in the most recent financial statements of Vingroup;
 - Reorganization or dissolution of Vingroup;
 - Other cases as prescribed in the Charter of Vingroup.

Article 10: Speaking at the AGM

Shareholders or proxies attending the Meeting who wish to express their opinions shall raise their hands or register to speak. Based on the meeting agenda and available time, the Chairperson shall arrange the order and timing of shareholders' remarks. The Chairperson may give priority to shareholders who register to speak in advance and whose opinions are relevant to the agenda of the Meeting. All remarks shall be concise and relevant to the matters under discussion at the AGM.

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 (03) Chapters and twelve (12) Articles, shall take effect immediately upon the AGM's approval.
- 12.2. Any amendments or supplements to these regulations may be proposed by the Chairman of the BOD and must be subsequently voted on and approved by the AGM at the Meeting.

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

PHAM NHAT VUONG



Handwritten signature or initials in blue ink.

REPORT OF THE BOARD OF DIRECTORS
To: THE ANNUAL GENERAL MEETING OF SHAREHOLDERS

1. Business performance of Vingroup Joint Stock Company (hereinafter referred to as “Vingroup” or the “Group”) in 2025

In 2025, the global economy continued to face numerous challenges, with prolonged geopolitical tensions across multiple regions and the adverse impacts of tariff policies. Nevertheless, Vietnam maintained macroeconomic stability and achieved economic growth of 8.02%, driven by strong public investment disbursement and positive contributions from the FDI sector. Inflation remained under control during the year, with the average consumer price index increasing by 3.31%, within the 4.5% target set by the National Assembly.

Against this backdrop, by the end of 2025, the Group’s business segments continued to maintain their leading positions in the market and recorded strong business performance. Net revenue reached VND 331,838 billion, up 75.5% year-on-year. Profit after tax reached VND 11,065 billion, up 109.7% compared with 2024, exceeding the business targets approved at the 2025 Annual General Meeting of Shareholders (“AGM”) by nearly 11% for both indicators.

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

2.1. General activities

In 2025, the BOD highly appreciated and acknowledged the outstanding efforts of the Group and the Board of Management (“BOM”) in managing the Group’s operations, promptly adapting to macroeconomic conditions, and implementing effective business policies amid the recovery of the domestic and global economy, while leading the green transformation trend and creating momentum for further growth in 2026. During 2025, the BOD held 49 meetings (including the solicitations of written opinion) with a 100% attendance rate, and issued 49 resolutions important policies and changes that impacted the Group’s operations and development orientation with the main contents as follows:

Key matters discussed by the BOD	Number of Resolutions
Internal ownership restructuring, reorganization of the organizational structure and operations; establishment of subsidiaries; investment and capital contributions and transferring of capital, etc.	26 Resolutions
Issuance of financing facilities, bonds, and secured transactions to ensure the fulfilment of financial obligations, etc.	19 Resolutions
Others	4 Resolutions
Total	49 Resolutions

2.2. Supervisory activities of the BOD

In accordance with the Charter, the Corporate Governance Regulations of Vingroup, internal governance regulations and applicable laws, the BOD carried out the following supervisory activities over the BOM during 2025:

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



[Handwritten signatures]

- Directed and oversaw the preparation and publication of the 2024 Annual Report, Financial Statements of 2024 and Quarterly Financial Statements of 2025;
- Presided over, directed and successfully organized the 2025 AGM on April 24, 2025, and three rounds of obtaining shareholders' written consents in 2025, conducted respectively in February 2025, August 2025 and November 2025;
- Directed and supervised the successful offering and issuance of Bonds in the international market and through private placement by Vingroup in 2025;
- Directed and supervised the restructuring, establishment of subsidiaries and affiliated companies, capital contribution/acquisition of shares in other enterprises; implementation of security measures to secure obligations (including mortgage, pledge and guarantee); financial support for subsidiaries; and participation in investment projects such as LNG power plants, port and logistics centers, steel production and humanoid robotics development, etc.;
- Supervised the implementation of Resolution/Decision(s) issued by the GMS and the BOD, and monitoring the executive activities of the Board of Management in business operations;
- Supervised and directing the disclosure of information for the purpose of ensuring the transparency and timely compliance with the laws; and
- Supervised the management activities of the Board of Management to enhance business efficiency and achieve the proposed targets.

3. Remuneration, operating expenses and other benefits of the BOD

The remuneration of the BOD for 2025 is presented in detail in the Proposal of the BOD on BOD remuneration submitted to the 2026 AGM.

In addition, the Group also applied other benefit policies to members of the BOD, including periodic health check-ups, health insurance, and preferential access to services provided by the Group's member companies.

4. Transactions between the Group and related parties

The order and procedures for approval of transactions between the Group and related parties were strictly implemented in accordance with the Law on Enterprises, the Law on Securities, the Internal Regulations on Corporate Governance, and the internal coordination procedures for approval of transactions between the Group and related parties.

Transactions between the Group and related parties approved by the BOD are listed and disclosed in the 2025 Corporate Governance Report of Vingroup.

5. Activities of independent members of the BOD and their assessment of the BOD's performance

5.1. Activities of independent members of the BOD

The BOD has three (03) independent members, namely: (1) Mr. Adil Ahmad, (2) Mr. Michael Chin, and (3) Mr. Ronaldo Dy-Liacco Ibasco

The independent members of the BOD possess professional capabilities and experience in the Group's principal areas of operation and therefore made important comments and contributions in relation to the BOD's decisions during 2025.

During 2025, all independent members of the BOD fully attended BOD meetings and submitted their voting opinions on matters under the authority of the BOD in a timely manner, thereby ensuring transparency, controlling conflicts of interest, and protecting the interests of the Group and its shareholders.

5.2. Reports and assessment of independent members of the BOD on the BOD's performance

The independent members of the BOD conducted their assessment of the BOD's performance as presented in the reports of each independent BOD member attached hereto.

6. Report on bond issuances

In 2025, the Group issued eleven (11) domestic bonds via private placement (collectively, the "Domestic Bonds") and one international bond (the "International Bond") for the purpose of restructuring the Group's liabilities. All proceeds from the issuance of the Bonds were used for their intended purposes.



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The principal terms of the Domestic Bonds are as follows:

- Total issuance value: VND 25,000,000,000,000 (In words: Twenty-five trillion Vietnamese dong)
- Type: Non-convertible corporate bonds without warrants, constituting direct obligations of the Group
- Number of issuance tranches: 11, of which 06 (six) tranches are secured by collateral
- Tenor: Up to 36 months from the issuance date of each tranche
- Investors: Professional securities investors in accordance with applicable laws

The principal terms of the International Bond are as follows:

- Total issuance value: USD 325,000,000 (In words: Three hundred twenty-five million US dollars)
- Type: USD-denominated bonds issued in the international market, non-convertible, without warrants, unsecured and constituting direct obligations of the Issuer. The bonds carry an option to receive shares of Vinpearl Joint Stock Company (stock ticker symbol: VPL) owned by the Group.
- Tenor: 5 years from the issuance date

The dossier and documentation for the issuance of the Domestic Bonds and the International Bond were prepared in compliance with applicable regulations.

7. Strategic directions of the Group in 2026

In 2026, Vingroup will continue to implement the principle of “Three Transformations” to adapt to operating conditions and practical needs, roll it out strongly across the Corporate Office and subsidiaries, and continue seeking opportunities to improve business efficiency and create competitive advantages in the pricing of products and services, particularly as the Group expands into three new pillars: Infrastructure, Green Energy and Culture.

In 2026, the BOD has determined to continue the following governance orientations:

1. To maintain the holding company model, in which each subsidiary operates with increasing independence;
2. To continue strengthening the existing business segments, maintain the Group’s leading position in the Vietnamese market, and at the same time pursue international opportunities in parallel with developing new business sectors;
3. To focus on three Transformational Principles including “Empowerment”, “Simplification”, and “Standardization”.

Submitted to the AGM for consideration and approval.

Sincerely,

To:

- As stated above;
- Vingroup archives.

FOR AND ON BEHALF OF
THE BOARD OF DIRECTORS
CHAIRMAN



PHAM NHAT VUONG





**REPORT OF THE INDEPENDENT MEMBERS OF THE BOARD OF DIRECTORS ON THE
ACTIVITIES OF THE BOARD OF DIRECTORS**

*(attached to Report of the Board of Directors No. 01/2026/BC-HDQT-VINGROUP submitted to the
2026 Annual General Meeting of Shareholders)*

To: THE 2026 ANNUAL GENERAL MEETING OF SHAREHOLDERS

Information, duties, contributions, and assessments of the Independent Member of the Board of Directors preparing the reports

Mr. Ronaldo Dy-Liacco Ibasco

Mr. Ronaldo Dy-Liacco Ibasco has served as an Independent Member of the BOD of Vingroup Joint Stock Company (the “Group” or “Vingroup”) since 2021 and performs his duties in accordance with the Charter, the Internal Regulations on Corporate Governance of the Group, Regulations on the operation of the BOD and Vietnamese laws applicable to public companies. With extensive experience in finance and investment across leading financial markets in the region, Mr. Ronaldo Dy-Liacco Ibasco has contributed to the BOD through valuable perspectives on investment efficiency, as well as critical opinions on the development orientation of the entire ecosystem, particularly the new business pillars.

Mr. Ronaldo Dy-Liacco Ibasco highly appreciates the overall business performance of the Group as well as the business results of each entity in the ecosystem, together with the efforts of the Board of Management. He also appreciates the effective execution of capital raising activities as well as the specific strategies for the new business pillars with high growth potential.

On the basis of prudent, objective and transparent working principles, Mr. Ronaldo Dy-Liacco Ibasco, together with the other Independent Members of the BOD, has unanimously agreed to provide the following assessment of the activities of the Group in 2025:

1. Regarding the exercise of the rights and duties of the BOD

The BOD has fully performed its rights and duties in accordance with the law, the Charter, the Internal Regulations on Corporate Governance, Regulations on the operation of the BOD and resolutions of the General Meeting of Shareholders (“GMS”). Key activities include the following:

Organizing and implementing shareholders’ resolutions

- The BOD presided over the organization of the Annual GMS on April 24, 2025 in compliance with applicable regulations; at the same time, it also conducted three rounds of obtaining shareholders’ written opinions in 2025 (in February, August and November), thereby ensuring shareholders’ rights to participate in decisions on matters falling under their authority.

Coordinating with the Board of Management in implementing the business plan and achieving results exceeding the GMS plan

- Despite a challenging global economic environment, Vietnam maintained macroeconomic stability (8.02% growth and average inflation of 3.31%). Against this backdrop, Vingroup recorded positive results, with net revenue of VND 331,838 billion (up 75.5%) and profit after tax of VND 11,065 billion (up 109.7%), exceeding the 2025 guidance for both indicators.

Organizing meetings and issuing Resolutions in a timely manner to meet governance requirements during the year

- The BOD held 49 meetings (including written consultations) with a 100% attendance rate, and issued 49 Resolutions to approve important policies/adjustments, thereby promptly addressing the Group’s governance and operational requirements.

Supervising management and implementation of Resolutions



- The BOD directed and supervised the implementation of projects and investment/business activities of the Group and its member companies; supervised the implementation of Resolutions/Decisions of the GMS and the BOD; and supervised the preparation and disclosure of information in relation to the 2024 annual report and annual/quarterly financial statements in 2025.
- The BOD also supervised the issuance of bonds in the international market and corporate bonds via private placement in 2025, as well as restructuring activities, the establishment of subsidiaries/affiliated companies, and security/financial support measures for subsidiaries in accordance with regulations.

2. Regarding corporate governance

The BOD ensured a governance foundation in compliance with legal regulations, the BOD Operating Regulations, and the Internal Regulations on Corporate Governance; at the same time, it gradually improved governance quality toward transparency, standardization, and alignment with good practices. Key points are summarized as follows:

Related-party transactions

- The approval process for related-party transactions was carried out in accordance with legal regulations and the Internal Regulations on Corporate Governance.
- Transactions falling under the authority of the BOD were consolidated and disclosed in the Group's 2025 Corporate Governance Report.
- The BOD continued to emphasize the principles of transparency, control of conflicts of interest, and protection of the lawful interests of the Group and its shareholders.

Ensuring shareholder rights and fair treatment of shareholders; harmonizing the interests of related parties

- The BOD protected shareholders' rights and ensured fair treatment of all shareholders, including minority shareholders and foreign shareholders.
- The organization of the 2025 Annual General Meeting of Shareholders and obtaining shareholders' written opinions during the year created favorable conditions for shareholders to exercise their decision-making rights, increased timeliness in governance, and reduced decision-making delays amid market volatility.

Information disclosure and transparency

- The Group disclosed information in accordance with regulations in both Vietnamese and English, with the objective of ensuring transparency and timeliness.
- The Shareholder Relations Department operated effectively in its role as an information bridge, supporting shareholders in accessing data, responding to matters requiring clarification, and contributing to maintaining trust among the Company, shareholders and the market.

Responsibilities of the BOD and supervision of the governance and control system

- The BOD performed its responsibilities prudently and diligently for the benefit of the Group and its shareholders, while strengthening supervision of management activities in order to improve efficiency and achieve targets.

Sustainable development

- The BOD recognizes green transformation and sustainable development orientation as a long-term strategic axis; at the same time, it requires maintaining implementation discipline and transparency in information disclosure in order to strengthen the confidence of shareholders and related parties, particularly in the period when the Group is expanding into new pillars.



Sincerely.

To:

- As stated above;

- Vingroup archives.

**INDEPENDENT MEMBERS OF THE
BOARD OF DIRECTORS**


RONALDO DY-LIACCO IBASCO



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**REPORT OF THE INDEPENDENT MEMBERS OF THE BOARD OF DIRECTORS ON THE
ACTIVITIES OF THE BOARD OF DIRECTORS**

*(attached to Report of the Board of Directors No. 01/2026/BC-HĐQT-VINGROUP submitted to the
2026 Annual General Meeting of Shareholders)*

To: THE 2026 ANNUAL GENERAL MEETING OF SHAREHOLDERS

Information, duties, contributions, and assessments of the Independent Member of the Board of Directors preparing the reports

Mr. Adil Ahmad

Mr. Adil Ahmad has served as an Independent Member of the Board of Directors (“BOD”) of Vingroup Joint Stock Company (“Vingroup” or the “Group”) since 2021 and performs his duties in accordance with the Charter, the Internal Regulations on Corporate Governance of the Group, and Vietnamese laws applicable to public companies. With extensive experience as CEO, as Chairman of the Board, and as member of the BOD, Mr. Adil Ahmad has made contributions in corporate governance, risk management, as well as providing critical assessment on the Group’s medium- and long-term orientations.

Mr. Adil Ahmad highly appreciates the efforts of the Board of Management, the Group’s business performance in 2025 which exceeded plan, and the Group’s orientation toward sustainable product development.

On the basis of prudent, objective and transparent working principles, Mr. Adil Ahmad, together with the other Independent Members of the BOD, has unanimously agreed to provide the following assessment of the activities of the Group in 2025:

1. Regarding the exercise of the rights and duties of the BOD

The BOD has fully performed its rights and duties in accordance with the law, the Charter, the Internal Regulations on Corporate Governance, Regulations on the operation of the BOD and resolutions of the General Meeting of Shareholders (“GMS”). Key activities include the following:

Organizing and implementing shareholders’ resolutions

- The BOD presided over the organization of the Annual GMS on April 24, 2025 in compliance with applicable regulations; at the same time, it also conducted three rounds of obtaining shareholders’ written opinions in 2025 (in February, August and November), thereby ensuring shareholders’ rights to participate in decisions on matters falling under their authority.

Coordinating with the Board of Management in implementing the business plan and achieving results exceeding the GMS plan

- Despite a challenging global economic environment, Vietnam maintained macroeconomic stability (8.02% growth and average inflation of 3.31%). Against this backdrop, Vingroup recorded positive results, with net revenue of VND 331,838 billion (up 75.5%) and profit after tax of VND 11,065 billion (up 109.7%), exceeding the 2025 guidance for both indicators

Organizing meetings and issuing Resolutions in a timely manner to meet governance requirements during the year

- The BOD held 49 meetings (including written consultations) with a 100% attendance rate, and issued 49 Resolutions to approve important policies/adjustments, thereby promptly addressing the Group’s governance and operational requirements.

Supervising management and implementation of Resolutions

- The BOD directed and supervised the implementation of projects and investment/business activities of the Group and its member companies; supervised the implementation of Resolutions/Decisions of the

GMS and the BOD; and supervised the preparation and disclosure of information in relation to the 2024 annual report and annual/quarterly financial statements in 2025.

- The BOD also supervised the issuance of bonds in the international market and corporate bonds via private placement in 2025, as well as restructuring activities, the establishment of subsidiaries/affiliated companies, and security/financial support measures for subsidiaries in accordance with regulations.

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- The BOD protected shareholders' rights and ensured fair treatment of all shareholders, including minority shareholders and foreign shareholders.
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- The Group disclosed information in accordance with regulations in both Vietnamese and English, with the objective of ensuring transparency and timeliness.
- The Shareholder Relations Department operated effectively in its role as an information bridge, supporting shareholders in accessing data, responding to matters requiring clarification, and contributing to maintaining trust among the Company, shareholders and the market.

Responsibilities of the BOD and supervision of the governance and control system

- The BOD performed its responsibilities prudently and diligently for the benefit of the Group and its shareholders, while strengthening supervision of management activities in order to improve efficiency and achieve targets.

Sustainable development

- The BOD recognizes green transformation and sustainable development orientation as a long-term strategic axis; at the same time, it requires maintaining implementation discipline and transparency in information disclosure in order to strengthen the confidence of shareholders and related parties, particularly in the period when the Group is expanding into new pillars.

Sincerely,



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To:

- As stated above;

- Vingroup archives.

**INDEPENDENT MEMBERS OF THE
BOARD OF DIRECTORS**

(signed)



ADIL AHMAD



58.25



**REPORT OF THE INDEPENDENT MEMBERS OF THE BOARD OF DIRECTORS ON THE
ACTIVITIES OF THE BOARD OF DIRECTORS**

*(attached to Report of the Board of Directors No. 01/2026/BC-HĐQT-VINGROUP submitted to the
2026 Annual General Meeting of Shareholders)*

To: THE 2026 ANNUAL GENERAL MEETING OF SHAREHOLDERS

Information, duties, contributions, and assessments of the Independent Member of the Board of Directors preparing the reports

Mr. Chin Michael Jaewuk

Mr. Chin Michael Jaewuk has served as an Independent Member of the BOD of Vingroup Joint Stock Company (the “Group” or “Vingroup”) since 2021 and performs his duties in accordance with the Charter, the Internal Regulations on Corporate Governance of the Group, Regulations on the operation of the BOD and Vietnamese laws applicable to public companies. With extensive experience in international capital markets at leading banks, Mr. Chin Michael Jaewuk has made contributions to business development strategy, capital raising strategy, and sustainable development orientation.

Mr. Chin Michael Jaewuk highly appreciates the business performance in 2025 and the shareholder and investor relations activities, with information disclosed in a transparent and wholesome manner.

On the basis of prudent, objective and transparent working principles, Mr. Chin Michael Jaewuk, together with the other Independent Members of the BOD, has unanimously agreed to provide the following assessment of the activities of the Group in 2025:

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Sincerely.



To:

- As stated above;

- Vingroup archives.

**INDEPENDENT MEMBERS OF THE
BOARD OF DIRECTORS**

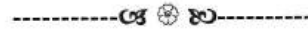


CHIN MICHAEL JAEWUK





No: 02/2026/TTr-HĐQT-VINGROUP



Hanoi, April 01, 2026

PROPOSAL OF THE BOARD OF DIRECTORS**Re: Business performance in 2025 and business plan for 2026****To: THE ANNUAL GENERAL MEETING OF SHAREHOLDERS****I. Business performance of Vingroup Joint Stock Company (“Vingroup” or the “Group”) in 2025 (based on the consolidated financial statements for FY2025 prepared in accordance with Vietnamese Accounting Standards)**

In 2025, the global economy continued to face numerous challenges, amid prolonged geopolitical tensions across various regions and the adverse impacts of tariff policies. Nevertheless, Vietnam maintained macroeconomic stability and achieved economic growth of 8.02%, driven by strong public investment disbursement and positive contributions from the FDI sector. Inflation remained stable during the year, with the average consumer price index increasing by 3.3%, within the 4.5% target set by the National Assembly.

Against this backdrop, by the end of 2025, the Group achieved significant milestones across its key business pillars and received recognition from consumers, local authorities and the Government. In 2025, Vingroup and the Kind Heart Foundation were honored by the Party and the State with the First-Class Labor Orders, recognizing their sustained contributions to the community and the country.

Regarding business operations, the Group continued to maintain leading positions in the market across its key business segments and recorded impressive business results. Net revenue reached VND 331,838 billion, marking 75.5% year-over-year growth, while profit after tax reached VND 11,065 billion, representing an increase of 109.7% compared with 2024. As a result, the Group completed and surpassed the business plan approved at the 2025 Annual General Meeting of Shareholders (“AGM”) by nearly 11% for both targets.

In the **Industrials – Technology** pillar, *VinFast* recorded global sales of nearly 197 thousand electric vehicles in 2025, almost doubling compared to 2024. In the domestic market, *VinFast* maintained the number one position in the Vietnamese automobile market for all 12 consecutive months, with more than 175 thousand vehicles delivered to customers. Among these, four models: VF 5, VF 3, Limo Green, and VF 6 were the four best-selling models in the domestic market in 2025.

VinFast also demonstrated rapid progress, with 406.5 thousand e-scooters and e-bikes sold in 2025. Among these, Evo models were the most popular among customers, with total sales exceeding 250 thousand units.

During 2025, *VinFast* further refined its product portfolio under three core brands corresponding to different usage needs, including VF – mass-market personal vehicles, Green – commercial service vehicles, and Lac Hong – an ultra-luxury vehicle brand. Based on this structure, *VinFast* introduced several new models under the Green lineup in early 2025, including Minio Green, Herio Green, Nerio Green and Limo Green, while also expanding into the urban cargo transport segment with the EC Van. Among these, Limo Green emerged as one of the standout models of 2025, quickly entering the list of best-selling vehicles despite deliveries only starting in September. Under the ultra-luxury Lac Hong brand, *VinFast* also introduced the Lạc Hồng 900 LX, an SUV designed for a niche group of customers with high expectations for brand image, standards and product refinement.

Regarding market development, *VinFast* accelerated its expansion across key Asian markets, leveraging two major structural trends in these markets: (i) the rapid transition of consumers from two-wheelers to four-

wheelers as mobility demand upgrades, and (ii) the acceleration of green mobility roadmaps by governments through policies promoting electric vehicles and charging infrastructure development. Together with its affiliated companies, *VinFast* has successfully established a closed-loop green mobility ecosystem, promoting the transition from gasoline vehicles to electric vehicles in Vietnam and international markets.

The Group's *Technology* segment also achieved encouraging milestones.

In the humanoid robotics, *VinRobotics* and *VinMotion* made significant progress by rapidly developing the first generations of humanoid robots with flexible, precise and continuous operational capabilities. *VinRobotics* achieved a major technological milestone by mastering more than 90% of the core technologies of humanoid robotics, ranging from mechanical, electrical and electronic design to control software and artificial intelligence. The company completed five industrial robot prototypes capable of flexible operations. Meanwhile, *VinMotion* completed two humanoid robot prototypes within a short timeframe. Among them, Motion 2 represents a new generation of comprehensive humanoid robots with significant technological improvements, featuring a wide range of motion, full-body payload capacity of up to 40kg, and enhanced full-body control precision, enabling the robot to perform tasks requiring high levels of strength and stability.

In the **Real Estate Development & Services** pillar, *Vinhomes* continued to expand its project development scale through an integrated model combining infrastructure development with ecosystem integration, community building and international partnerships, laying the foundation for a new growth cycle. By the end of 2025, *Vinhomes* had launched four mega projects in major economic centers including Hanoi, Hai Phong and Ho Chi Minh City, while delivering tens of thousands of apartments, villas and shophouses at *Vinhomes Ocean Park 2*, *Vinhomes Ocean Park 3*, and *Vinhomes Royal Island*.

Delivery and sales activities remained strong amid improving market conditions, with *Vinhomes* recording record revenue of VND 183.1 trillion, including revenue from business cooperation contracts and real estate transfers recognized as financial income. By the end of 2025, the Company also recorded the highest levels in its history for both the value of newly signed contracts during the year and unbilled sales, reaching VND 205.3 trillion and VND 186.4 trillion, respectively. These results provide a solid foundation for revenue and profit growth in the coming periods.

Continuous efforts in innovating the urban development model and enhancing quality of life have further strengthened *Vinhomes*' recognition at international awards. At the Dot Property Southeast Asia Awards 2025, *Vinhomes* became the first and only Vietnamese developer to date to be honored as **Developer of the Year Southeast Asia 2025** – the highest distinction of the awards – reaffirming the Company's strategic vision, execution capability and commitment to sustainable development.

Vinpearl remained committed to its orientation of developing multi-experience destinations, focusing on “all-in-one” service packages through a portfolio of products and services designed to meet modern consumer demand, including resort stays combined with entertainment, events, dining, wellness and cultural activities. In 2025, thanks to its well-invested multi-experience ecosystem and destination programs at its “mega complexes”, *Vinpearl* continued to improve business efficiency by enhancing the quality of international visitor segments. As a result, the occupancy rate across the *Vinpearl* system improved from 45% to 52%, while the number of visitors to *VinWonders* reached 9.1 million, up 17% compared to 2024.

Vinpearl's outstanding efforts to improve service quality and customer satisfaction helped position *Vinpearl* as the brand with the strongest Brand Strength Index in Southeast Asia and Vietnam in 2025, according to Brand Finance.

In the **Social Enterprises** pillar, the healthcare and education sectors continued to achieve encouraging results, reaffirming the leading reputation and quality of the *Vingroup* ecosystem. *Vinmec* continued to demonstrate its high level of professional expertise in complex organ transplantation with a notable surgery for an eight-month-old patient requiring a liver transplant from a brain-dead donor. This marked the first time a private hospital in Vietnam successfully performed a liver transplant for a pediatric patient in the rare



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category of very young age and low body weight. Meanwhile, **Vinschool** proudly added four more campuses accredited by the Council of International Schools (CIS), bringing the total number of internationally accredited campuses to 19, while also receiving recognition at the **QS Reimagine Education Awards 2025** with a win in the category of Nurturing Wellbeing and Purpose. Finally, **VinUni** received the FIBAA Quality Seal, thereby becoming the first university in Vietnam to meet 100% of the organization's accreditation criteria after only five years of operation.

II. Project Development Progress

Inauguration of electric vehicle manufacturing plants in Tamil Nadu (India), Subang, West Java (Indonesia), and Ha Tinh (Vietnam)

In June 2025, **VinFast** inaugurated its electric vehicle plant in Ha Tinh with an expected phase-one capacity of 200 thousand vehicles per year.

In August 2025, **VinFast** inaugurated its electric vehicle plant in India with an expected phase-one capacity of 50 thousand vehicles per year.

In December 2025, **VinFast** continued to inaugurate its electric vehicle assembly plant in Indonesia with an expected phase-one capacity of 50 thousand vehicles per year.

Launch of the VinMetal steel plant at Vung Ang Economic Zone (Ha Tinh, Vietnam)

In December 2025, Vingroup launched the **VinMetal** steel plant project at Vung Ang Economic Zone, with phase-one capacity reaching 5–6 million tons of steel per year.

Launch of multiple Vinhomes mega projects, highlighted by Vinhomes Green Paradise

During 2025, **Vinhomes** simultaneously launched key projects such as Vinhomes Wonder City in Dan Phuong (Ha Noi), Vinhomes Green City (Tay Ninh), and Vinhomes Golden City (Hai Phong). Most notably, the Vinhomes Green Paradise eco mega-urban area in Can Gio (HCMC), with a scale of 2,870 hectares, has been developed in line with ESG++ standards. It is a TOD urban area expected to lead Vietnam's real estate market, reflecting a long-term vision for sustainable urban development. All of the above projects are currently under construction at an accelerated pace in line with the committed timelines for customers.

Vinpearl introduced new premium products and services

Vinpearl launched new hotels and themed entertainment parks in 2025, creating distinctive destinations in each locality, including:

- **VinWonders Vu Yen**, launched in July 2025 – the largest amusement park and zoo in Northern Vietnam, covering 20 hectares.
- **Vinpearl Hotel Bac Ninh**, opened in July 2025, setting a new benchmark for accommodation, conference and culinary experiences in the Kinh Bac region.
- **VinPalace**, launched in August 2025, the largest convention center and grand theatre complex chain in Vietnam, with two locations: VinPalace Co Loa and VinPalace Ocean City.
- **Vinpearl Golf Léman**, operational from October 2025, a 36-hole golf course with a distinctive design and five-star amenities in HCMC.
- **Sheraton Vinh**, inaugurated in December 2025, the first international-branded hotel in Nghe An

Groundbreaking of the Ben Thanh – Can Gio railway line

In December 2025, **VinSpeed** broke ground on the Ben Thanh – Can Gio railway line (HCMC), approximately 54 km long, designed as a double-track railway with a maximum design speed of 350 km/h.

III. Vingroup's strategic orientation for 2026

In 2026, Vingroup will continue to accelerate business activities to strengthen its three core pillars: Industrials – Technology, Commercial Services, and Social Enterprises, while expanding into three new pillars including Infrastructure, Green Energy and Culture. The Group will maintain the P&L model at subsidiary level, emphasizing efficiency and transparency, while continuing to promote the implementation of three key principles: “Nuclearization”, “Standardization”, and “Simplification”, in order to build a lean, versatile and agile governance structure. Specifically:

- **Business operations:** Diversify products and services across each business vertical, aiming to continuously deliver attractive and high-quality products to consumers, thereby diversifying revenue streams and encouraging customers to frequently use products and services within the ecosystem. Technology will be applied across all activities in order to keep pace with global development trends. The Group will also expand exports of industrial products to international markets.
- **Capital and investment:** Deploy multiple forms of capital mobilization both domestically and internationally through various financial instruments, while effectively controlling new investments and optimizing capital efficiency to support the Group's short-, medium- and long-term business strategies.
- **Human resources management and corporate culture:** Strengthen leadership capacity, maximize leadership resources from outstanding personnel at operating levels, build an effective, fair and professional working environment, and continue improving the material and spiritual well-being of employees across the organization.

Business plans in 2026

In 2026, *VinFast* has set a target to deliver 300 thousand electric vehicles, while electric motorcycle deliveries are expected to reach at least 2.5 times the volume recorded in 2025, targeting approximately 1 million units. In terms of market expansion, *VinFast* will continue to strengthen its leading position in Vietnam while further penetrating key international markets through an ecosystem-based approach and the introduction of new products, including the launch of new models in the United States and Europe.

Regarding product development, VinFast plans to introduce new models to expand market share through the development and launch of new versions and product lines. The Company will continue investing in innovation and building long-term technological autonomy through a combination of strategic partnerships and internal development. Research and development activities will continue to be maintained in order to support long-term cost reduction, starting with new B- and C-segment models expected to be commercialized in 2026.

In the residential real estate segment, *Vinhomes* will continue to reinforce its leading position in the real estate market through large-scale urban developments located in prime locations with strong transportation connectivity. *Vinhomes* targets strong net revenue growth driven by key ongoing projects. At the same time, the Company will also focus on driving sales growth through the launch of new projects in Ho Chi Minh City, Da Nang and Quang Ninh, alongside sales activities at existing projects through both retail and wholesale channels.

Vinhomes continue to target end-user housing demand through the development of integrated mega urban townships aligned with ESG++ standards, prioritizing green, smart and sustainable development. At the same time, the Company will accelerate TOD developments and social housing projects in rapidly urbanizing areas with strong transportation connectivity in order to support population decentralization and the formation of new economic centers.

In the hospitality and entertainment segment, *Vinpearl* aims to drive revenue growth in 2026 by: (i) optimizing room occupancy rates and visitor volumes, and expanding demand through new and high-growth markets; and (ii) increasing on-site spending through integrated service packages and expanded ancillary services at VinWonders.

Vinpearl will also accelerate the development of MICE and wedding products, positioning this platform as a leading service provider in the region. At the same time, *Vinpearl* will continue advancing its mega-complex strategy through the launch of the Tuyen Quang complex as a new cultural and ecological destination.

Other companies within the ecosystem also aim to maintain their leading positions in the market, achieve growth in revenue and profit, and continue improving product quality, service quality and customer experience.

With the objective of stable and sustainable development, the Board of Directors of Vingroup respectfully submits to the General Meeting of Shareholders the following 2026 business plan for approval:

- Net revenue from business operations: approximately VND 450 trillion;
- Net profit after tax: approximately VND 25 trillion.

Respectfully submitted.

To:

- As above;
- Vingroup archives.

FOR AND ON BEHALF OF
THE BOARD OF DIRECTORS
CHAIRMAN



PHAM NHAT VUONG



REPORT OF THE SUPERVISORY BOARD
To: THE ANNUAL GENERAL MEETING OF SHAREHOLDERS

The year 2025 marked a period of recovery and adaptation for the global economy amid unpredictable geopolitical uncertainties and the impact of tariff disputes among major economies. Although global growth improved modestly, risks and challenges remained, driven by ongoing regional conflicts, rising tensions, trade frictions, and volatility in commodity and raw material prices. In 2025, Vietnam was likewise heavily affected by natural disasters, adverse external factors, and domestic structural challenges. Nevertheless, despite this complex and highly uncertain backdrop, Vietnam made steady progress and achieved an impressive rate of economic growth.

Against the backdrop of numerous challenges and unpredictable developments, Vingroup Joint Stock Company (“Vingroup” or the “Group”) recorded notable milestones and solid advancements, reinforcing its position as one of the leading private economic groups with a pioneering role across key business sectors and delivering positive business performance across its operations. To support stability, strengthen oversight, and mitigate risks, the Supervisory Board enhanced its activities during the year, intensifying inspection efforts and closely coordinating with relevant departments in supervising the implementation of resolutions of the Annual General Meeting of Shareholders (“AGM”) and the Board of Directors (“BOD”). Within the scope of its functions and duties as prescribed by the Law on Enterprises, the Charter, and the internal regulations, the Supervisory Board proactively participated in audit and internal control activities across the Group and its subsidiaries, ensuring that operational and business activities complied fully with applicable legal regulations and the Group’s corporate governance framework, thereby contributing to risk prevention and mitigation.

On behalf of the Supervisory Board, I would like to report to the 2026 Annual General Meeting of Shareholders (“AGM”) as follows:

1. Vingroup's financial performance :

The Supervisory Board agreed with the details of the FY2025 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, 2025, along with the income statement and cashflow statement throughout the fiscal year from January 1, 2025 to December 31, 2025.

The key financial indicators achieved in 2025 are stated in the consolidated financial statements as follows:

a. Consolidated Business Results:

Net revenue	:	VND 331,838 billion
Profit before tax	:	VND 26,437 billion
Profit after tax	:	VND 11,065 billion

b. Consolidated Total Assets:

Current Assets	:	VND 658,773 billion
Non-Current Assets	:	VND 459,850 billion
Total Assets	:	VND 1,118,623 billion

c. Owner’s Equity

:	VND 151,489 billion
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2. Assessment on the performance of the BOD and Chief Executive Officer (“CEO”).

In 2025, 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 2025 and 2026 Action Plan of the Supervisory Board.

In 2025, the Supervisory Board strengthened its inspection and oversight activities and coordinated with the Management to closely monitor the issuance and implementation of resolutions of the AGM and the BOD, as well as to assess implementation results. In performing its functions and duties as stipulated in the Charter and relevant internal regulations, 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 2025:

- Supervised the implementation of Resolution/Decision(s) of the 2025 AGM and the BOD issued in 2025;
- Supervised the Group's offering and issuance of bonds in the international market and private placements in 2025;
- Supervised restructuring activities, the establishment of subsidiaries and associates, capital contributions and share acquisitions in other enterprises, measures to secure obligations (mortgage, pledge, guarantees, etc.); and provided opinions on the implementation of production and business objectives aimed at achieving the Group's revenue and profit plans;
- Reviewed and evaluated the full-year financial statements of 2024 and quarterly financial statements of 2025 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 2026, alongside the expansion and deepening of business operations both domestically and internationally, and to ensure legal compliance, operational transparency, and risk mitigation, the Supervisory Board will focus on the following priorities:

- Enhancing regular and ad-hoc 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 2025, 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.



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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**



NGUYEN THE ANH





Hanoi, April 01, 2026

PROPOSAL OF THE BOARD OF DIRECTORS**On 2025 Financial Results in accordance with 2025 audited financial statements****To: THE ANNUAL GENERAL MEETING OF SHAREHOLDERS**

In 2025, 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, 2025 are as follows:

1. Asset growth

- Total assets increased by VND 282,019 billion, or 33.7% as compared to December 31, 2024, and reached VND 1,118,623 billion as of December 31, 2025.
- Current assets increased by VND 262,293 billion, or 66.2%, compared to December 31, 2024. Details are as follows:
 - Short-term receivables increased by VND 77,163 billion primarily due to an increase in receivables from real estate activities.
 - Inventories grew by VND 87,490 billion, attributable to increased property and manufacturing activities inventory.
 - Other current assets increased by 65,560 billion primarily due to an increase in deposits related to real estate activities to participate in potential projects.
- Non-current assets increased by VND 19,726 billion, or 4.5%, compared to December 31, 2024.

2. Total Liabilities and Owner’s equity**2.1. Liabilities**

- Total liabilities amounted to VND 967,134 billion as of December 31, 2025, representing a 41.6% YoY increase.
- The Group’s total borrowings were VND 338,501 billion as of December 31, 2025. The Group’s debt structure mainly consisted of domestic bonds (32.2%), syndicated loans (30.0%), bank loans (30.8%).

2.2. Owner's Equity

Owner’s equity reached VND 151,489 billion, decreasing slightly by VND 2,346 billion, or 1.5%, compared to December 31, 2024.

3. Net revenue

Net revenue in 2025 reached VND 331,838 billion, representing an increase of VND 142,770 billion or 75.5% compared to 2024. Details are as follows:

- Revenue from properties sales reached VND 180,747 billion, increasing by 94.0% compared to 2024.
- Revenue from manufacturing activities reached VND 91,050 billion, increasing by 83.2% compared to 2024.

4. Profit after tax

In 2025, the Group recorded VND 11,065 billion in profit after tax, an increase of 109.7% compared to the previous year, meeting the 2025 business plan set at the 2025 Annual General Meeting of Shareholders (“AGM”).



5. Statutory obligations

- Total statutory obligations paid in 2025 (excluding land use fees and land rental fees) amounted to VND 54,960 billion. This included corporate income tax of VND 17,043 billion, value-added tax of VND 23,183 billion, personal income tax of VND 5,057 billion, and other taxes of VND 9,678 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 2025 was VND 11,350 billion. Basic earnings per share in 2025 were VND 1,432.

Respectfully submitted to the Annual General Meeting of Shareholders for consideration and endorsement of Vingroup's 2025 audited financial statements¹.

Thank you.

To:

- As stated above;
- Vingroup archives.

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



PHAM NHAT VUONG



¹ 2025 Financial statements of Vingroup was audited by Ernst & Young Viet Nam Limited and was published on website of Vingroup: <https://vingroup.net/>.



No.: 05/2026/TTr-HDQT-VINGROUP

Hanoi, April 01, 2026

PROPOSAL OF THE BOARD OF DIRECTORS

Re: The appropriation plan for accumulated undistributed earnings as of 31 December 2025

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 2025 of Vingroup Joint Stock Company (“**Vingroup**”) on the separate financial statements are VND 11,065,632 million and on consolidated financial statements are VND 54,277,387 million.

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

1. To transfer VND 5,000,000,000 (in words: five billion Vietnamese dong) to the Reserve Fund.
2. All accumulated undistributed earnings shall be used for the business operation activities of Vingroup.

Respectfully submitted to the 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**

PHAM NHAT VUONG

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 2025 Annual General Shareholder Meeting No. 02/2025/NQ-ĐHĐCĐ-VINGROUP of Vingroup dated April 24, 2025 (“Resolution of 2025 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 2025 and plan for 2026 as follows:

1. Remuneration paid in 2025:

- In 2025, the BOD comprised 08 (eight) members¹ and the Supervisory Board comprised 03 (three) members.
- In 2025, the remuneration paid to BOD members and Supervisory Board members were as follows:
 - + The remuneration paid to BOD members amounted to approximately VND 17.0 billion.
 - + The remuneration paid to Supervisory Board members amounted to approximately VND 4.9 billion.

The remuneration of each member of the BOD and the Supervisory Board is presented in the audited 2025 financial statements and published on Vingroup’s website at: <https://vingroup.net/>

Accordingly, the remuneration paid to the BOD and the Supervisory Board members complied with the Resolution of 2025 AGM.

2. Remuneration plan for 2026:

According to the 2026 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 2026 as follows:

- The remuneration for BOD members shall not exceed VND 25 billion;
- The remuneration for Supervisory Board members shall not exceed VND 7 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 THE SUPERVISORY BOARD**

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

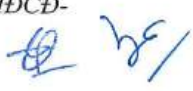


NGUYEN THE ANH



PHAM NHAT VUONG

¹ As of February 25, 2025, Vingroup’s BOD consists of eight members, following the AGM approval of the dismissal of Ms. Chun Chae Rhan from her position as a member of the Board under Resolution No. 01/2025/NQ-ĐHĐCĐ-VINGROUP.





VINGROUP JOINT STOCK COMPANY

No.: 07/2026/TTr-HĐQT-VINGROUP

THE SOCIALIST REPUBLIC OF VIETNAM

Independence – Freedom – Happiness

Hanoi, April 01, 2026

PROPOSAL OF THE SUPERVISORY BOARD

Re: Approving the list of independent audit firms

To: THE ANNUAL GENERAL MEETING OF SHAREHOLDERS

In accordance with the Law on Enterprises, Law on Securities, implementation guidance documents 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 Supervisory Board 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 2026:

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

SUPERVISORY BOARD

HEAD OF THE SUPERVISORY BOARD

NGUYEN THE ANH

32/

VINGROUP JOINT STOCK COMPANY

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No.: 08/2026/TTr-HĐQT-VINGROUP

THE SOCIALIST REPUBLIC OF VIETNAM

Independence – Freedom – Happiness

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Hanoi, April 01, 2026

PROPOSAL OF THE BOARD OF DIRECTOR

(Re: Amendments, supplements to Vingroup's Charter and Internal Regulations on Corporate Governance)

To: THE ANNUAL GENERAL MEETING OF SHAREHOLDERS

The Board of Directors (“BOD”) respectfully submits to the Annual General Meeting of Shareholders (“AGM”) for consideration and approval the Ammendments, supplments of Vingroup Joint Stock Company’s (“Vingroup”) Charter and Internal Regulations on Corporate Governance (“**Governance Regulations**”).

The amendments and supplements to the Charter as set out in Appendix 1 and to the Governance Regulations as set out in Appendix 2 attached to this Proposal (hereinafter referred to as “**Amendments**”). In addition to the Amendments, the Charter and the Governance Regulations may be adjusted in terms of structure, wording, terminology, and to legal documents, as appropriate, in order to ensure consistency in form without affecting their substance.

All other Articles and Clauses of the Charter and the Governance Regulations that are not amended or supplemented shall remain in full force and effect.

The BOD respectfully submits to the AGM for approval the authorization of the Chairman of the BOD to sign and promulgate the full text of the Corporate Governance Regulations, and the Chief Executive Officer, being the legal representative, to be responsible for finalizing, signing, and promulgating the full text of the Charter of Vingroup as updated to incorporate the Amendments.

The revised Charter and Governance Regulations shall take effect from the date of approval by the AGM and shall replace the current Charter and Corporate Governance Regulations, together with their appendices (if any). Such documents shall be published on Vingroup’s website at <https://vingroup.net/> under Investor Relations/Corporate Documents.

Respectfully submitted to the AGM for consideration and approval.

Thank you.

To:

- As stated above;
- Vingroup archives.

ON BEHALF OF

THE BOARD OF DIRECTORS

CHAIRMAN


PHAM NHAT VUONG



APPENDIX 1 – AMMENDMENTS AND SUPPLEMENTS OF VINGROUP'S CHARTER

No.	Amended Article/ Clause/Point	Current Charter Provisions	Amended and supplemented Charter provisions	Reason for amendment and supplement
1.	<p>Clause 24.1 Article 24</p>	<p>Minutes of meetings of the GMS The GMS shall be recorded in the minutes and may also be recorded or archived in other electronic forms. Minutes must be prepared in Vietnamese and may also be in a foreign language, and must contain the following:</p>	<p>Minutes of meetings of the GMS The GMS shall be recorded in the minutes and may also be recorded or archived in other electronic forms. Minutes must be prepared in Vietnamese and <u>English</u>, and must contain the following:</p>	<p>To align with practical circumstances, listed companies are required to disclose information simultaneously in English in accordance with Circular No. 68/2024/TT-BTC dated September 18, 2024; therefore, it is proposed to explicitly state “English.”</p>
	<p>Clause 24.3 Article 24</p>	<p>Minutes which are prepared in Vietnamese and minutes which are prepared in a foreign language shall be of equal legal validity. In a case of having any difference between the Vietnamese and foreign language version, the Vietnamese version shall prevail.</p>	<p>Minutes which are prepared in Vietnamese and minutes which are prepared in <u>English</u> shall be of equal legal validity. In a case of having any difference between the Vietnamese and <u>English</u> version, the Vietnamese version shall prevail.</p>	
2.	<p>Clause 26.4 Article 26</p>	<p>Members of the BOD shall satisfy the criteria and conditions provided in Article 155 of the Law on Enterprises. Members of the BOD need not to be a Shareholder of the Group.</p>	<p>Members of the BOD shall satisfy the criteria and conditions provided in Article 155 of the Law on Enterprises and <u>relevant laws</u>. Members of the BOD need not to be a Shareholder of the Group. <u>Members of the BOD of the Group may concurrently serve as members of the Board of Directors or the Members' Council of no more than five (05) other companies.</u></p>	<p>In accordance with the provisions of Decree No. 245/2025/ND-CP dated September 11, 2025</p>
3.	<p>Point n, Clause 27.2 Article 27</p>	<p>To approve the agenda and contents of documents for the meetings of the GMS; to convene meetings of the GMS</p>	<p>To approve the agenda and contents of the documents for the meetings of the <u>GMS/solicitation of shareholders' in the form of written opinions</u>; to convene meetings of the <u>GMS and/or organize the collection of shareholder's written opinions.</u></p>	<p>To provide more detailed provisions to facilitate implementation.</p>

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4.	Point b, Clause 29.12 Article 29	Members of the BOD vote at the request of the Chairman of the BOD and return the completed ballots prior to the deadline stated in the ballot;	Members of the BOD vote at the request of the Chairman of the BOD and return the completed ballots <u>in accordance with the method specified</u> prior to the deadline stated in the ballot;	
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APPENDIX 2 – AMENDMENTS AND SUPPLEMENTS TO VINGROUP'S INTERNAL REGULATIONS ON CORPORATE GOVERNANCE

No.	Amended Article/Clause/Point	Current Regulations	Amended and supplemented Regulation	Reason for amendment/supplement
1.	<p>Clause 2.10 Article 2</p>	<p>Voting methods:</p> <ul style="list-style-type: none"> a) Voting by casting ballots will be conducted as follows: <ul style="list-style-type: none"> - Matters on the ballots shall be voted by shareholders/ authorized representatives by choosing ""approval"", "disapproval," or "abstain" for each matter. - Shareholders shall cast their votes according to the following rules: <ul style="list-style-type: none"> + The casting of votes will be started as signaled by the Chairperson or the Head of the vote-counting committee and completed when the final shareholder casts their vote in the ballot box or 30 minutes after the voting has started, whichever comes first. After the voting is completed, the ballot box will be sealed; + Votes shall be counted immediately after the ballot box is sealed - The following ballots will be considered invalid and will not be counted: <ul style="list-style-type: none"> + Ballots that are not under the form distributed by the Organizing Committee and do not have the Group's stamp; + Ballots that are torn, erased, scratched, or revised; + Ballots without the signature of the shareholders or the proxies; + Ballots containing additional information 	<p><u>Voting and election methods at the GMS:</u></p> <p>a) <u>Voting on matters submitted to the GMS shall be conducted in accordance with the Regulations on the Organization and Operation approved by the GMS at the relevant Meeting or the Regulations attached to the Form for Collection of Shareholders' Written Opinions (where shareholders' written opinions are collected).</u></p> <p>b) <u>The election of members of the BOD/Supervisory Board shall be conducted in accordance with the Election Regulations for members of the BOD/Supervisory Board approved by the GMS at the relevant Meeting or the Regulations attached to the Form for Collection of Shareholders' Written Opinions (where shareholders' written opinions are collected).</u></p>	<p>Reference is made to the Regulations on the Organization and Operation of the General Meeting of Shareholders and the Election Regulations for members of the BOD/Supervisory Board in force from time to time, in order to ensure flexibility and alignment with practical conditions in applying the relevant voting and election methods.</p>

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		<p>and symbols which lead to the inability to determine the shareholder's choice;</p> <ul style="list-style-type: none"> + Ballots with two or more votes on the same matter will be invalid. - Voting for each matter on the ballot is independent of one another, and the validity of one vote shall not affect another. - Should a shareholder make a mistake on the ballot, provided that the ballot has not yet been put into the ballot box and before the voting deadline, the shareholder may contact the Head of the vote counting committee directly and have the ballot replaced to ensure the shareholder's entitlements. <p>b) Direct voting (in cases that do not apply voting by casting ballots) will be conducted as follows: Shareholders and proxies attending the meeting shall vote directly on matters by raising their ballots or other methods under the control of the Chairperson or the Presiding Committee. The vote-counting committee will record the approvals, disapprovals, and abstentions and announce the results to the GMS.</p> <p>c) The election of members of the BOD/SVB will be conducted following the Regulations on the election of members of the BOD/SVB adopted in the GMS or the Regulations attached with the written opinions (in case of solicitation of shareholders' opinions in writing).</p>		
2.	Clause 2.11 Article 2	<p>Vote counting method:</p> <p>a) The Chairperson nominated the vote-counting committee and approved by the GMS to conduct the vote-counting at the meeting.</p>	<p>Vote counting method:</p> <p>a) The Vote Counting Committee, as proposed by the Chairperson and approved by the GMS, shall be</p>	

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	<p>b) The vote counting committee shall count the casting ballots as follows:</p> <ul style="list-style-type: none"> - The committee shall work in a room or an area separated from the meeting. - The committee may use electronic equipment to assist the vote-counting process. - The committee must check the validity of the ballots. - The committee must check each ballot and record the vote-counting results. - The committee must count and exclude the shares that are not eligible for voting (if any, for each matter put up for voting). - The committee will seal all ballots and hand them over to the Head of the committee. <p>c) Establishing and disclosing the minutes of the vote counting:</p> <ul style="list-style-type: none"> - Upon vote counting, the vote counting committee shall establish the minutes of the vote counting results. - The content of the minutes must include: <ul style="list-style-type: none"> + The time and location of the vote counting; + The names of members of the vote counting committee; + The total number of shareholders with voting rights attending the meeting; + The total number of shareholders with voting rights that cast votes; + The number and proportion of valid and invalid ballots; + The number and proportion of votes for each matter; + The signatures of all the vote-counting committee members 	<p>responsible for conducting the vote counting at the Meeting.</p> <p>b) <u>The Vote Counting Committee shall conduct the vote counting and prepare the Minutes of Vote Counting in accordance with the procedures set out in the Regulations on the Organization and Operation of the GMS, and shall announce the report on the vote counting results to the GMS.</u></p>	
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3.	Clause 2.13 Article 2	Protocol for announcing vote counting result: The vote-counting results will be announced by Vote Counting Committee at the GSM before the closing of the GSM	Repeal	Already stipulated in Clause 2.11.
4.	Point a, Clause 2.15, Article 2	Minutes of all GSM shall be taken in writing and may also be recorded or archived in other electronic forms. The minutes shall be taken in Vietnamese and foreign languages with the following contents	Minutes of all GSM shall be taken in writing and may also be recorded or archived in other electronic forms. The minutes shall be taken in Vietnamese and English with the following contents	To align with practical requirements, listed companies are required to disclose information simultaneously in English in accordance with Circular No. 68/2024/TT-BTC dated September 18, 2024. It is therefore proposed to expressly specify "English."
5.	Point c, Clause 2.15, Article 2	The minutes in Vietnamese and/or foreign languages have equal legal value. In case of discrepancies between the Vietnamese and foreign languages, the Vietnamese version shall prevail	The minutes in Vietnamese and English have equal legal value. In case of discrepancies between the Vietnamese and English, the Vietnamese version shall prevail	
6.	Clause 4 Article 2	Procedures for the GSM to approve resolutions in the form of an online conference or live conference combined with an online conference: 4.1 The Group can organize the GSM in the form of an online conference (e-GMS) or a live conference combined with an online conference according to the decision of the BOD or when in the time of force majeure events such as natural disaster, war, pandemic, terrorism, riot, restriction/prohibition decisions from the State Agencies that affects the organization of an offline GSM. 4.2 Suppose the BOD decides to convene the GSM in the form prescribed in Clause 4.1 above. In that case, the BOD is responsible for promulgating and announcing the Regulation on organization and voting at the GSM in the mutual form.	Procedures for the GSM to approve resolutions in the form of an online conference or live conference combined with an online conference: 4.1. The Group can organize the GSM in the form of an online conference (e-GMS) or a live conference combined with an online conference according to the decision of the BOD from time to time or when in the time of force majeure events such as natural disaster, war, pandemic, terrorism, riot, restriction/prohibition decisions from the State Agencies that affects the organization of an offline GSM.	To refer to the Regulations on the Organization and Operation of the General Meeting of Shareholders and the Election Regulations, as appropriate, in order to align with the practical application of voting / election methods corresponding to each meeting format.

			<p>4.2. If the BOD decides to convene the GMS in the form prescribed in Clause 4.1 above, <u>the methods by which shareholders attend and vote / elect at the GMS shall be implemented in accordance with the Regulations on the Organization and Operation of the GMS and/or the relevant Election Regulations applicable to the corresponding meeting format from time to time.</u></p>
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No.: 09/2026/TTr-HĐQT-VINGROUP

Hanoi, April 01, 2026

PROPOSAL OF THE BOARD OF DIRECTORS**Re: Electing members of the Board of Directors for the 2026 – 2031 tenure****Respectfully submitted to: THE ANNUAL GENERAL MEETING OF SHAREHOLDERS**

The five (05) year term of the Board of Directors (“**BOD**”) of Vingroup Joint Stock Company (“**Vingroup**” or the “**Group**”) for the 2021 – 2026 tenure shall expire in 2026. Pursuant to the provisions of the Law on Enterprises, the Law on Securities, and the Charter of Vingroup, the BOD respectfully submits to the 2026 Annual General Meeting of Shareholders (“**AGM**”) for consideration and approval the election of the BOD of Vingroup for the 2026 – 2031 tenure with the following contents:

1. Number of BOD members:

The BOD proposes that the BOD for the 2026 – 2031 tenure consists of eight (08) members.

2. Eligibility and pre-requisites for Vingroup BOD candidates

2.1. Candidates must satisfy all the requirements prescribed by law, specifically as follows:

- Are legally competent and not specifically prohibited from establishing and managing enterprises pursuant to in Clause 2, Article 17 of the Law on Enterprises 2020;
- Having professional expertise and experience in business administration or specifically relevant to Vingroup’s business segments;
- Not necessarily being Vingroup’s shareholders; and
- Do not simultaneously hold BOD positions at more than five (05) other companies.

2.2. The AGM shall elect members of the BOD for the 2026 – 2031 tenure in compliance with the Election Regulations approved at the Meeting. A draft of the Election Regulations is attached to this proposal.

3. Dossier for nominated and self-nominated candidates includes:

- Nomination/self-nomination application form (in required form);
- Resume of the candidate;
- Copies of Identity Card/Passport and Diplomas and/or certificates of educational qualifications of the candidate;
- Valid power of attorney (in case a shareholder authorizes a proxy to nominate);
- The nomination/self-nomination dossier must be submitted to Vingroup before 17:00 on April 10, 2026 at the following address:

The Organizing Committee of the 2026 Annual General Meeting of Shareholders

Vingroup Joint Stock Company

No. 7, Bang Lang 1 Street, Vinhomes Riverside Urban Area, Phuc Loi Ward, Hanoi, Vietnam.

Tel: 024-39749999

Or by email: v.nguyetnt1@vingroup.net

Only nomination/self-nomination dossiers that meet the requirements set forth and are submitted within the above deadline shall be included in the list of candidates announced prior to the election.



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4. The information on BOD candidates, the draft Election Regulations, and the ballot form will be published on Vingroup's website at: <https://vingroup.net/>, under Investor Relations/Information Disclosure/Annual General Meeting of Shareholders.

Respectfully submitted to the AGM for consideration and approval.

Thank you.

To:

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

ON BEHALF OF
THE BOARD OF DIRECTORS
CHAIRMAN



PHAM NHAT VUONG





Hanoi, April 01, 2026

**REGULATIONS ON ELECTION OF THE MEMBER OF THE BOARD OF DIRECTORS
VINGROUP JOINT STOCK COMPANY 2026 – 2031 TENURE****Pursuant to:**

- *The Law on Enterprises and its implementing guidelines (“Law on Enterprises”);*
- *The Law on Securities and its implementing guidelines (“Law on Securities”);*
- *Decree No. 155/2020/ND-CP dated December 31, 2020 by the Government detailing the implementation of a number of articles of the Law on Securities (“Decree 155”), and Decree No. 245/2025/ND-CP dated September 11, 2025 amending and supplementing a number of articles of Decree 155;*
- *Charter of Vingroup Joint Stock Company (“Vingroup” or the “Group”);*
- *Based on the actual situation of Vingroup.*

Article 1: Principles of election and eligibility to vote**1.1 Principles of election**

- a. The election shall be conducted in compliance with applicable laws, the Charter of Vingroup, and these Regulations, in order to ensure democracy and the lawful rights and interests of all shareholders.
- b. The election shall be conducted publicly by way of electronic voting at the Annual General Meeting of Shareholders (“AGM”)

1.2 Persons entitled to vote: Persons entitled to vote are shareholders holding ordinary shares with voting rights, or their duly authorized proxies attending the AGM with voting rights (according to the Shareholder Register issued by the Vietnam Securities Depository and Clearing Corporation on March 23, 2026).**Article 2: Number and eligibilities of members of the Board of Directors (“BOD”) being elected for the 2026 – 2031 term****2.1** The number of members of the BOD to be elected: 08 members.**2.2** Criteria and requirements to be a member of the BOD:

Candidates for member of the BOD must satisfy the criteria and eligibility requirements prescribed by law, including:

- Having full legal capacity and not falling under the categories of persons prohibited from establishing and managing enterprises as prescribed in Clause 2, Article 17 of the Law on Enterprises;
- Possessing professional qualifications and experience in business administration or in the business sectors of the Group;
- Not necessarily being a shareholder of the Group; and
- Not concurrently serving as a member of the Board of Directors or the Members’ Council of more than five (05) other companies.

Article 3: Nomination/self-nomination of member of the BOD for the 2026 – 2031 term.

The nomination and self-nomination of members of the BOD shall be carried out as follows:

- 3.1. Shareholders or a group of shareholders holding ten per cent (10%) or more of the total number of ordinary shares with voting rights shall have the right to nominate candidates for membership of the BOD. Shareholders may combine into a group for the purpose of nominating candidates to the BOD and must notify the shareholders attending the AGM of such grouping prior to the opening of the AGM.

- 3.2. In the event that no shareholder or group of shareholders nominates any candidate, or the number of candidates nominated or self-nominated remains insufficient as required under the Charter of Vingroup and applicable law, the incumbent BOD shall have the right to nominate additional candidates in order to ensure a sufficient number of candidates for election to the BOD. The list of candidates nominated by the incumbent BOD must be clearly disclosed prior to the AGM's election of members of the BOD in accordance with applicable law.

Article 4: Dossier for nomination/self-nomination of candidates for membership of the BOD for the 2026 – 2031 tenure

- 4.1 Dossier for nomination/self-nomination of candidates for membership of the BOD shall consist of:
- A self-nomination or nomination letter in the prescribed form;
 - A curriculum vitae declared by the candidate;
 - Copies of Citizen Identification Card/Passport and relevant diplomas or certificates evidencing educational qualifications;
 - A valid power of attorney for nomination (in case a shareholder authorizes another person to nominate);

The nomination/self-nomination dossier must be submitted to Vingroup before 17:00 on April 10, 2026 at the following address:

**The Organizing Committee of the 2026 Annual General Meeting of Shareholders
Vingroup Joint Stock Company**

No. 7 Bang Lang 1, Vinhomes Riverside Urban Area, Phuc Loi Ward, Hanoi, Vietnam

Telephone: 024-39749999

Or by email: v.nguyetnt1@vingroup.net

Only nomination/self-nomination dossiers that fully satisfy the eligibility criteria and are submitted within the above deadline shall be included in the list of Board of Directors candidates announced prior to the election.

Attached to these Regulations are:

- **Form 1: Form of self-nomination letter for candidates for membership of the BOD; and.**
- **Form 2: Form of nomination letter for candidates for membership of the BOD.**

Article 5: Election method

- 5.1 The election of members of the BOD shall be conducted by electronic voting at the AGM in accordance with the cumulative voting method, whereby each shareholder or duly authorized proxy attending the AGM shall have a total number of votes equal to the number of shares owned or represented multiplied by the number of members of the BOD to be elected as specified in Clause 2.1.
- 5.2 A shareholder or duly authorized proxy attending the AGM may allocate all of his or her votes to one candidate or distribute such votes among one or more candidates, provided that the total number of votes cast for all candidates does not exceed the total number of votes to which such shareholder or proxy is entitled.

For example:

- a. A shareholder owns 100 ordinary shares of Vingroup, and the AGM shall elect eight (08) members of the BOD;
- b. Such shareholder shall have: $100 \text{ (shares)} \times 8 \text{ (members of the BOD to be elected)} = 800$ votes; and;
- c. Such shareholder may allocate all 800 votes to one (01) candidate or distribute the 800 votes among one or more candidates, provided that the total number of votes cast is equal to or less than 800.

Article 6: Procedures for election and preparing the Minutes of Vote Counting

- 6.1. The AGM shall conduct the election by electronic voting.
- 6.2. The Organizing Committee shall provide each shareholder or proxy attending the Meeting with one access account to log into the electronic voting system.
- 6.3. Shareholders/proxy shall use the account provided by the Organizing Committee to log into the electronic voting system.
- 6.4. The electronic voting system shall display the list of candidates for the BOD, the total number of votes of each shareholder/proxy, and the voting options for each candidate in accordance with the cumulative voting method.
- 6.5. Shareholders/proxy shall conduct the election of the BOD in accordance with the instructions of the Organizing Committee.
- 6.6. From the time the Head of the Vote Counting Committee announces the end of the election, the electronic voting system shall be closed; shareholders shall not be permitted to change their voting selections. The voting results recorded on the system under the access account shall be final, and shareholders shall not be entitled to lodge any complaints or claims in relation thereto.
- 6.7. The election results shall be announced by the Vote Counting Committee at the Meeting immediately after the election has concluded.
- 6.8. The Vote Counting Committee shall be responsible for preparing the Minutes of Vote Counting based on the election results recorded in the electronic system and for announcing the election results to the Meeting.

The Minutes of Vote Counting shall contain the following principal contents:

- The time and location of the vote counting;
 - The composition of the Vote Counting Committee;
 - The total number of shareholders attending the AGM;
 - The total number of shareholders participating in the voting;
 - The number and proportion of valid and invalid vote;
 - The number and proportion of votes cast for each candidate;
 - The signatures of all members of the Vote Counting Committee.
- 6.9. The Vote Counting Committee shall be responsible for the accuracy and integrity of the announced vote-counting results.

Article 7. Selection criteria for members of the BOD

- 7.1. Candidates elected as members of the BOD shall be determined based on the number of votes received, in descending order from the candidate receiving the highest number of votes until the required number of members of the BOD to be elected has been filled.
- 7.2. In the event that two (02) or more candidates receive an equal number of votes for the final remaining seat on the BOD, priority shall be given to the candidate holding the greater number of shares in Vingroup. If such candidates hold no shares in Vingroup or hold an equal number of shares, the AGM shall conduct a re-election among the candidates receiving an equal number of votes. The candidate receiving the higher number of votes in such re-election shall be elected.

Article 8. Complaints over vote-casting and vote counting

Any complaint relating to the election or the vote counting process (if any) shall be resolved by the Chairperson of the AGM and recorded in the Minutes of the AGM.

Article 9. Effect of the Regulations

These Regulations, consisting of nine (9) Articles, shall take effect immediately upon approval by the AGM and shall apply solely to the election of members of the BOD for the 2026–2031 tenure at the 2026 Annual General Meeting of Shareholders of Vingroup.

This Regulation may be amended or supplemented based on proposals of the Chairman of the Board of Directors and subject to approval by the General Meeting of Shareholders at the Meeting.

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

PHAM NHAT VUONG

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FORM 1 - SELF-NOMINATION DOCUMENT FOR CANDIDATES FOR MEMBERSHIP OF THE BOARD OF DIRECTORS

(Attached to the Regulations on election of the Board of Directors members for the tenure of 2026 – 2031)



VINGROUP JOINT STOCK COMPANY

THE SOCIALIST REPUBLIC OF VIETNAM
Independence – Freedom – Happiness

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Hanoi, 2026

**SELF-NOMINATION DOCUMENT
FOR CANDIDATES FOR MEMBERSHIP OF THE BOARD OF DIRECTORS
VINGROUP JOINT STOCK COMPANY**

Respectfully submitted to: **The Organizing Committee of the 2026 Annual General Meeting of Shareholders**

My name is:.....

Shareholder code:

Date of Birth:

Residential Address:

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

Education qualifications:..... /Major.....

Share ownership:..... shares, equivalent to:.....% charter capital of Vingroup JSC (“Vingroup”).

Pursuant to the Law on Enterprises and the Charter of Vingroup, I hereby self-nominate for election as a member of the Board of Directors of Vingroup for the 2026 – 2031 tenure.

I hereby undertake that I satisfy all criteria and eligibility requirements for candidature for membership of the Board of Directors in accordance with the Charter of Vingroup and the Law on Enterprises.

Thank you.

CANDIDATE

(Signature and full name)

Enclosure:

- *Curriculum vitae declared by the candidate*
- *Copy of the candidate’s valid Citizen Identification Card or passport*
- *Copies of diplomas or certificates evidencing the candidate’s educational qualifications*



FORM 2: NOMINATION LETTER FOR CANDIDATES FOR MEMBERSHIP OF THE BOARD OF DIRECTORS
(Attached to Regulations on election of the Board of Directors members for the tenure of 2026 – 2031)

VINGROUP JOINT STOCK COMPANY

THE SOCIALIST REPUBLIC OF VIETNAM
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Hanoi, 2026

NOMINATION LETTER FOR CANDIDATES FOR MEMBERSHIP OF THE BOARD OF DIRECTORS
VINGROUP JOINT STOCK COMPANY

Respectfully submitted to: **The Organizing Committee of the 2026 Annual General Meeting of Shareholders**

The shareholder(s)/group of shareholder(s) of Vingroup Joint Stock Company (“Vingroup”) listed as follows:

No.	Full name of shareholder	ID/ Passport/ Business Registration Certificate No., date and place of issue	Number of shares owned	% of Charter Capital owned	Signed by individual shareholder, or signed and sealed by Legal representative of corporate shareholder

Pursuant to the provisions of the Law on Enterprises and the Vingroup’s Charter, I/we hereby nominate:

Mr./Ms.:

Date of birth:

Residential Address:

ID/Passport number:

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

Education qualifications:..... Major.....

As a candidate for election as a member of the Board of Directors of Vingroup for the 2026–2031 tenure.

I/We hereby undertake that Mr./Ms. satisfies all criteria and eligibility requirements for candidature for membership of the Board of Directors in accordance with the Charter of Vingroup and the Law on Enterprises.

Enclosure:

- Curriculum vitae declared by the candidate.
- Copy of the candidate’s valid Citizen Identification Card or passport.
- Copies of diplomas or certificates evidencing the candidate’s educational qualifications.
- Valid power of attorney for nomination (where a shareholder authorizes another person to make the nomination).



2026 ANNUAL GENERAL MEETING OF SHAREHOLDERS
VINGROUP JOINT STOCK COMPANY

BALLOT¹

Shareholder's name/Voter:
Securities account number:
Number of shares held:
Number of shares authorized:
Number of shares delegated:
Total number of shares held/represented:

I. MATTERS OF VOTING:

Please tick here if you agree with all voting matters

1. Item 1:

Agree Disagree Abstain

2. Nội dung 2:

Agree Disagree Abstain

II. ELECTION OF BOD MEMBERS

List of candidates

1. Candidate A
2. Candidate B
3. ...

Proposed election options for shareholders' selection:

1. Allocate votes equally among all candidates
2. Allocate a specific number of votes to each candidate: Shareholders shall enter the number of votes for each candidate, provided that the total number of votes does not exceed the total voting rights of the shareholder.

1	Candidate A	
2	Candidate B	
3	Candidate C	
4	Candidate D	

Confirm your vote for the System to record the results.

¹ The electronic voting system is designed and configured with an interface that includes voting and election content for shareholders to select options.



VINGROUP JOINT STOCK COMPANY

THE SOCIALIST REPUBLIC OF VIETNAM

Independence – Freedom – Happiness

No.: 2026/NQ-DHĐCĐ-VINGROUP

Hanoi,

2026

(Draft)

RESOLUTION

OF THE 2026 ANNUAL GENERAL MEETING OF SHAREHOLDERS

THE GENERAL MEETING OF SHAREHOLDERS

- Pursuant to the Law on Enterprises and its implementation guidelines;
- Pursuant to the Law on Securities and its implementation guidelines;
- Pursuant to the Charter of Vingroup Joint Stock Company (“Vingroup”);
- Pursuant to the Meeting Minutes of 2026 Annual General Meeting of Shareholders (“AGM”) of Vingroup No. /2026/BB-DHĐCĐ-VINGROUP dated .../.../2026;
- Pursuant to the Minutes of Vote Counting of the 2026 Annual General Meeting of Shareholders of Vingroup dated ,2026.

HEREBY RESOLVES TO:

1. Approve the Report of the Board of Directors (“BOD”) in 2025 and each independent member.
2. Approve the BOD’s proposal of 2025 business performance and the 2026 business plan of Vingroup.
3. Approve the Report of the Supervisory Board in 2025.
4. Approve the 2025 audited Financial Statements in accordance with the Proposal of the BOD.
5. Approve the appropriation plan for accumulated undistributed earnings by year-end 2025 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 amendments and supplements to Vingroup's Charter and Internal Regulations on Corporate Governance as proposed by the Board of Directors.
9. Elect members of the BOD for the 2026–2031 tenure.

The BOD of Vingroup for the 2026 – 2031 term comprises the following members:

No.	Full name of BOD	Number of votes	Election rate (%)
1	Mr./Ms. ...		
2	Mr./Ms. ...		
3	Mr./Ms. ...		
4	Mr./Ms. ...		
5	Mr./Ms. ...		

The Board of Directors will hold its first meeting to elect the Chairperson of the Board of Directors of Vingroup for the 2026–2031 term.

10. Implement this 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.

To:

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

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

PHAM NHAT VUONG



Handwritten signature