



**INVESTMENT AND INDUSTRIAL
 DEVELOPMENT JOINT STOCK
 CORPORATION**

THE SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom - Happiness

**DISCLOSURE OF INFORMATION ON THE ELECTRONIC PORTAL OF
 THE STATE SECURITIES COMMISSION AND HO CHI MINH STOCK
 EXCHANGE**

**To: The State Securities Commission
 Ho Chi Minh Stock Exchange**

Investment and Industrial Development Joint Stock Corporation (Stock symbol: BCM)

Head Office Address: 9th Floor, WTC Tower, No 01 Hung Vuong street, Hoa Phu ward, Thu Dau Mot city, Binh Duong province, Vietnam.

Telephone: 0274 3822 655 Fax: 0274 3822 713

Submitted by:

1. Mr. Nguyen Van Hung – Chairman of the BOD – Legal representative.
2. Mr. Pham Ngoc Thuan – General Director – Legal representative.

Telephone: 0274 3822 655 Fax: 0274 3822 713

Information disclosure:

Periodic 24h 72h On demand Other

Content of information disclosure:

Investment and Industrial Development Joint Stock Corporation hereby discloses information regarding The Meeting minutes and Resolution of Annual General Meeting Of Shareholders of 2025.

This information was published on the corporation’s website on 16 /5/2025, as under the section <http://www.becamex.com.vn>, section *Shareholder – News, Shareholder Relations*.

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

Attached:

The meeting minutes and resolution of GM.

May 16th, 2025

Information Disclosure Officer



PHAM NGOC THUAN





**INVESTMENT AND
INDUSTRIAL DEVELOPMENT
JOINT STOCK CORPORATION**

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No: 01/2025/BB-ĐHĐCĐ

SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom - Happiness

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Binh Duong, May 15, 2025

MEETING MINUTES
ANNUAL GENERAL MEETING OF SHAREHOLDERS 2025
**INVESTMENT AND INDUSTRIAL DEVELOPMENT JOINT STOCK
CORPORATION**

**INVESTMENT AND INDUSTRIAL DEVELOPMENT JOINT STOCK
CORPORATION**

▪ Head office address: 9th Floor, WTC Tower Building, No. 01 Hung Vuong Street, Hoa Phu Ward, Thu Dau Mot City, Binh Duong Province, Vietnam.

▪ Enterprise Registration Certificate No. 3700145020 issued by the Department of Planning and Investment of Binh Duong Province for the first time on 03/06/2010, registered for the 9th change on 10/01/2025.

Time and venue of the meeting: The meeting commenced at 9:00 AM on Thursday, May 15, 2025, at Becamex Hotel, No. B2, Hung Vuong Street, Hoa Phu Ward, Thu Dau Mot City, Binh Duong Province, Vietnam.

PART I: OPENING

I. STATEMENT OF REASON

In accordance with the provisions of the Law on Enterprises and the Charter of Investment and Industrial Development Joint Stock Corporation (hereinafter referred to as the “Corporation”), the Board of Directors of the Corporation convened the 2025 Annual General Meeting of Shareholders (hereinafter referred to as the “Meeting”) to approve matters within the authority of the Annual General Meeting of Shareholders.

Attendees:

1. Mr. Nguyen Van Hung – Chairman of the Board of Directors of the Corporation.
2. Mr. Nguyen Phu Thinh – Vice Chairman of the Board of Directors.
3. Mr. Pham Ngoc Thuan – Member of the Board of Directors cum General Director and Deputy General Directors.
4. Mr. Nguyen Danh Tung – Member of the Board of Directors
5. Mr. Nguyen Van Hien Phuc – Independent Member of the Board of Directors
6. Mr. Ho Hong Thach – Head of the Board of Supervisors
7. Mr. Nguyen Minh Duong – Member of the Board of Supervisors
8. Ms. Huynh Thi Que Anh – Member of the Board of Supervisors
9. And Esteemed guests and shareholders of the Corporation.



II. REPORT ON SHAREHOLDER ELIGIBILITY VERIFICATION

Mr. Nguyen Minh Duong – Head of the Board of Supervisors reported the results of verifying the eligibility of shareholders attending the Meeting as of 08:50 AM:

The total number of shareholders of the Corporation as of the record date 14/04/2025 is: 4,325 shareholders, corresponding to the total number of shares held: 1,035,000,000 shares, corresponding to the total charter capital of the Corporation: 10,350,000,000,000 VND.

The number of shareholders attending directly and authorized representatives attending the Meeting is: 215 shareholders, representing 1,003,525,461 shares, accounting for 96.96% of the total voting shares.

Based on the results of the shareholder eligibility verification, the number of shareholders and authorized representatives attending the Meeting represents over 50% of the total voting shares, ensuring sufficient conditions to convene the Meeting in accordance with legal regulations.

(Attached is the list of shareholders attending the meeting)

III. MEETING AGENDA

The Meeting unanimously approved the content of the 2025 Annual General Meeting of Shareholders Agenda with a rate of 100% of the total voting shares in favor.

IV. PRESIDING BOARD OF THE MEETING, SECRETARIAT OF THE MEETING, VOTE COUNTING COMMITTEE, AND ELECTION COMMITTEE.

The Meeting unanimously approved the list of the Presiding Board, Secretariat, Vote Counting Committee and Election Committee for the Corporation's 2025 Annual General Meeting of Shareholders by raising voting cards with a 100% approval rate of the total voting shares, specifically:

1. Presiding Board:

- **Mr. Nguyen Van Hung** - Chairman of the BOD
- **Mr. Nguyen Phu Thinh** - Vice Chairman of the BOD
- **Mr. Pham Ngoc Thuan** - Member of the BOD cum General Director

2. Secretariat of the Meeting:

- **Ms. Le Thi Thuy Duong** - Staff, Finance Management Department
- **Ms. Quach Thi Van Giang** - Staff, Investment Department

3. Vote Counting Committee:

- **Mr. Nguyen Hai Hoang** - Deputy Director, Finance Management Department.
- **Ms. Nguyen Thi Thanh Tra** - Staff, Finance Management Department
- **Ms. Mai Thi Huynh Mai** - Staff, Finance Management Department



- **Mr. Luong Van Hai** - Staff, Investment Department
- **Mr. Nguyen Tran Hoang Chuong** - Staff, Finance Management Department

4. Election Committee:

- **Mr. Huynh Vinh Thanh** Deputy Director of Finance Department
- **Mr. Pham Minh Khoa** Deputy Director of DigTrans Center
- **Mr. Nguyen Tan Danh** Deputy Director of DigTrans Center
- **Mr. Nguyen Minh An** Staff of DigTrans Center
- **Mr. Bui Tran Thai Phong** Staff of DigTrans Center

V. MEETING WORKING REGULATIONS

The Meeting unanimously approved the content of the Meeting Working Regulations by raising voting cards with a 100% approval rate of the total voting shares.

(Regulations attached to the 2025 General Meeting of Shareholders Documents)

PART II: MEETING PROCEEDINGS

THE MEETING HEARS REPORTS, PROPOSALS, DISCUSSIONS, AND VOTES ON ISSUES AT THE MEETING

I. THE MEETING HEARS REPORTS AND PROPOSALS:

1. Mr. Pham Ngoc Thuan – Member of the Board of Directors cum General Director of the Corporation, presented the consolidated Report of the Board of Directors and the Executive Board on the business results in 2024 and the direction for 2025.

2. Mr. Ho Hong Thach - Head of the Board of Supervisors, presented the Report of the Board of Supervisors on the business results in 2024.

(Detailed reports are attached to the 2025 General Meeting of Shareholders Documents)

3. Mr Quang Van Viet Cuong The Deputy General Director presents to the Meeting for consideration and approval of the proposals with the following main contents:

3.1/Proposal No. 01/2025/TTr-HĐQT dated 15/05/2025 of The Board of Directors:

Approval of audited financial statements, Reports of the Board of Directors and independent members of the Board of Directors, Report of the Board of Supervisors.

(the reports attached to the Meeting Documents)

3.2/Proposal No. 02/2025/TTr-HĐQT dated 15/05/2025 of The Board of Directors:



Approving the General Director's Report on business results in 2024 and business plan in 2025, with the following detailed contents:

a. Business results in 2024.

Business results of the parent company:

No.	Indicator	Plan for 2024 (Billion VND)	2024 Performance (Billion VND)	Rate (%) (PE/PL)
1	Total revenue	7,569	4,764	63
2	Total expenses	5,452	2,740	50
3	Profit before tax	2,117	2,024	96
4	Profit after tax	1,700	1,797	106

Consolidated business results:

No.	Indicator	Plan for 2024 (Billion VND)	2024 Performance (Billion VND)	Rate (%) (PE/PL)
1	Total revenue	9,000	7,383	82
2	Total expenses	6,300	4,824	77
3	Profit before tax	2,700	2,559	95
4	Profit after tax	2,350	2,395	102

b. Business plan in 2025.

Business plan of the parent company with key targets:

No.	Indicator	2024 Performance (Billion VND)	Plan for 2025 (Billion VND)	Rate (%) (PL/PE)
1	Total revenue	4,764	7,786	163
2	Total expenses	2,740	5,751	210
3	Profit before tax	2,024	2,035	101
4	Profit after tax	1,797	1,845	103



Consolidated business plan with key targets:

No.	Indicator	2024 Performance (Billion VND)	Plan for 2025 (Billion VND)	Rate (%) (PL/PE)
1	Total revenue	7,383	9,500	129
2	Total expenses	4,824	6,800	141
3	Profit before tax	2,559	2,700	105
4	Profit after tax	2,395	2,470	103

3.3/ Proposal No. 03/2025/TTr-HDQT dated 15/05/2025 of The Board of Directors:

Approving the Profit Distribution Plan for 2024, Profit Distribution Plan and Dividend Payment Plan for 2025, with the following detailed contents:

Profit distribution plan for 2024:

No.	Indicator	2024 Plan (VND)	2024 Implementation (VND)
1	Profit after tax in 2024	1,700,000,000,000	1,797,267,683,476
2	Appropriation for investment and development fund (30%/PAT)	510,000,000,000	539,180,305,043
3	Appropriation for bonus and welfare fund	104,696,000,000	113,308,000,000
4	Bonus appropriation for The Board of Management	1,654,350,000	1,819,790,000
5	Remaining profit after fund allocation	1,083,649,650,000	1,142,959,588,433
6	Profit carried forward from previous year	55,462,290,899	52,082,290,899
7	Charter capital	10,350,000,000,000	10,350,000,000,000
8	Dividend rate/Charter capital (%)	10	11
9	Dividend payout level	1,035,000,000,000	1,138,500,000,000
10	Undistributed profit		56,541,879,332

Dividend payment time: in 2025.

Profit distribution plan for 2025:

No.	Indicator	2025 Plan (VND)
1	Profit after tax in 2025	1,845,000,000,000



No.	Indicator	2025 Plan (VND)
2	Appropriation for investment and development fund (30%/PAT)	553,500,000,000
3	Appropriation for bonus and welfare fund	136,146,000,000
4	Bonus appropriation for The Board of Management	2,211,650,000
5	Remaining profit after fund allocation	1,153,142,350,000
6	Profit carried forward from previous year	56,541,879,332
7	Charter capital (expected)	11,488,500,000,000
8	Dividend rate/Charter capital (%)	10
9	Dividend	1,148,850,000,000
10	Undistributed profit	60,834,229,332

3.4/ Proposal No. 04/2025/TTr-HĐQT dated 15/05/2025 of The Board of Directors regarding the Reporting on the results of private placement of bonds in 2024.

The Board of Directors of the Corporation has organized the implementation of the issuance plan in accordance with the Company's Charter and relevant legal regulations with the implementation results as of December 31, 2024 as follows:

No.	BOD Resolution	Plan (billion VND)	Actual result (billion VND)	Completion rate
1	No. 15/NQ-HĐQT dated June 11, 2024	800	800	100%
2	No. 18/NQ-HĐQT dated June 28, 2024	1,500	1,320	88%
3	No. 42/NQ-HĐQT dated November 14, 2024	1,080	1,080	100%

- According to Resolution No. 15/NQ-HĐQT of the Board of Directors dated June 11, 2024, on approving the bond issuance plan of the Corporation with a total face value



of up to 800 Billion VND. Bonds were successfully issued to June 17, 2024, reaching 800 Billion VND.

- According to Resolution No. 18/NQ-HĐQT of the Board of Directors dated June 28, 2024, on approving the bond issuance plan of the Corporation with a total face value of up to 1,500 Billion VND. Bonds were issued to October 09, 2024, reaching 1,320 Billion VND, with the remaining 180 Billion VND not fully issued.

- According to Resolution No. 42/NQ-HĐQT of the Board of Directors dated November 14, 2024, on approving the bond issuance plan of the Corporation with a total face value of up to 1,080 Billion VND. Bonds were issued to December 02, 2024, reaching 1,080 Billion VND.

Other related contents are disclosed in detail in the explanatory notes to the 2024 audited combined financial statements.

3.5/ Proposal No. 05/2025/TTr-HĐQT dated 15/05/2025 Regarding Remuneration Payment to the Board of Directors in 2024 and Payment Plan for 2025.

- In 2024: The Corporation paid remuneration to non-executive members at the Corporation with the amount of: 564,000,000 VND.

- Plan for 2025: The Corporation will pay remuneration to non-executive members in the amount of: 530,000,000 VND .

3.6/ Proposal No. 06/2025/TTr-HĐQT dated 15/05/2025 regarding the change of the Corporation address in the charter of organization and operation and the business registration certificate.

Approval of the authorization for the Board of Directors to proactively carry out the procedures related to the change of the corporation's address (name of Province, City, etc.) in accordance with the Government's merger proposal stated in the Corporation's Charter and Business Registration Certificate.

3.7/ Proposal No. 01/2025/TTr-BKS ngày 15/5/2025 Regarding Approving the list of independent auditing firms for 2025, with the following detailed contents:

The list of independent auditing firms to be selected to perform the semi-annual financial statement review, annual financial statement audit and approve the list of operating auditing firms (if necessary) of the Corporation in 2025 and authorize the Board of Directors to decide on the selection of the auditing firm according to the list below:

1. A&C Auditing and Consulting Co., Ltd.;
2. KPMG Vietnam Co., Ltd.;
3. Ernst & Young Vietnam Co., Ltd.;
4. PwC Vietnam Co., Ltd.;
5. Deloitte Vietnam Co., Ltd .



**3.8/ Approval Proposal No. 07/2025/TTr-HĐQT dated 15/05/2025 regarding:
Dividend Payment for 2024, with the following detailed contents:**

- 1. Payment Ratio: 11%**
- 2. Payment Time: Within 2025.**
- 3. Payment Method: In cash or in shares.**

The General Shareholders' Meeting authorizes the Board of Directors to implement the plan for issuing shares to pay dividends for the year 2024 according to the detailed plan stated in Section IV of the Proposal.

In the event that the share issuance plan for dividend payment in 2024 cannot be executed according to the detailed plan stated in Section IV, the General Shareholders' Meeting authorizes the Board of Directors to proceed with the process of paying dividends in cash within 6 months from the date of the Annual General Meeting in accordance with the regulations.

4. The plan to issue shares for the dividend payment for 2024

Shares Name:	Shares of the Investment and Industrial Development Joint Stock Corporation
Stock Code:	BCM
Type of Share:	Common Share
Par Value of Share:	10,000 VND/ Share
Number of Shares Outstanding:	1,035,000,000 Shares
Number of Treasury Shares:	0 Share
Planned Number of Shares to be Issued:	113,850,000 Shares
Total Value of Planned Issuance at Par Value:	1,138,500,000,000 VND
Total Number of Shares Planned After Issuance:	1,148,850,000 Shares
Total Value of Shares Planned After Issuance at Par Value:	11,488,500,000,000 VND
Planned Increase in Charter Capital:	1,138,500,000,000 VND
Planned Charter Capital After Issuance:	11,488,500,000,000 VND
Form of Issuance:	Issuing Shares to Pay Dividends for 2024
Issuance Ratio (Number of Shares Planned for Issuance / Number of Shares Outstanding):	11% of the total number of outstanding shares at the time of issuance.



Exercise Ratio:	100:11. Shareholders owning 1 share will have 1 right to receive additional shares. For every 100 rights to receive additional shares, shareholders will receive 11 new shares
Target Audience for Issuance:	Existing shareholders listed as of the record date will have the right to receive shares. The General Meeting of Shareholders authorizes the Board of Directors to determine the record date for exercising the rights to receive additional shares
Planned Issuance Time:	After the General Meeting of Shareholders votes to approve and after the State Securities Commission notifies that all issuance report documents have been received, it is expected to take place in 2025
Funding source:	From the undistributed profits after tax on the audited financial statements for 2024
Transfer of Rights:	Dividend rights in shares are non-transferable
Transfer Restrictions:	Shares issued as dividends are transferable without restriction
Plan for Dealing with Fractional Shares:	<p>Shares issued as dividends will be rounded down to the nearest whole unit. Any fractional shares under one (1) unit will be canceled and will not be issued.</p> <p><i>For example: Shareholder A holds 115 shares as of the record date. With an exercise ratio of 100:11, Shareholder A is entitled to receive $(115/100)*11 = 12.65$ new shares. Following this calculation principle, Shareholder A will receive 12 new shares. The decimal portion of 0.65 shares will be canceled.</i></p>
Purpose:	Share issuance to pay dividends
The General Meeting of Shareholders authorizes the Board of Directors to decide all matters related to the issuance, including but not limited to:	<ul style="list-style-type: none"> - Selection of consulting firms; - Carrying out necessary procedures for the issuance plan, including supplementing, modifying, and completing the documents according to the requirements of relevant



	<p>authorities to ensure the share issuance is conducted and completed in compliance with regulations. Additionally, adjust the issuance plan and other related documents as required by the State Securities Commission and other relevant authorities.</p> <ul style="list-style-type: none">- Deciding the appropriate time for share issuance and the record date for shareholders to implement the stock issuance plan to pay dividends for 2024.- Decide on a plan to ensure foreign ownership ratios in accordance with legal regulations.- Amend the regulations regarding charter capital, shares, and stocks in the Corporation's Charter in accordance with legal requirements and guidance from the competent State Authority.- Perform procedures to register changes in charter capital and adjust the Business Registration Certificate based on the actual results of the issuance in accordance with legal regulations and guidance from the competent State Authority.- Carry out the procedures, tasks, and decide on the appropriate time to register additional securities with the Vietnam Securities Depository and Clearing Corporation (VSDC) and to register for additional listing at the Ho Chi Minh City Stock Exchange (HSX). Accordingly, all newly issued shares will be registered for custody and additional listing as per current laws.- Address any other issues related to the issuance of shares to ensure the success of the dividend-paying stock issuance.
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	<ul style="list-style-type: none"> - Decide on all matters and perform all necessary procedures and tasks to successfully implement the stock issuance plan to pay dividends for 2024. - Depending on specific circumstances, the Board of Directors may delegate authority to the Legal Representative to carry out one or several specific tasks mentioned above.
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3.9/ Proposal No. 08/2025/TTr-HĐQT dated 15/05/2025 regarding Supplementary Election of Board of Directors Members for Term II, 2023-2028, with the following detailed contents:

❖ Supplementary Election of Board of Directors Members for Term II, 2023-2028

- The number of Board of Directors members stipulated in Clause 1, Article 26 of the Charter of Becamex IDC Corporation is: 7 members.
- Current number of Board of Directors members: 5 members
- Number of Board of Directors members to be supplementarily elected: **02 members**

❖ Approval of the Regulation on Supplementary Election of Board of Directors Members for Term II, 2023-2028 (attached)

❖ Approval of the list of candidates for supplementary election of Board of Directors members for Term II, 2023-2028

Full name: NGUYEN THE DUY

- **Date of birth:** 06/01/1994
- **Professional qualification:** Bachelor's Degree in Finance
- **Work experience:**
 - + From 08/2020 to 11/2024: Marketing Department: English Market Director, Becamex IDC Corporation
 - + From 11/12/2024 to present: Deputy General Director, Becamex IDC Corporation
- **Other management positions (Present):**
 - + **Deputy General Director, Becamex IDC Corporation.**
 - + **Member of the Board of Directors, Becamex - VSIP Power Investment and Development Joint Stock Company**
- **Related interests with the Corporation and its related parties:** None

Full name: VU QUANG VINH



- **Date of birth :** 22/11/1977
- **Professional qualification :** Master of Business Administration
- **Work experience :**
- + From 01/01/2009 - 01/01/2011: Manager, Marketing Department, Vietnam-Singapore Industrial Park J.V. Co.,Ltd;
- + From 1/1/2011 - 1/1/2016: Senior Manager, Marketing Department, Vietnam-Singapore Industrial Park J.V. Co.,Ltd.
- + From 1/1/2016 - 01/01/2024: Director, Urban, Trade and Service Department, Vietnam-Singapore Industrial Park J.V. Co.,Ltd
- + From 01/01/2024 to present: Deputy General Director, Vietnam-Singapore Industrial Park J.V. Co.,Ltd
- **Other management positions (Present):**
- + Deputy General Director, Vietnam-Singapore Industrial Park J.V. Co.,Ltd
- + Deputy General Director, Vsip-Sembcorp Gateway Development Co., Ltd
- **Related interests with the Corporation and its related parties:** None

(Proposals are attached to the 2025 General Meeting of Shareholders Documents)

II. PROCEDURE FOR ELECTING ADDITIONAL MEMBERS OF THE BOARD OF DIRECTORS FOR TERM II, 2023-2028

As of 10:30 AM on May 15, 2025, the number of shareholders directly attending and authorized representatives attending the Meeting is: 270 shareholders, representing 1,021,023,717 shares, accounting for 98.65% of the total voting shares.

Mr. Quang Van Viet Cuong announced the receipt of a written ballot from shareholder NORGES BANK regarding the disapproval of other matters within the authority of the General Meeting of Shareholders arising after the written proxy was submitted on May 12, 2025.

Mr. Quang Van Viet Cuong sought a vote on the content of Proposal No. 08/2025/TTr-HĐQT dated May 15, 2025, regarding the Election of additional members of the Board of Directors for Term II, 2023-2028, with the following results:

Voting Results:

Approved the number of additional BOD members to be elected: 2 members.

- The number of valid votes is: 270 votes, corresponding to 1,021,023,717 shares, reaching a rate of 100% of the voting shares present.
- The number of invalid votes is: 0 votes, corresponding to 0 shares, reaching a rate of 0% of the voting shares present.

Of which:

- Number of votes agree: 269 votes, corresponding to 1,018,429,217 shares, reaching a rate of 99.75% of the voting shares.



- Number of votes disagree: 1 vote, corresponding to 2,594,500 shares, reaching a rate of 0.25% of the voting shares.
- Number of votes abstain: 0 votes, corresponding to 0 shares, reaching a rate of 0% of the voting shares.

Approval of the list of candidates for additional election of Members of the Board of Directors.

- The number of valid votes is: 270 votes, corresponding to 1,021,023,717 shares, reaching a rate of 100% of the voting shares present.
- The number of invalid votes is: 0 votes, corresponding to 0 shares, reaching a rate of 0% of the voting shares present.

Of which:

- Number of votes agree: 269 votes, corresponding to 1,018,429,217 shares, reaching a rate of 99.75% of the voting shares.
- Number of votes disagree: 1 vote, corresponding to 2,594,500 shares, reaching a rate of 0.25% of the voting shares.
- Number of votes abstain: 0 votes, corresponding to 0 shares, reaching a rate of 0% of the voting shares.

III. DISCUSSION AND EXCHANGE

All questions from shareholders at the General Meeting were openly discussed and satisfactorily answered by the Presiding Board (Appendix 1: Discussion and Exchange is attached to this Minutes).

IV. VOTING ON MATTERS AT THE GENERAL MEETING:

As of 11:00 AM on May 15, 2025, the number of shareholders directly attending and authorized representatives attending the General Meeting is: 276 shareholders, corresponding to 1,021,045,817 shares, accounting for 98.65% of the voting shares.

Mr. Quang Van Viet Cuong – Deputy General Director requested the General Meeting to vote on the Proposals that have been reported, with detailed content as stated in point 3, section I, part II of the Meeting Proceedings of these minutes, as follows:

1. Proposal No. 01/2025/TTr-HĐQT dated May 15, 2025, of the Board of Directors approving the Audited Financial Statements, the Report of the Board of Directors and independent members of the Board of Directors, and the Report of the Board of Supervisors.

Voting results:

- The number of valid votes is: 276 votes, corresponding to 1,021,045,817 shares, reaching a rate of 100% of the voting shares present.
- The number of invalid votes is: 0 votes, corresponding to 0 shares, reaching a rate of 0% of the voting shares present.

Of which:



- Number of votes agree: 276 votes, corresponding to 1,021,045,817 shares, reaching a rate of 100% of the voting shares.
- Number of votes disagree: 0 votes, corresponding to 0 shares, reaching a rate of 0% of the voting shares.
- Number of votes abstain: 0 votes, corresponding to 0 shares, reaching a rate of 0% of the voting shares.

2. Proposal No. 02/2025/TTr-HĐQT dated May 15, 2025 of the Board of Directors regarding the General Director's Report on 2024 business results and 2025 business plan.

Voting results:

- Number of valid votes: 276 votes, corresponding to 1,021,045,817 shares, reaching 100% of shares with voting rights attending.
- Number of invalid votes: 0 votes, corresponding to 0 shares, reaching 0% of shares with voting rights attending.

Of which:

- Number of votes agree: 276 votes, corresponding to 1,021,045,817 shares, reaching 100% of shares with voting rights.
- Number of votes disagree: 0 votes, corresponding to 0 shares, reaching 0% of shares with voting rights.
- Number of votes abstain: 0 votes, corresponding to 0 shares, reaching 0% of shares with voting rights.

3. Proposal No. 03/2025/TTr-HĐQT dated May 15, 2025 of the Board of Directors regarding the 2024 profit distribution and dividend payment plan, and 2025 profit distribution and dividend payment plan.

Voting results:

- Number of valid votes: 276 votes, corresponding to 1,021,045,817 shares, reaching 100% of shares with voting rights attending.
- Number of invalid votes: 0 votes, corresponding to 0 shares, reaching 0% of shares with voting rights attending.

Of which:

- Number of votes agree: 276 votes, corresponding to 1,021,045,817 shares, reaching 100% of shares with voting rights.
- Number of votes disagree: 0 votes, corresponding to 0 shares, reaching 0% of shares with voting rights.
- Number of votes abstain: 0 votes, corresponding to 0 shares, reaching 0% of shares with voting rights.

4. Proposal No. 04/2025/TTr-HĐQT dated May 15, 2025 regarding the report on the results of private bond issuance in 2024.

Voting results:

- Number of valid votes: 276 votes, corresponding to 1,021,045,817 shares, reaching 100% of shares with voting rights attending.



- Number of invalid votes: 0 votes, corresponding to 0 shares, reaching 0% of shares with voting rights attending.

Of which:

- Number of votes agree: 276 votes, corresponding to 1,021,045,817 shares, reaching 100% of shares with voting rights.
- Number of votes disagree: 0 votes, corresponding to 0 shares, reaching 0% of shares with voting rights.
- Number of votes abstain: 0 votes, corresponding to 0 shares, reaching 0% of shares with voting rights.

5. Proposal No. 05/2025/TTr-HDQT dated May 15, 2025 regarding the 2024 Board of Directors' remuneration payment and 2025 payment plan.

Voting results:

- Number of valid votes: 276 votes, corresponding to 1,021,045,817 shares, reaching 100% of shares with voting rights attending.
- Number of invalid votes: 0 votes, corresponding to 0 shares, reaching 0% of shares with voting rights attending.

Of which:

- Number of votes agree: 276 votes, corresponding to 1,021,045,817 shares, reaching 100% of shares with voting rights.
- Number of votes disagree: 0 votes, corresponding to 0 shares, reaching a rate of 0% of voting shares.
- Number of votes abstain: 0 votes, corresponding to 0 shares, reaching a rate of 0% of voting shares.

6. Proposal No. 06/2025/TTr-HDQT dated 15/05/2025 regarding the change of the Corporation's address in the charter and the enterprise registration certificate.

Voting results:

- Number of valid votes: 276 votes, corresponding to 1,021,045,817 shares, reaching a rate of 100% of attending voting shares.
- Number of invalid votes: 0 votes, corresponding to 0 shares, reaching a rate of 0% of attending voting shares.

Of which:

- Number of votes agree: 274 votes, corresponding to 1,018,439,317 shares, reaching a rate of 99.745% of voting shares.
- Number of votes disagree: 2 votes, corresponding to 2,606,500 shares, reaching a rate of 0.255% of voting shares.
- Number of votes abstain: 0 votes, corresponding to 0 shares, reaching a rate of 0% of voting shares.

7. Proposal No. 01/2025/TTr-BKS dated 15/05/2025 regarding the approval of the list of independent audit firms to be selected for the review of the semi-annual financial statements, audit of the annual financial statements, and approval of the list of operational audit firms (if necessary) of the Corporation in 2025.



Voting results:

- Number of valid votes: 276 votes, corresponding to 1,021,045,817 shares, reaching a rate of 100% of attending voting shares.
- Number of invalid votes: 0 votes, corresponding to 0 shares, reaching a rate of 0% of attending voting shares.

Of which:

- Number of votes agree: 275 votes, corresponding to 1,021,033,817 shares, reaching a rate of 99.999% of voting shares.
- Number of votes disagree: 0 votes, corresponding to 0 shares, reaching a rate of 0% of voting shares.
- Number of votes abstain: 1 vote, corresponding to 12,000 shares, reaching a rate of 0.001% of voting shares.

8. Proposal No. 07/2025/TTr-HĐQT dated 15/05/2025 regarding the dividend payment for 2024.**Voting results:**

- Number of valid votes: 276 votes, corresponding to 1,021,045,817 shares, reaching a rate of 100% of attending voting shares.
- Number of invalid votes: 0 votes, corresponding to 0 shares, reaching a rate of 0% of attending voting shares.

Of which:

- Number of votes agree: 275 votes, corresponding to 1,018,451,317 shares, reaching a rate of 99.75% of voting shares.
- Number of votes disagree: 1 vote, corresponding to 2,594,500 shares, reaching a rate of 0.25% of voting shares.
- Number of votes abstain: 0 votes, corresponding to 0 shares, reaching a rate of 0% of voting shares.

9. Results of the election for additional members of the Board of Directors for term II, 2023-2028:

Mr. Quang Van Viet Cuong reported to the General Meeting the results of the election for additional members of the Board of Directors for term II, 2023 – 2028 according to the Vote Counting Minutes for the election of additional members of the Board of Directors, with the following elected results:

No.	Full name	Number of votes	Voting percentage	Result
1	NGUYEN THE DUY	1,018,709,708	99.78%	Elected
2	VU QUANG VINH	1,017,846,702	99.69%	Elected

Following the 1st Board of Directors meeting, the Board of Directors unanimously elected the positions for the Board of Directors for the second term, 2023-2028:



No.	Member of Board of Directors	Position
1	Mr. Nguyen Van Hung	Chairman of the Board of Directors
2	Mr. Nguyen Phu Thinh	Vice Chairman of the Board of Directors
3	Mr. Pham Ngoc Thuan	Vice Chairman of the Board of Directors cum General Director
4	Mr. Nguyen The Duy	Vice Chairman of the Board of Directors
5	Mr. Nguyen Danh Tung	Non-Executive Member of the Board of Directors
6	Mr. Nguyen Van Hien Phuc	Independent Member of the Board of Directors
7	Mr. Vu Quang Vinh	Independent Member of the Board of Directors

The General Meeting of Shareholders agreed to authorize the Board of Directors to establish a Standing Committee under the Board of Directors to perform the functions, duties, and powers within the competence of the Board of Directors as prescribed by current regulations.

PART III. CLOSING PROCEDURES OF THE GENERAL MEETING

1. Ms. Quach Thi Van Giang, on behalf of the Secretariat, presented the General Meeting Resolution for approval.
2. Mr. Quang Van Viet Cuong – Deputy General Director, sought the General Meeting's vote on approving the Resolution of the 2025 Annual General Meeting of Shareholders before closing the meeting.

The General Meeting voted with the following result: Approval rate: 100%

3. These minutes were fully and accurately recorded by the General Meeting Secretariat.



4. Mr. Nguyen Phu Thinh – Vice Chairman of the Board of Directors, on behalf of the Presiding Board, delivered a thank you speech and declared the General Meeting closed. The meeting concluded at 12:05 PM on the same day.

MEETING SECRETARY



LE THI THUY DUONG

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



NGUYEN VAN HUNG

Recipients: SSC, Stock Exchange, website.



APPENDIX ON EXCHANGE AND DISCUSSION
AT THE 2025 ANNUAL GENERAL MEETING OF SHAREHOLDERS OF
INVESTMENT AND INDUSTRIAL DEVELOPMENT JOINT STOCK CORPORATION
ON MAY 15, 2025.

The General Meeting Secretariat compiled questions from shareholders submitted to the Presiding Board, and the members of the Presiding Board provided answers, specifically as follows:

A representative of institutional shareholders asked about achieving business results higher than the plan, which shows the efforts of the Management Board, and how the current tariff levels affect the Corporation's operations.

➤ Mr. Pham Ngoc Thuan stated that the US GDP accounts for 25% of global GDP, the remaining 75% of GDP belongs to other countries, including other major partners. We have confidence in the Government's leadership. In reality, investors continue to invest in Binh Duong. Soon, the Corporation will commence construction on two projects, Cay Truong and Bau Bang Expansion, to begin business operations in 2025.

An individual shareholder asked about the additional share offering and when the implementation would take place.

➤ Mr. Pham Ngoc Thuan stated that the capital increase plan according to the 2024 Annual General Meeting Resolution had set the initial price at VND 69,600 per share; however, due to information regarding tariff policies and the trade war affecting the market, the capital increase plan was temporarily postponed. After today's Annual General Meeting, the Corporation will continue to implement the plan to increase charter capital by an additional 150,000,000 shares.

➤ Mr. Quang Van Viet Cuong added that after today's General Meeting of Shareholders, we will carry out the procedures for issuing shares to pay dividends and seek shareholder opinions in writing to approve the plan for an additional public offering of shares. Regarding the use of funds from this issuance, we will balance and announce it later.

➤ Mr. Nguyen Van Hung stated that the growth opportunity in Vietnam is very large, including Binh Duong, Ba Ria Vung Tau, and Ho Chi Minh City. We are confident that the Government will create favorable conditions for the Corporation to continue increasing capital to have sufficient resources to invest in key projects in the coming period, especially after the consolidation of Binh Duong, Ba Ria Vung Tau, and Ho Chi Minh City. Soon, the Corporation and the World Bank will cooperate to implement green and sustainable development projects to align with development trends.





**INVESTMENT AND INDUSTRIAL
DEVELOPMENT JOINT STOCK
CORPORATION**



No: 01/2025/NQ-ĐHĐCĐ

**SOCIALIST REPUBLIC OF VIETNAM
Independence – Freedom – Happiness**



Binh Duong, May 15, 2025

**RESOLUTION
OF THE ANNUAL GENERAL MEETING OF SHAREHOLDERS 2025
INVESTMENT AND INDUSTRIAL DEVELOPMENT JOINT STOCK
CORPORATION**

- Pursuant to the Law on Securities No. 54/2019/QH14 passed by the National Assembly of the Socialist Republic of Vietnam on November 26, 2019;
- Pursuant to the Law on Enterprises No. 59/2020/QH14 passed by the National Assembly of the Socialist Republic of Vietnam on June 17, 2020;
- Pursuant to Decree 155/2020/ND-CP dated December 31, 2020, of the Government detailing the implementation of several articles of the Law on Securities;
- Pursuant to the current Charter of Investment and Industrial Development Joint Stock Corporation;
- Pursuant to the Internal Regulations on Governance of Investment and Industrial Development Joint Stock Corporation;
- Pursuant to the Minutes of the Annual General Meeting of Shareholders No. 01/2025/BB-ĐHĐCĐ dated May 15, 2025.

**GENERAL MEETING OF SHAREHOLDERS
INVESTMENT AND INDUSTRIAL DEVELOPMENT JOINT STOCK
CORPORATION**

RESOLVES:

Article 1. Approving Proposal No. 01/2025/TTr-HDQT dated May 15, 2025, on approving the report on the activities of the Board of Directors and independent members of the Board of Directors, the report of the Board of Supervisors, and the audited financial statements for 2024, including consolidated and combined financial statements, with an approval rate of 100%. (Reports are attached to the document).



Article 2. Approving Proposal No. 02/2025/TTr-HDQT dated May 15, 2025, on the General Director's report on the business results of 2024 and the business plan for 2025, with an approval rate of 100% with the following main contents:

1. Business results for 2024.

a. Business results of the parent company:

No.	Target	2024 Plan (Billion VND)	2024 Performance (Billion VND)	Rate (%) (PE/PL)
1	Total revenue	7,569	4,764	63
2	Total expenses	5,452	2,740	50
3	Profit before tax	2,117	2,024	96
4	Profit after tax	1,700	1,797	106

b. Consolidated business results:

No.	Target	2024 Plan (Billion VND)	2024 Performance (Billion VND)	Rate (%) (PE/PL)
1	Total revenue	9,000	7,383	82
2	Total expenses	6,300	4,824	77
3	Profit before tax	2,700	2,559	95
4	Profit after tax	2,350	2,395	102

2. Business plan for 2025.

a. Business plan of the parent company with key targets:

No.	Target	2024 Performance (Billion VND)	2025 Plan (Billion VND)	Rate (%) (PL/PE)
1	Total revenue	4,764	7,786	163
2	Total expenses	2,740	5,751	210
3	Profit before tax	2,024	2,035	101
4	Profit after tax	1,797	1,845	103

b. Consolidated business plan with key targets:



No.	Target	2024 Performance (Billion VND)	2025 Plan (Billion VND)	Rate (%) (PL/PE)
1	Total revenue	7,383	9,500	129
2	Total expenses	4,824	6,800	141
3	Profit before tax	2,559	2,700	105
4	Profit after tax	2,395	2,470	103

Article 3. Approving Proposal No. 03/2025/TTr-HĐQT dated May 15, 2025 on the plan for profit distribution 2024, the plan for profit distribution and dividend payment in 2025, the approval rate is dated 15/05/2025 with an approval rate of 100% with the following detailed contents:

1. Profit distribution plan for 2024:

No.	Target	2024 Plan (VND)	2024 Performance (VND)
1	Profit after tax in 2024	1,700,000,000,000	1,797,267,683,476
2	Appropriation for investment and development fund (30%/PAT)	510,000,000,000	539,180,305,043
3	Appropriation for bonus and welfare fund	104,696,000,000	113,308,000,000
4	Appropriation for the Management Board bonus	1,654,350,000	1,819,790,000
5	Remaining profit after fund appropriation	1,083,649,650,000	1,142,959,588,433
6	Profit from previous year carried forward	55,462,290,899	52,082,290,899
7	Charter capital	10,350,000,000,000	10,350,000,000,000
8	Dividend rate/Charter capital (%)	10	11
9	Dividend payout level	1,035,000,000,000	1,138,500,000,000
10	Remaining undistributed profit		56,541,879,332

Dividend payment time: in 2025.

2. Profit distribution plan for 2025:



No.	Target	2025 Plan (VND)
1	Profit after tax in 2025	1,845,000,000,000
2	Appropriation for investment and development fund (30%/PAT)	553,500,000,000
3	Appropriation for the bonus and welfare fund	136,146,000,000
4	Appropriation for the Management Board's bonus	2,211,650,000
5	Remaining profit after fund deduction	1,153,142,350,000
6	Profit carried forward from previous year	56,541,879,332
7	Charter capital	11,488,500,000,000
8	Dividend rate/Charter capital (%)	10
9	Dividend payout level	1,148,850,000,000
10	Undistributed remaining profit	60,834,229,332

Article 4. Approving Proposal No. 04/2025/TTr-HĐQT dated May 15, 2025 on reporting the results of private placement of bonds in 2024 with an approval rate off 100% with the following main contents:

The Board of Directors of the Corporation has organized the implementation of the issuance plan in accordance with the provisions of the Company's Charter and relevant legal regulations with the implementation results as of December 31, 2024 as follows:

No.	BOD Resolution	Plan (Billion VND)	Actual results (Billion VND)	Completion rate
1	No. 15/NQ-HĐQT dated June 11, 2024	800	800	100%



No.	BOD Resolution	Plan (Billion VND)	Actual results (Billion VND)	Completion rate
2	No. 18/NQ-HĐQT dated June 28, 2024	1,500	1,320	88%
3	No. 42/NQ-HĐQT dated November 14, 2024	1,080	1,080	100%

- According to Resolution No. 15/NQ-HĐQT of the Management Board dated June 11, 2024 on approving the bond issuance plan of the Corporation with a total maximum par value of 800 Billion VND. The bonds were successfully issued by June 17, 2024, totaling 800 Billion VND.

- According to Resolution No. 18/NQ-HĐQT of the Management Board dated June 28, 2024 on approving the bond issuance plan of the Corporation with a total maximum par value of 1,500 Billion VND. The bonds were issued by October 09, 2024, totaling 1,320 Billion VND, and the remaining 180 Billion VND was not fully issued.

- According to Resolution No. 42/NQ-HĐQT of the Management Board dated November 14, 2024 on approving the bond issuance plan of the Corporation with a total maximum par value of 1,080 Billion VND. The bonds were issued by December 02, 2024, totaling 1,080 Billion VND.

Other related contents are disclosed in detail in the explanatory notes to the audited combined financial statements for 2024.

Article 5. Approving Proposal No.05/2025/TTr-HĐQT dated 15/05/2025 on the payment of remuneration to the Board of Directors in 2024 and the payment plan for 2025 with an approval voting rate of 100% with the following main contents:

1. In 2024: The Corporation paid remuneration to non-executive members at the Corporation with the amount of: 564,000,000 VND.

2. Plan for 2025: The Corporation will pay remuneration to non-executive members at the Corporation with the amount of: 530,000,000 VND.

Article 6. Approving Proposal No. 06/2025/TTr-HĐQT dated 15/05/2025 regarding the change of the Corporation address in the charter of organization and



operation and the business registration certificate with an approval voting rate of 99.745% with the following main contents:

The General Meeting of Shareholders a proposal to authorize the Board of Directors to proactively carry out the procedures related to the change of the corporation's address (name of Province, City, etc.) in accordance with the Government's merger proposal stated in the Corporation's Charter and Business Registration Certificate.

Article 7. Approving Proposal No. 01/2025/TTr-BKS dated 15/05/2025 Regarding Approving the list of independent auditing firms for 2025 with an approval voting rate of 99,99 % with the following main contents:

The list of independent auditing firms to be selected to perform the semi-annual financial statement review, annual financial statement audit and approve the list of operating auditing firms (if necessary) of the Corporation in 2025 and authorize the Board of Directors to decide on the selection of the auditing firm according to the list below:

1. A&C Auditing and Consulting Co., Ltd.;
2. KPMG Vietnam Co., Ltd.;
3. Ernst & Young Vietnam Co., Ltd.;
4. PwC Vietnam Co., Ltd.;
5. Deloitte Vietnam Co., Ltd.

Article 8. Approving Proposal No. 07/2025/TTr-HĐQT dated 15/05/2025 regarding Dividend Payment for 2024 with an approval voting rate of 99,75% with the following main contents:

1. **Payment Ratio: 11%**
2. **Payment Time: Within 2025.**
3. **Payment Method: In cash or in shares.**

The General Shareholders' Meeting authorizes the Board of Directors to implement the plan for issuing shares to pay dividends for the year 2024 according to the detailed plan stated in Section IV of the Proposal.

In the event that the share issuance plan for dividend payment in 2024 cannot be executed according to the detailed plan stated in Section IV, the General Shareholders' Meeting authorizes the Board of Directors to proceed with the process of paying dividends in cash within 6 months from the date of the Annual General Meeting in accordance with the regulations.

4. **The plan to issue shares for the dividend payment for 2024**



Shares Name:	Shares of the Investment and Industrial Development Joint Stock Corporation
Stock Code:	BCM
Type of Share:	Common Share
Par Value of Share:	10,000 VND/ Share
Number of Shares Outstanding:	1,035,000,000 Shares
Number of Treasury Shares:	0 Share
Planned Number of Shares to be Issued:	113,850,000 Shares
Total Value of Planned Issuance at Par Value:	1,138,500,000,000 VND
Total Number of Shares Planned After Issuance:	1,148,850,000 Shares
Total Value of Shares Planned After Issuance at Par Value:	11,488,500,000,000 VND
Planned Increase in Charter Capital:	1,138,500,000,000 VND
Planned Charter Capital After Issuance:	11,488,500,000,000 VND
Form of Issuance:	Issuing Shares to Pay Dividends for 2024
Issuance Ratio (Number of Shares Planned for Issuance / Number of Shares Outstanding):	11% of the total number of outstanding shares at the time of issuance.
Exercise Ratio:	100:11. Shareholders owning 1 share will have 1 right to receive additional shares. For every 100 rights to receive additional shares, shareholders will receive 11 new shares
Target Audience for Issuance:	Existing shareholders listed as of the record date will have the right to receive shares. The General Meeting of Shareholders authorizes the Board of Directors to determine the record date for exercising the rights to receive additional shares
Planned Issuance Time:	After the General Meeting of Shareholders votes to approve and after the State Securities Commission notifies that all issuance report



	documents have been received, it is expected to take place in 2025
Funding source:	From the undistributed profits after tax on the audited financial statements for 2024
Transfer of Rights:	Dividend rights in shares are non-transferable
Transfer Restrictions:	Shares issued as dividends are transferable without restriction
Plan for Dealing with Fractional Shares:	<p>Shares issued as dividends will be rounded down to the nearest whole unit. Any fractional shares under one (1) unit will be canceled and will not be issued.</p> <p><i>For example: Shareholder A holds 115 shares as of the record date. With an exercise ratio of 100:11, Shareholder A is entitled to receive $(115/100)*11 = 12.65$ new shares. Following this calculation principle, Shareholder A will receive 12 new shares. The decimal portion of 0.65 shares will be canceled.</i></p>
Purpose:	Share issuance to pay dividends
The General Meeting of Shareholders authorizes the Board of Directors to decide all matters related to the issuance, including but not limited to:	<ul style="list-style-type: none"> - Selection of consulting firms; - Carrying out necessary procedures for the issuance plan, including supplementing, modifying, and completing the documents according to the requirements of relevant authorities to ensure the share issuance is conducted and completed in compliance with regulations. Additionally, adjust the issuance plan and other related documents as required by the State Securities Commission and other relevant authorities. - Deciding the appropriate time for share issuance and the record date for



	<p>shareholders to implement the stock issuance plan to pay dividends for 2024.</p> <ul style="list-style-type: none">- Decide on a plan to ensure foreign ownership ratios in accordance with legal regulations.- Amend the regulations regarding charter capital, shares, and stocks in the Corporation's Charter in accordance with legal requirements and guidance from the competent State Authority.- Perform procedures to register changes in charter capital and adjust the Business Registration Certificate based on the actual results of the issuance in accordance with legal regulations and guidance from the competent State Authority.- Carry out the procedures, tasks, and decide on the appropriate time to register additional securities with the Vietnam Securities Depository and Clearing Corporation (VSDC) and to register for additional listing at the Ho Chi Minh City Stock Exchange (HSX). Accordingly, all newly issued shares will be registered for custody and additional listing as per current laws.- Address any other issues related to the issuance of shares to ensure the success of the dividend-paying stock issuance.- Decide on all matters and perform all necessary procedures and tasks to successfully implement the stock issuance plan to pay dividends for 2024.
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	- Depending on specific circumstances, the Board of Directors may delegate authority to the Legal Representative to carry out one or several specific tasks mentioned above.
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Article 9. Approval of results of the election for additional members of the Board of Directors for term II, 2023-2028:

No.	Full name	Number of votes	Voting percentage	Result
1	NGUYEN THE DUY	1,018,709,708	99.78%	Elected
2	VU QUANG VINH	1,017,846,702	99.69%	Elected

Following the 1st Board of Directors meeting, the Board of Directors unanimously elected the positions for the Board of Directors for the second term, 2023-2028:

No.	Member of Board of Directors	Position
1	Mr. Nguyen Van Hung	Chairman of the Board of Directors
2	Mr. Nguyen Phu Thinh	Vice Chairman of the Board of Directors
3	Mr. Pham Ngoc Thuan	Vice Chairman of the Board of Directors cum General Director
4	Mr. Nguyen The Duy	Vice Chairman of the Board of Directors
5	Mr. Nguyen Danh Tung	Non-Executive Member of the Board of Directors
6	Mr. Nguyen Van Hien Phuc	Independent Member of the Board of Directors
7	Mr. Vu Quang Vinh	Independent Member of the Board of Directors

The General Meeting of Shareholders agreed to authorize the Board of Directors to establish a Standing Committee under the Board of Directors to perform the functions, duties, and powers within the competence of the Board of Directors as prescribed by current regulations.



Article 10. The General Meeting of Shareholders shall assign the Board of Directors to direct and organize the thorough and effective implementation of the contents agreed upon by the shareholders at the 2025 Annual General Meeting of Shareholders in accordance with the Law, Charter, and Regulations of the Corporation.

Article 11. This resolution was approved by the General Meeting of Shareholders and takes effect from the date of signing.

Recipients:

- SSC
- HOSE
- BOD, BoS
- BCM Shareholders
- Archive BOD Office.

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



NGUYEN VAN HUNG



REPORT OF THE BOARD OF DIRECTORS SUBMITTING
ANNUAL GENERAL MEETING OF SHAREHOLDERS IN 2025**I. ON BUSINESS RESULTS IN 2024:**

In the context of world geopolitics, Vietnam is becoming one of the next priority destinations for international investment flows. For more than 30 years, Becamex has actively participated in the process of attracting foreign investment in Binh Duong as well as on a national scale, with a comprehensive ecosystem model of Industry - Urban - Service, putting investors, workers and people at the center, this model has helped Becamex IDC contribute and participate in the development and consolidation of the country's industry in the period of opening and integration. Faced with the constant transformation of the world and towards the era of industry 4.0 - automation, shaping a new generation ecosystem is an important step, the key for Becamex IDC to continue contributing to the country's development in the new period.

In 2024, the Corporation's Board of Directors always worked with a high sense of responsibility, together with the General Director to operate the Corporation according to the plan approved by the General Meeting of Shareholders.

1. Summary of meetings of the Board of Directors and resolutions of the Board of Directors.

The Board of Directors held 57 meetings and issued 57 resolutions with 100% attendance of members as follows:

No.	Resolution No.	Date	Content
1	01/NQ-HĐQT	02/01/2024	Approved the value of contracts and transactions with member companies.
2	02/NQ-HĐQT	03/01/2024	Approved the construction investment project: High-rise Apartment – Viet Sing Zone 6 under the project: Social security housing – Viet Sing Zone 6.
3	03/NQ-HĐQT	01/02/2024	Finalize the list of shareholders to exercise the right to collect shareholders' opinions in writing.
4	04/NQ-HĐQT	22/02/2024	Approved the policy to submit to the Management Board of Binh Duong Industrial Park to adjust the Investment Registration Certificate for the investment project on construction and business of infrastructure of Cay Truong Industrial Park.



No.	Resolution No.	Date	Content
5	05/NQ-HĐQT	29/02/2024	Regarding the adjustment of the policy of competitive bidding for the bidding package "Supply and construction of mass pile pressing" under the project: Cultural - Commercial and Service Zone - Central Terminal A1 (WTC New City Complex).
6	06/NQ-HĐQT	03/03/2024	Regarding the exercise of the right to purchase additional shares of Becamex IDC Corporation.
7	07/NQ-HĐQT	20/03/2024	Regarding the approval of the Regulation on Operation of the Capital Portion Representative of Becamex IDC Corporation at enterprises.
8	08/NQ-HĐQT	25/03/2024	Regarding the adjustment of the Owner's capital contribution rate at the Investment Project to build Ring Road 4 in Ho Chi Minh City, Thu Bien - Saigon River bridge section (phase 1).
9	09/NQ-HĐQT	28/03/2024	Approved the Regulation on contractor selection; selection of goods suppliers, regular repairs, direct procurement; selection of units to participate in business cooperation; implement the Corporation's investment project proposal dossiers.
10	10/NQ-HĐQT	16/04/2024	Extension of the time to hold the Annual General Meeting of Shareholders in 2024.
11	11/NQ-HĐQT	03/05/2024	Regarding the finalization of the list of shareholders to organize the Annual General Meeting of Shareholders in 2024.
12	12/NQ-HĐQT	07/05/2024	Regarding the approval of the Regulation on management and use of digital signatures and digital certificates at the Corporation.
13	13/NQ-HĐQT	06/06/2024	Approved the adjustment of the total investment of Becamex International General Hospital Project (Phase 1) – 683 beds.
14	14/NQ-HĐQT	10/06/2024	Term credit loan guarantee for Becamex Tokyu Co., Ltd.
15	15/NQ-HĐQT	11/06/2024	Approved the plan to repurchase bonds before maturity and approved the plan to issue private bonds in 2024.
16	16/NQ-HĐQT	17/06/2024	Approval of amendments and supplements to the Charter's Corporation.
17	17/NQ-HĐQT	26/06/2024	Approval of documents to be submitted to the Annual General Meeting of Shareholders in 2024.
18	18/NQ-HĐQT	28/06/2024	Regarding the approval of the plan to issue private bonds in 2024 of the Corporation.



No.	Resolution No.	Date	Content
19	19/NQ-HĐQT	28/06/2024	Approved the adjustment of the Social Welfare Housing Investment Project – Viet Sing Zone 6.
20	20/NQ-HĐQT	08/07/2024	Approval of amendments and supplements to the Charter on Organization and Operation of Becamex IDC Corporation - JSC.
21	21/NQ-HĐQT	12/07/2024	Adjustment of the ownership participation ratio in the investment project for the construction of the Ho Chi Minh City – Thu Dau Mot – Chon Thanh Expressway, specifically the section through Binh Duong Province.
22	22/NQ-HĐQT	22/07/2024	Selection of an independent audit company for 2024.
23	23/NQ-HĐQT	26/07/2024	Approval of a credit guarantee for Becamex Binh Dinh Joint Stock Company.
24	24/NQ-HĐQT	05/08/2024	Approval of the investment project for the construction of the Electronics - Semiconductor - Telecommunications Center.
25	25/NQ-HĐQT	05/08/2024	Approval of the investment project for the Becamex Industrial Park and Smart Urban Area (Phase 1: Development and upgrading of the smart monitoring and management system).
26	26/NQ-HĐQT	12/08/2024	Approval of the capital increase for Becamex Binh Dinh Joint Stock Company.
27	27/NQ-HĐQT	26/08/2024	Extension of dividend payment for Binh Duong Rubber Joint Stock Company.
28	28/NQ-HĐQT	26/08/2024	Approval of the adjusted investment project: Infrastructure system of the Hoa Loi Resettlement Area within the Binh Duong Industrial-Service-Urban Complex.
29	29/NQ-HĐQT	09/09/2024	Equity investment in the Infrastructure Development Company Becamex - Binh Phuoc.
30	30/NQ-HĐQT	10/09/2024	Appointment of authorized representatives to the Members' Council/Capital Representatives in Vietnam – Singapore Industrial Park Joint Venture Company Limited.
31	31/NQ-HĐQT	17/09/2024	Proposal for credit approval at Vietnam Prosperity Joint Stock Commercial Bank (VPBank).
32	32/NQ-HĐQT	19/09/2024	Clarification of target investors in the bond issuance plan BCMH2328001 with a total par value of VND 2,000 billion.
33	33/NQ-HĐQT	03/10/2024	Approval of the criteria for selecting a consulting unit to prepare the public offering application dossier (“Consulting Package 01”).
34	34/NQ-HĐQT	10/10/24	Approval of the partial withdrawal of secured assets and consultation with bondholders regarding Bond BCMH2427001.



No.	Resolution No.	Date	Content
35	35/NQ-HĐQT	10/10/24	Approval of the selection of a consulting unit to prepare the public offering application dossier (“Consulting Package 01”).
36	36/NQ-HĐQT	14/10/2024	Adjustment of the Hoa Loi General Clinic investment project.
37	37/NQ-HĐQT	14/10/2024	Finalization of the list of shareholders for 2023 cash dividend payment and the implementation of shareholder consultation in writing.
38	38/NQ-HĐQT	06/11/2024	Approval of materials for written shareholder consultation in 2024.
39	39/NQ-HĐQT	08/11/2024	Adjustment of the investment registration certificate for the Bau Bang Industrial Park infrastructure construction and business project.
40	40/NQ-HĐQT	13/11/2024	Approval of the plan to issue additional public shares to increase charter capital.
41	41/NQ-HĐQT	13/11/2024	Approval of the registration dossier for the public offering of additional shares to increase charter capital.
42	42/NQ-HĐQT	14/11/2024	Approval of the private bond issuance plan for 2024 with a total value of VND 1,080 billion.
43	43/NQ-HĐQT	14/11/2024	Approval of the infrastructure construction investment project for the new urban area in the Binh Duong Industrial-Service-Urban Complex.
44	44/NQ-HĐQT	15/11/2024	Approval of the adjusted investment project for the Cultural - Commercial, Service - A1 Central Terminal.
45	45/NQ-HĐQT	19/11/2024	Approval of the adjusted investment project for the Electronics - Semiconductor - Telecommunications Center.
46	46/NQ-HĐQT	19/11/2024	Conversion of Becamex Traffic Construction Enterprise; Adjustment of the organizational structure of Becamex Bidding Center.
47	47/NQ-HĐQT	29/11/2024	Approval of the policy for research, survey, and proposal of new industrial park and urban-service projects in various provinces.
48	48/NQ-HĐQT	02/12/2024	Selection the consulting unit to develop materials and manage the public offering process for the 2024 charter capital increase plan (“Consulting Package 02”).
49	49/NQ-HĐQT	11/12/2024	Approval of the appointment of a Deputy General Director of Becamex IDC Corporation.
50	50/NQ-HĐQT	11/12/2024	Approval of the credit request at the Maritime Commercial Joint Stock Bank – Ho Chi Minh City Branch (MSB).
51	51/NQ-HĐQT	20/12/2024	Adjustment of the Hoa Loi General Clinic investment project.



No.	Resolution No.	Date	Content
52	52/NQ-HĐQT	26/12/2024	Approval of short-term loans and loan security measures at Vietnam International Joint Stock Commercial Bank (VIB).
53	53/NQ-HĐQT	27/12/2024	Adjustment of the implementation schedule for the Cay Truong Industrial Park infrastructure construction and business project.
54	54/NQ-HĐQT	27/12/2024	Approval of the policy to adjust the value and implementation schedule for the expanded Bau Bang Industrial Park project.
55	55/NQ-HĐQT	30/12/2024	Approval of adjustments and supplements to the plan for issuing additional public shares to increase charter capital.
56	56/NQ-HĐQT	30/12/2024	Approval of the registration dossier for issuing additional public shares to increase charter capital.
57	57/NQ-HĐQT	31/12/2024	Approval of the execution of contracts and transactions between Becamex IDC Corporation and related parties in 2025.

2. Regarding the results of production and business activities at the Corporation:

Business results of the parent company in 2024:

- + Total revenue reached **4,764** Billion VND, achieving **63%** of the plan.
- + Total expenses reached **2,740** Billion VND, achieving **50%** of the plan.
- + Pre-tax profit was **2,024** Billion VND, achieving **96%** of the plan.
- + Post-tax profit was **1,797** Billion VND, reaching **106%** compared to the plan.

Consolidated business results for 2024:

- + Total revenue reached **7,383** Billion VND, achieving **82%** of the plan.
- + Total expenses reached **4,824** Billion VND, achieving **77%** of the plan.
- + Pre-tax profit was **2,559** Billion VND, achieving **95%** of the plan.
- + Post-tax profit was **2,395** Billion VND, reaching **102%** compared to the plan.

3. Report on transactions between the Corporation, subsidiaries, companies in which the public company holds controlling rights of 50% or more of the charter capital with members of the Board of Directors and related persons of those members; transactions between the Corporation and companies in which members of the Board of Directors are founding members or business managers in the 03 years prior to the transaction.

In 2024, the Board of Directors issued Resolution No. 57/NQ-HĐQT on December 31, 2024, approving transaction contracts with member units with a value not exceeding



10% of total assets. During the year, the Corporation had regular transactions with companies in the same group regarding construction, supply of materials, telecommunications services, real estate transfer, etc. Details of these transactions are periodically published in the 2024 Management Report announced on January 24, 2025, and in the correction of transaction data between the Corporation and related parties of the Corporation; or between the Corporation and major shareholders, insiders, related persons of insiders according to the audited consolidated financial statement data for 2024 on April 10, 2025, at the link: <http://www.becamex.com.vn>, section Shareholder – News, Shareholder Relations.

4. Evaluation of the performance of the members of the Board of Directors:

The Corporation's Board of Directors for the 2023-2028 term includes 5 members: Chairman of the Board of Directors, Vice Chairman of the Board of Directors, 1 independent member, 1 executive member, and 1 non-executive member. In which, the Chairman of the Board of Directors, on behalf of the Board of Directors, issues resolutions and decisions of the Board of Directors, directly directs the development of business plans, organizes the company's management apparatus, and assigns tasks to members of the Board of Directors.

The Chairman of the Board of Directors performs his functions and duties in accordance with the operating regulations of the Board of Directors in establishing and proposing the Board of Directors' operating plan as well as assigning and supervising the General Director in performing production and business tasks. The Vice Chairman of the Board of Directors and the executive and non-executive members of the Board of Directors: Supervise the fields of marketing, financial investment, business operations, and the situation of capital contribution and preservation of capital at member companies.

In addition to fulfilling the general responsibilities of the Board of Directors, the members of the Board of Directors have completed their assigned tasks well, specifically:

- The Chairman of the Board of Directors has completed his tasks in accordance with the provisions of enterprise law, the Company's Charter in convening, organizing annual work programs, assigning tasks among members, organizing meetings, and obtaining opinions in writing to issue Resolutions in accordance with the provisions of law.

In addition, the Chairman directly adjusts and implements several major strategic projects for the Corporation. The full-time Board member completes tasks as assigned by the Board of Directors, effectively controls information disclosure in accordance with regulations, and supervises and evaluates activities related to the Corporation's internal control.

The Standing Board of Directors participates in weekly meetings with The Board of Management to promptly propose timely orientations for production and business activities.

5. Regarding the supervision of The Board of Management:

The Board of Directors organizes and directs The Board of Management to perform the production and business tasks approved by the General Meeting of Shareholders.



The Board of Management ensures that opinions are sought on matters under the authority of the Board of Directors and implemented after approval by the Board of Directors.

The Board of Management promptly directs professional activities to each Department, Board, and functional Center to ensure that work is handled effectively and promptly.

Implementing digital transformation towards centralized and secure management and operation.

Supervising and directing the implementation of information disclosure with the goal of ensuring transparency and timeliness in accordance with regulations.

Supervising the management and administration activities of The Board of Management to improve business performance and achieve set plan targets.

6. Remuneration and salaries of the Board of Directors:

The salaries, bonuses, and remuneration received by the Board of Directors in 2024 is 8,247,747,000 VND. Of which, the salaries and bonuses of full-time members are: 7,683,747,000 VND. The remuneration of non-full-time members is: 564,000,000 VND. Details of salaries, bonuses, and remuneration of each member are published in detail in section 2a, part 8 of the audited 2025 financial statements of 2024 at the link: <http://www.becamex.com.vn>, section For Shareholders - information disclosure.

7. Regarding the implementation of the contents authorized by the General Meeting of Shareholders:

a. Regarding the addition of business lines and amendment of the charter

Implemented according to Resolution No. 01/2024/NQ-ĐHĐCĐ of the General Meeting of Shareholders dated June 27, 2024, the Board of Directors issued Resolution No. 20/NQ-HĐQT dated July 08, 2024 on amending the charter and publishing information on the amended charter on the Corporation's electronic information page.

Implemented according to Resolution No. 01/2024/NQ-ĐHĐCĐ of the General Meeting of Shareholders dated June 27, 2024, the Board of Directors completed the procedures to supplement business lines and was granted a certificate by the Department of Planning and Investment on changing the business registration content on July 17, 2024.

b. Regarding the approval of the maximum foreign ownership ratio of 34%

The Board of Directors has directed The Board of Management to submit an application for registration of the maximum foreign ownership ratio of 34%. As of August 19, 2024, the State Securities Commission has document No. 5207/UBCK-PTTT v.v the application for notification of the maximum foreign ownership ratio of Investment and Industrial Development Joint Stock Corporation.

c. Regarding the selection of an independent auditing company

The Board of Directors issued Resolution No. 22/NQ-HĐQT dated July 22, 2024, agreeing to select A&C Auditing and Consulting Co., Ltd. as the independent auditing unit to review the semi-annual financial statements and audit the 2024 financial statements of Investment and Industrial Development Joint Stock Corporation.



d. Regarding the increase of charter capital from 10,350 Billion VND to 13,350 Billion VND

Implemented according to Resolution No. 01/2024/NQ-ĐHĐCĐ dated June 27, 2024, the Board of Directors signed a consulting contract to build a dossier for offering and submitting to the SSC. As of February 03, 2025, Becamex IDC Corporation received license No. 33/GCN-UBCK from the Chairman of the State Securities Commission on registration for offering additional shares to the public. However, the Board of Directors issued Resolution No. 24/NQ-HĐQT dated April 09, 2025 on temporarily postponing the offering of additional shares to the public to increase the charter capital of the Corporation according to the issuance plan approved by the General Meeting of Shareholders and the Board of Directors of the Corporation in order to ensure the interests of Investment and Industrial Development Joint Stock Corporation and shareholders in the context of the stock market not being favorable for the offering.

The Board of Directors shall consider, decide, and implement an additional offering of shares to the public to increase charter capital at another time suitable to the interests of Investment and Industrial Development Joint Stock Corporation, shareholders, and in accordance with the law.

II. REGARDING THE 2025 BUSINESS PLAN

With a strategy to attract selective investment, prioritizing high-tech industries, green industries, and digital infrastructure. This creates a sustainable impetus for the industrial real estate sector, especially in key economic regions.

Not only does Becamex possess a large and long-term land fund in key industrial provinces such as Binh Duong, Binh Phuoc, Quang Ngai, Nghe An, and Binh Dinh, but it has also built a complete industrial-urban-service ecosystem through its subsidiaries and affiliates such as VSIP, BW Industrial, Becamex Tokyu, Becamex Binh Dinh, Becamex Binh Phuoc, etc. This model not only facilitates the attraction of foreign investors but also ensures the sustainability of urban and industrial development in the locality.

Becamex IDC Corporation is building a comprehensive digital transformation strategy. To develop a digital economy, digital transformation is a necessary intermediary step to gradually transform the business model using digital technology. Digital transformation in the short term will help optimize existing business models, increase labor productivity, and reduce labor intensity. In the long term, business models in the digital space will gradually form naturally, thereby developing the digital economy. With an existing competitive advantage in industrial development, more than any other province or city in the country. The Corporation's goal is to develop technology and Industry 4.0

Sustainable development is at the core of all the Corporation's activities and projects, contributing to the gradual transformation of existing Industrial Parks (IPs) into smart and green IPs. For new IPs, BECAMEX IDC aims to develop Ecological Industrial Parks (EIPs) according to international standards, including the EIP framework of the World Bank, the United Nations Industrial Development Organization (UNIDO), and the German International Cooperation Organization (GIZ). We continue to make significant progress in reducing greenhouse gas emissions, cutting carbon footprints, and improving energy efficiency in our operations, as well as using natural resources efficiently, as part of the Smart Sustainable Development Plan 2050.



BECAMEX IDC's sustainable development journey not only focuses on environmental protection but also aims to create social and economic value on a comprehensive scale. To achieve this goal, our personnel play a key role in implementing the Sustainable Development Goals.

The Board of Directors submits to the GMS the 2025 business plan as follows:

➤ **Summary business plan for 2025:**

- + Total revenue of **7,786** Billion VND, an increase of 63% compared to the performance in 2024.
- + Total expenses of **5,751** Billion VND, an increase of 110% compared to the performance in 2024.
- + Pre-tax profit of **2,035** Billion VND, an increase of 1% compared to the performance in 2024.
- + After-tax profit of **1,845** Billion VND, an increase of 3% compared to the performance in 2024.

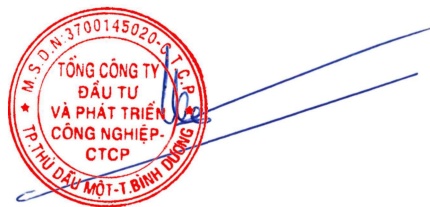
➤ **Consolidated business plan for 2025:**

- + Total revenue of **9,500** Billion VND, an increase of 29% compared to the performance in 2024.
- + Total expenses of **6,800** Billion VND, an increase of 41% compared to the performance in 2024.
- + Pre-tax profit of **2,700** Billion VND, an increase of 5% compared to the performance in 2024.
- + Profit after tax of **2,470** Billion VND increased by 3% compared to the actual results of 2024.

The above is the report of the Board of Directors on the results of production and business activities in 2024 and the business plan for 2025.

Respectfully submitted to the 2025 Annual General Meeting of Shareholders for consideration and approval.

**ON BEHALF BOARD OF DIRECTORS
CHAIRMAN**



NGUYEN VAN HUNG



Binh Duong, May 15, 2025

REPORT OF THE INDEPENDENT BOARD OF DIRECTORS SUBMITTED TO 2025 ANNUAL GENERAL MEETING OF SHAREHOLDERS

Assessment of the operation of the General Corporation's Board of Directors in 2024, the independent member of the Board of Directors made the following general comments:

- The Board of Directors of Becamex IDC Company always works with a high sense of responsibility.
- The Board of Directors provides appropriate orientation and timely direction to ensure the effective use of resources to achieve the targets assigned by the General Meeting of Shareholders.
- Decisions are issued in accordance with the authority specified in the Charter and current regulations.

I. On organizational structure

The Board of Directors (BOD) for term II (2023-2028) consists of 5 members, including 1 independent member. All members of the Board of Directors fully and actively participate in corporate governance activities, ensuring good corporate governance practices.

II. On the results of governance and supervision:

- Overall, the Board of Directors has performed its role well in implementing the plans, policies, and strategic orientations set out by the General Meeting of Shareholders.
- The Board of Directors has properly performed its role and responsibilities in directing, supporting, and supervising the General Director to implement the contents approved by the General Meeting of Shareholders and the Board of Directors, ensuring compliance with the law, and harmonizing the interests of the General Corporation and its shareholders.
- The Chairman of the Board of Directors has assigned tasks and responsibilities to members to perform the task of inspecting and supervising the activities of the Corporation in accordance with the law and the charter.
- The Board of Directors has complied with regulations on corporate governance, convening regular and unscheduled meetings to promptly direct and issue decisions appropriate to the actual situation.

IV. On transactions between the Corporation and related parties

The Corporation has complied with relevant regulations on the authority to approve, monitor, and explain transactions between company insiders, related parties of insiders with



the company. These transactions have been disclosed in accordance with the law in detail in Appendix IV of the Report on Corporate Governance on January 24, 2025 and in the information correcting transaction data between the Corporation and related parties of the Corporation; or between the Corporation and major shareholders, insiders, related parties of insiders according to the consolidated financial statements for 2024 audited on April 10, 2025.

V. Conclusion:

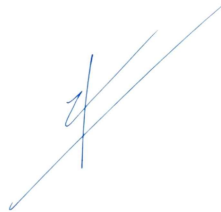
- The Board of Directors has fully performed its functions in supervising the operating activities of the General Corporation, providing appropriate orientation and timely direction to ensure the effective use of resources to achieve the targets assigned by the General Meeting of Shareholders.

- The activities of the Board of Directors in 2024 comply with the Company's Charter, Corporate Governance Regulations and legal regulations.

- All members of the Board of Directors have complied with the regulations in participating in Board of Directors meetings, discussing, and voting independently and objectively on the basis of ensuring the highest interests of the General Corporation's shareholders.

Respectfully submitted to the 2025 Annual General Meeting of Shareholders for consideration and approval.

**INDEPENDENT MEMBER OF THE
BOARD OF DIRECTORS**



NGUYEN VAN HIEN PHUC





REPORT OF BOARD OF SUPERVISORS



Binh Duong, May 15, 2025

BOARD OF SUPERVISORS

**REPORT OF THE BOARD OF SUPERVISORS
ON THE SITUATION AND RESULTS OF OPERATIONS IN 2024
(Submitted to the Annual General Meeting of Shareholders in 2025)**

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

Pursuant to the Charter on Organization and Operation of Investment and Industrial Development Joint Stock Corporation;

Pursuant to the Regulation on Organization and Operation of the Board of Supervisors of Investment and Industrial Development Joint Stock Corporation;

Pursuant to the consolidated and combined financial statements of 2025 of Investment and Industrial Development Joint Stock Corporation (“Corporation”) audited by A&C Auditing and Consulting Co., Ltd.

Our Board of Supervisors would like to report to the shareholders on the situation and results of the Board of Supervisors' activities in 2024 as follows:

I. Activities of the Board of Supervisors

1. Activities of the Board of Supervisors:

The Board of Supervisors of Investment and Industrial Development Joint Stock Corporation for term II (2023 – 2028) was elected through the Annual General Meeting of Shareholders in 2023, the General Meeting of Shareholders in the form of written opinions in 2024, including the following members:

Mr. Ho Hong Thach	Chairman (Appointed on 28/11/2024)
Ms. Nguyen Thi Thuy Duong	Chairman (Dismissal on 28/11/2024)
Mr. Nguyen Minh Duong	Member
Ms. Huynh Thi Que Anh	Member

In 2024, the Board's activities focused on the following key areas:

- Inspecting the reasonableness, legality, truthfulness, and prudence in the management and administration of business operations; the systematic, consistent, and appropriate nature of accounting, statistics, and financial statement preparation;



- The Head of the Board of Supervisors actively participated in and contributed opinions in the invited meetings of the Board of Directors (BOD) and other important meetings, in order to monitor the business and investment situation of the Corporation. Thereby, strictly supervising the compliance with the provisions of law and internal regulations in the organization and promulgation of resolutions of the BOD, as well as the implementation of resolutions of the General Meeting of Shareholders (GMS). At the same time, closely monitoring the activities of the Board of General Directors in implementing the approved resolutions;

- Monitoring the investment activities of capital contribution, holding, increasing, and decreasing capital of the Corporation in subsidiaries, joint ventures, and associates; the establishment, reorganization, or dissolution of branches and dependent accounting units in accordance with current regulations;

- Evaluating the preparation and presentation of quarterly and annual financial statements of the Corporation and audit reports, ensuring truthfulness and compliance with Vietnamese Accounting Standards and current regulations. Thereby, assessing the truthfulness and reasonableness of financial data, compliance with current accounting regulations and policies, and monitoring the implementation of the Corporation's production and business plan. The Board of Supervisors also reviewed the recommendations/management letters of independent auditors and feedback from the Corporation's Management Board;

- Supervising the compliance with periodic and extraordinary information disclosure in accordance with the regulations on information disclosure of listed public companies, in order to ensure that the disclosed information is transmitted to the Corporation's shareholders in a timely and accurate manner;

- Propose a list of independent auditing firms with the capacity and reputation to audit the financial statements and operational audits of the Corporation in 2024;

- Supervise the organization of the 2024 Annual General Meeting of Shareholders in compliance with legal regulations;

- Conduct a review of reports as specifically requested by the State shareholder representative in accordance with Point c, Clause 2, Article 115 and Clause 6, Article 170 of the Enterprise Law 2020;

- Execute other duties as stipulated by the Enterprise Law and the Corporation's Charter.

2. Meetings of the Board of Supervisors:

- In 2024, the Board of Supervisors conducted 22 meetings with a high sense of responsibility. The members fully participated, discussed, and agreed on key issues related to the governance and management of the Corporation's business operations, contributing to the transparency and efficiency of the Corporation's operations, through the following



main contents:

- Develop a plan to orient the Board of Supervisors's work in 2024.
- Evaluate the results of the annual production and business situation, compare with the plan set out by the General Meeting of Shareholders, evaluate the activities of the Board of Directors, The Board of Management, and the Board of Supervisors in 2023, and submit them to the 2024 General Meeting;
 - Evaluate the financial statements for Quarter I, Quarter II, and Quarter III of 2024 with the following main contents:
 - + Review the truthfulness and reasonableness of the financial figures, in accordance with accounting standards;
 - + Objectively evaluate the results of business operations in each period;
 - + Evaluate the financial situation and the fulfillment of periodic budget obligations of the Corporation, ensuring transparency and compliance with the law.
 - Evaluate the content of the report of the Representative of State Capital at Investment and Industrial Development Joint Stock Corporation:

Throughout the past term, the Board of Supervisors has seriously and effectively performed its supervisory role, ensuring compliance with legal regulations and internal regulations, contributing to the risk management of the Corporation. The members of the Board of Supervisors have excellently completed their assigned tasks, proactively reviewing and issuing timely warnings about potentially risky activities to the Board of Directors and The Board of Management.

The constructive comments of the Board of Supervisors, as well as of each member, have been noted, considered, and implemented by the Board of Directors and the General Director, demonstrating close coordination and a high sense of responsibility among the departments in working towards the sustainable development of the Corporation.

- The salaries and bonuses of the Board of Supervisors members at the Corporation in 2024 is 2,698,194,000 VND. Details of salaries, bonuses of each member are published in detail in section 2a, part 8 of the audited 2025 financial statements of 2024 at the link: <http://www.becamex.com.vn>, section For Shareholders - information disclosure.

- Operating costs and other benefits: 0 VND.

II. Inspection results of the Board of Supervisors

1. Results of supervision of the Board of Directors

In 2024, the BOD term II (2023-2028) of Investment and Industrial Development Joint Stock Corporation, including 5 members, has played a leading role, operating business consistently with strategic direction, ensuring the progress and objectives have been approved. This activity is deployed in the legal framework of the Enterprise Law, the Corporation's Charter of Operations, the Resolutions of the General Meeting of Shareholders, and the relevant legal regulations.



The BOD held 57 meetings to promptly gather opinions and issue Resolutions and decisions related to the Corporation's activities in accordance with the provisions of law in management and operation. The essential and important issues were discussed publicly by the BOD, reaching consensus and high agreement before officially issuing a resolution. The main contents mentioned are as follows:

Regarding the organization of the General Meeting of Shareholders

- + Finalizing the list of shareholders (collecting opinions in writing, Annual General Meeting of Shareholders, dividend payment);
- + Extending the time to hold the 2024 Annual General Meeting of Shareholders;
- + Approving documents for collecting shareholders' opinions in writing 2024.

Regarding the Construction Investment Project:

- + Approving the construction investment project: Technical infrastructure items at the new urban area; Apartments in Zone 6 Viet Sing, Electronics - Semiconductor - Telecommunications Center, Becamex Smart Industrial Park & Urban Area - Phase 1: Developing and upgrading the intelligent monitoring and management system;
- + Approving the adjustment of the construction investment project: Technical infrastructure system of Hoa Loi Resettlement Area under Binh Duong Industrial – Service – Urban Complex, A1 Cultural - Commercial Area, Electronics - Semiconductor - Telecommunications Center, Hoa Loi General Clinic; Construction and Business of Cay Truong Industrial Park infrastructure; Bau Bang Industrial Park expansion;
- + Approving the adjustment of the total investment of Becamex International General Hospital Project (Phase 1) – 683 beds, Social Housing Investment Project – Zone 6 Viet Sing;
- + Approving the policy of researching, surveying, and proposing the development of industrial park projects; Urban-Service Area in the provinces;
- + Adjusting the Investment Registration Certificate for the construction investment project and infrastructure business of Bau Bang Industrial Park expansion, the Construction Investment and Infrastructure Business Project of Cay Truong Industrial Park;
- + Adjusting the policy of competitive bidding for the "Supply and Construction of Mass Piling" package under the project: Cultural - Commercial, Service - Central Station Area A1.

Regarding Finance and Investment:

- + Approving the implementation of signing contracts and transactions with insiders and related persons in 2025;
- + Exercising the right to purchase additional shares issued by Becamex IJC;
- + Adjusting the ownership ratio of capital contribution in the project of Construction Investment of Ring Road 4 of Ho Chi Minh City, the section of Thu Bien Bridge -



- Sai Gon River (phase 1); HCM - Thu Dau Mot - Chon Thanh Expressway section through Binh Duong province;
- + Contributing to increase charter capital for Becamex Binh Dinh JSC, Becamex - Binh Phuoc Technical Infrastructure Development JSC;
 - + Requesting credit granting at Vietnam Prosperity Joint Stock Commercial Bank (VPBank), Vietnam Maritime Commercial Joint Stock Bank – Ho Chi Minh City Branch (MSB), Vietnam International Commercial Joint Stock Bank (VIB);
 - + Approving the plan to repurchase bonds issued in 2020 before maturity and approving the plan to issue private bonds in 2024 with a total issuance value of up to 1,500 Billion VND, 1,080 Billion VND per issuance at face value; Clarifying the target for offering BCMH2328001 bonds; Withdrawing collateral assets for BCMH2427001 bonds;
 - + Deploying the plan to offer additional shares to the public: Selecting a unit to advise on the issuance of shares; Approving the dossier for offering additional shares to the public;
 - + Extending the payment of 2020 dividends to Binh Duong Rubber.
 - + Selecting an independent auditing company for 2024.

Regarding Organization and Management:

- + Approving the Operating Regulations of the Representative of Becamex IDC Corporation's capital contribution in enterprises; Approving the Regulations on selecting contractors, selecting suppliers of goods, routine repairs, direct purchases; selecting units to participate in business cooperation; implementing investment project proposal documents; Managing and using digital signatures and digital certificates at the Corporation;
- + Amendments and supplements to the Charter on organization and operation;
- + Appointment of capital representatives at Vietnam - Singapore Industrial Park Co., Ltd.
- + Appointment of Deputy General Director of Becamex IDC;
- + Transformation of organizational structure (Traffic Construction Enterprise, Becamex Bidding Center).

2. Results of operations and supervision of the Management Board's operations

The financial year 2024 marks a period that both holds challenges and creates remarkable achievements for Becamex IDC Corporation. In that context, the Corporation has continued to consolidate its position, while playing a role in promoting the socio-economic development of Binh Duong province.

The Management Board has proactively implemented activities effectively, helping to realize the strategic goals set for the year, while maintaining stability and positivity in the Corporation's financial structure. The strategy of diversifying revenue sources from different sectors has proven its ability to mitigate risks, while ensuring



stability and sustainability in the Corporation's business operations.

To ensure the serious implementation of the Board of Directors' resolutions, the Management Board has maintained a mechanism for regular meetings and flexibly organized extraordinary meetings to promptly resolve issues arising within the assigned powers and responsibilities. As a result, the Corporation's operations have been maintained quite effectively, as demonstrated by the completion of profit targets in 2024.

In order to improve the effectiveness of risk management, enhance compliance and improve internal governance processes and regulations, the Management Board has established a regular interaction channel with the Board of Supervisors by inviting them to attend meetings and exchanges, as well as proactively consulting the Board of Supervisors's opinions on issues that are identified as necessary.

3. Results of supervision of the Corporation's operational and financial situation

The Board of Supervisors, after reviewing the reports of the Board of Directors and The Board of Management, agreed with the assessment of the Corporation's business operations. The main business performance indicators are summarized from the Corporation's audited consolidated financial statements for 2024 as follows:

Unit: Billion VND

Target	Actual in 2023	Year 2024		Actual 2024/ Actual 2023 (%)	TH2024/ KH2024 (%)
		Plan	Implement		
Total revenue	7,245	7,569	4,764	66	63
Total cost	5,173	5,452	2,740	53	50
Profit before tax	2,072	2,117	2,024	98	96
Profit after tax	1,666	1,700	1,797	108	106

At the parent company, total revenue in 2024 reached 4,764 Billion VND, equal to 66% of the results achieved in 2023 and 63% of the year's plan target.

Although net revenue from sales and service provision recorded a significant decrease, estimated at about 44%, to 3,741 Billion VND (mainly due to the decrease in real estate business revenue), the cost of goods sold decreased even more sharply, to 72%, helping the gross profit margin improve significantly, increasing from 57% to 78%. In addition, financial revenue increased sharply by 164%, reaching 1,010 Billion VND, contributing significantly to balancing the overall business results.

Besides the positive points, selling expenses recorded an increase of 22%, and it is worth noting that interest expenses increased by 63%, at 1,117 Billion VND (although total financial expenses decreased thanks to the reversal of long-term financial investment provision expenses). The main reason comes from the Corporation's increased use of financial leverage during the period. In addition, other income decreased sharply by 91%



due to the decrease in late payment interest income, while other expenses increased sharply by 465% due to the increase in sponsorship costs, leading to a significant decrease in other profits. Accordingly, total accounting profit before tax reached 2,024 Billion VND, equal to 98% of the results achieved in 2023 and 96% of the year's plan target.

Although profit before tax decreased, profit after tax still increased by 8% to 1,797 Billion VND, reaching 106% of the year's plan, thanks to a sharp decrease of 44% in current corporate income tax expenses. Overall, 2024 is a challenging year with a decline in core revenue, but the business has had favorable factors to maintain profits, mainly due to financial revenue and reduced tax costs.

In 2024, the real estate business segment still maintained its dominant position, contributing the majority to total revenue with 3,294 Billion VND, equivalent to 88%. Following that, the provision of wastewater treatment services, management and maintenance of infrastructure in industrial parks brought in 342 Billion VND, accounting for 9% of total revenue. The remainder is revenue from construction activities and other sources reaching 102 Billion VND, corresponding to 3% of total revenue.

Business performance results according to the Corporation's 2024 consolidated financial statements:

Unit: Billion VND

Target	Actual in 2023	Year 2024		Actual 2024/ Actual 2023 (%)	TH2024/ KH2024 (%)
		Plan	Implement		
Total revenue	8,830	9,000	7,383	84	82
Total cost	6,133	6,300	4,824	79	77
Profit before tax	2,697	2,700	2,559	95	95
Profit after tax	2,280	2,350	2,395	105	102

In 2024, there was a notable fluctuation in the Corporation's business operations between the current and previous periods. Although net revenue recorded a significant decrease, profit after tax still maintained stability, mainly thanks to favorable financial factors.

In the context of the real estate market facing many challenges, revenue from the real estate business segment has declined sharply. The decrease from 6,582 Billion VND to 3,444 Billion VND, equivalent to a decrease of approximately 48%, is the main reason for the significant decrease of about 34% in total net revenue.

In addition, the cost of goods sold decreased even more sharply, helping the gross profit margin improve significantly, increasing from 54% to 67%. This brought a gross profit of 3,498 Billion VND, only 18% lower than the previous period.

Although expenses tend to increase, the strong increase in financial revenue, other



profits, and especially the profit or loss in joint ventures and associates with outstanding growth, has offset most of the increased costs, making an important contribution to profit before tax. Compared to 2023, the group's consolidated business results reached a profit after tax of 2,395 Billion VND, an increase of 5%, completing 102% of the consolidated profit after tax plan. Overall, this is a positive result, demonstrating the Corporation's ability to respond flexibly during a period when the real estate market faces many difficulties.

The Corporation's financial situation is assessed through the following basic indicators (Based on the Consolidated Financial Statements):

No.	INDEX	UNIT	As of 31/12/2023	As of 31/12/2023
A	Payment coefficient			
1	General payment coefficient = Total assets/Payables	Time	1.57	1.54
2	Short-term debt payment coefficient = Current Assets/Current Debt	Time	1.24	1.45
B	Capital structure coefficient			
1	Payables / Total assets ratio	%	63.55	64.82
2	Payables / Equity ratio	Time	1.74	1.84
C	Profitability ratio			
1	ROA Ratio of profit after tax on average total assets	%	4.48	4.27
2	ROE Ratio of profit after tax on average equity	%	12.25	11.93

Although the current ratio has slightly decreased from 1.57 to 1.54 times, the Corporation still maintains its ability to ensure debt obligations. Conversely, the short-term debt payment ratio recorded a significant improvement, increasing from 1.24 times to 1.45 times, demonstrating more effective cash flow and short-term asset management.

By the end of 2024, the Debt to Equity ratio also recorded an increase from 1.74 times to 1.84 times. Long-term loans and financial lease liabilities are the main increasing items in Liabilities in 2024, with an increase of 4,855 Billion VND.

In 2024, the Group's profitability ratios tended to decrease slightly. The main reason is that the increase in profit after tax did not keep up with the growth rate of Total Assets and Equity. Specifically, the ROA ratio decreased from 4.48% to 4.27% and the ROE ratio



decreased from 12.25% to 11.93%.

4. Assessment of transactions involving members of the Board of Directors, the General Director, and related parties.

The Board of Supervisors agrees with the report on transactions involving members of the Board of Directors in 2024 as stated in Section VII, the report on the situation of corporate governance of public companies in 2024, which was published on the website at: <https://becamex.com.vn/quan-he-co-dong/bao-cao-tinh-hinh-quan-tri-cong-ty/>, including the following transactions:

Transactions between the Corporation, other companies in which the Corporation holds control of over fifty percent (50%) or more of the charter capital, and members of the Board of Directors, the General Director, and related parties of those members.

Transactions between the Corporation and companies in which a member of the Board of Directors is a founding member or a business manager within the last 03 years prior to the time of the transaction.

The above transactions were carried out in accordance with current legal regulations and information was disclosed as prescribed. On the basis of equality and voluntariness, the transaction contents are all reasonable, suitable to the capacity of the participating parties, and in accordance with the interests of the Corporation.

5. Results of appraisal of the 2024 financial statements.

The Board of Supervisors has reviewed and evaluated the Corporation's 2024 financial statements, which are presented in accordance with current Vietnamese Accounting Standards and Regulations and have been audited by A&C Auditing and Consulting Company Limited. The Board of Supervisors agrees with the reported figures on the financial situation and business production results in 2024. According to the Board of Supervisors's assessment, the report accurately and reasonably reflects, in all material respects, the situation and results of business production activities as well as the financial position of the Corporation as of December 31, 2024.

6. Assessment of the coordination between the Board of Supervisors, the Board of Directors, the General Director, and the shareholders.

During the 2024 financial year, the Board of Supervisors's oversight activities were effectively implemented through close interaction with the Board of Directors and the General Director. This coordination contributed to strengthening the mechanism for protecting shareholders' rights. The Board of Supervisors did not receive any feedback or complaints from shareholders regarding potential violations by the Board of Directors, the General Director, or the Board of Supervisors in the performance of their entrusted duties. This reflects transparency and responsibility in corporate governance, while also strengthening shareholders' confidence in the Corporation's operations.

III. Conclusion

With dedication and efforts for the benefit of the company and shareholders, the



Board of Directors and the General Director have adhered to the objectives and implemented tasks effectively to achieve encouraging results. In the context of the real estate market in 2024 having certain difficulties, the Corporation still made efforts to overcome them and successfully completed the main operating goals. It can be seen that, compared to the plan, although total revenue has not reached expectations, the Corporation's consolidated and combined after-tax profit has reached the planned milestone, reaching 106% and 102% respectively.

The Board of Directors and the General Director have demonstrated compliance with the regulations under the Enterprise Law, the company's charter, and the resolutions of the General Meeting of Shareholders. By effectively using capital, assets, and labor resources, the Corporation has fulfilled its obligations to the state and shareholders; focusing on improving the lives of employees. All activities are carried out transparently, in compliance with information disclosure regulations, contributing to building a strong and reliable business environment.

The above is the activity report of the Board of Supervisors for 2024, respectfully submitted to the General Meeting of Shareholders for consideration and approval.

**ON BEHALF OF THE
BOARD OF SUPERVISORS
HEAD OF BOARD**

(signed)

HO HONG THACH





**REPORT OF BOARD OF
MANAGEMENT**



REPORT OF BOARD OF MANAGEMENT**ANNUAL GENERAL MEETING OF SHAREHOLDERS 2025**

Vietnam's economy in 2024 continued to recover with GDP growth of 7.09%, exceeding the target of 6-6.5% set in the context of many intertwined opportunities and challenges. After a period of monetary policy tightening, the U.S. cut interest rates for the first time in September, 2024, leading to interest rate cuts by other developed countries, thereby reducing pressure on exchange rates and borrowing costs for countries with large import-export trade such as Vietnam. Major economies around the world have recovered, but there are still many difficulties due to slow recovery in aggregate demand, high interest rates, and concerns about U.S. tariff policies from the end of 2024.

Domestically, the Government has approved master plans for the period of 2021-2030 with a vision to 2050 for many provinces and cities, streamlined the apparatus, and accelerated the progress of public investment projects with the goal of achieving a minimum GDP growth rate of 8% by 2025. Policies to support people and businesses, such as reducing taxes and maintaining stable lending interest rates, have contributed to promoting consumption and reducing costs for businesses. In particular, the National Assembly has approved amendments to many important laws such as the Land Law, the Real Estate Business Law and the Housing Law, Law No. 57 amending the Planning Law, the Investment Law, etc., which are expected to remove difficulties, unlock capital sources and promote investment in new projects in the coming time.

1. Report on business results in 2024**- Business Results according to the consolidated audited financial statements for 2024**

Unit: Billion VND

No.	Target	2023 Actual Results	2024 Budget	2024 Actual Results	Actual 2024/Budget 2024	YoY growth
1	Total revenue	7,245	7,569	4,764	63%	-34%
2	Total cost	5,173	5,452	2,740	50%	-47%
3	Profit before tax	2,072	2,117	2,024	96%	-2%
4	Profit after tax	1,666	1,700	1,797	106%	+8%

In 2024, Becamex Corporation organized many international events in Binh Duong such as the Horasis China Economic Cooperation Forum in April, 2024, attracting the participation of many scientific speakers and investors to discuss the topic of green and



sustainable development, strengthen exchanges and create opportunities for Chinese investors to explore investment opportunities in Binh Duong. With the goal of developing a new generation ecosystem including science and technology centers, business parks and concentrated information technology zones, in September, 2024, the Corporation and VSIP signed a memorandum of understanding with the National University of Singapore (NUS) to promote the training of high-quality human resources for this strategy.

In particular, on September 26, 2024, Becamex Corporation coordinated with the Binh Duong Provincial People's Committee to organize the announcement of Decision No. 790/QD-TTg of the Prime Minister approving the planning of Binh Duong province for the period 2021-2030 with a vision to 2025. This is an important plan that guides the development plan of Binh Duong and Becamex Corporation in the new period.

In 2024, there were still many challenges and difficulties, The Board of Management and employees of Becamex Corporation strived to achieve the highest results set by the General Meeting of Shareholders. Specifically:

Revenue from industrial parks (IPs) and related services in 2024 contributed nearly 742 Billion VND, accounting for 15.5% of the total revenue structure. The Corporation attracts more selective investment, focusing on high-tech and sustainable fields according to new trends. The gross profit margin of the IP segment in 2024 improved to 79% compared to 67% in 2023.

The urban development segment achieved revenue of 2,898 Billion VND in 2024, contributing 61% to the revenue structure. During the year, the Corporation focused on trading residential projects in the mid-range segment in Bau Bang and Hoa Loi with high liquidity. In terms of efficiency, the gross profit margin of the urban segment this year reached an average of 79% compared to 55% in 2023, making a major contribution to the Corporation's business results.

Financial revenue in 2024 recorded 1,010 Billion VND, contributing 21% to the revenue structure, a 2.6-fold increase compared to 2023, stemming from dividends received from member units this year, which increased compared to the same period. Construction and other activities contributed the remaining approximately 102 Billion VND in revenue and a gross profit of about 60 Billion VND.

Financial expenses in 2024 decreased by 48% compared to the same period due to the company's reversal of investment provisions of nearly 535 Billion VND, mainly because BW Industrial Development Joint Stock Company (BCM owns 24.06% of charter capital) eliminated accumulated losses in 2024. Other expenses were controlled by the Corporation according to plan. According to the consolidated audited financial statements for 2024, total revenue reached **4,763 Billion VND, achieving 63% of the plan**. Total expenses were **2,739 Billion VND, achieving 50% of the plan**. Profit after tax reached 106% of the plan set by the General Meeting of Shareholders, which is **1,797 Billion VND, an increase of 8% compared to 2023**.



- **Business results according to the 2024 audited consolidated financial statements**

Unit: Billion VND

No.	Target	2023 Actual Results	2024 Budget	2024 Actual Results	Actual 2024/Budget 2024	YoY growth
1	Total revenue	8,830	9,000	7,383	82%	-16%
2	Total cost	6,133	6,300	4,824	77%	-21%
3	Profit before tax	2,697	2,700	2,559	95%	-5%
4	Profit after tax	2,280	2,350	2,395	102%	+5%

In 2024, the production and business activities of member units in the industrial-urban and service ecosystem of Becamex Corporation achieved many positive results. Industrial park infrastructure developers such as Vietnam Singapore Industrial Park Co., Ltd. (VSIP JV), Becamex Binh Phuoc Technical Infrastructure Development Joint Stock Company, and Becamex Binh Dinh Joint Stock Company leased a total of nearly 257 hectares of industrial land, an increase of 20 hectares compared to the same period. Notably, VSIP JV (BCM owns 49% of charter capital) recorded positive growth in business results with consolidated net revenue reaching 12,859 Billion VND and consolidated profit after tax of 3,283 Billion VND, a growth of 93% compared to 2023, contributing positively to the joint venture's profit of Becamex Corporation. In addition, BW Industrial Development Joint Stock Company (BCM owns 24.06%) also recorded profitable after-tax profit results despite still in the investment phase.

In the context of slow recovery of real estate – construction sector, units in the ecosystem operating subsidiaries and associates operating in this segment such as Technical Infrastructure Development Joint Stock Company (IJC), Binh Duong Development and Trading Joint Stock Company (TDC), Binh Duong Construction and Transportation Joint Stock Company (BCE) all achieved stable business results and achieved the major goals set by the General Meeting of Shareholders.

For the service segment, Vietnam Technology and Communications Joint Stock Company (VNTT) providing telecommunications, internet, data center and smart solutions for businesses recorded the highest profit after tax in 2024 in the last 5 years. Units operating in the fields of education and healthcare all had stable and effective business operations.

With the above results, total consolidated revenue in 2024 recorded 7,383 Billion VND, completing 82% of the plan. Consolidated profit after tax reached 2,395 Billion VND, achieving 102% of the plan assigned by the General Meeting of Shareholders and an increase of 5% compared to 2023.

2. Financial situation according to the 2024 consolidated audited financial statements



Total assets at the end of 2024 reached 48,870 Billion VND, an increase of 9% compared to the beginning of the year. The structure of short-term assets and long-term assets is 64% and 36% respectively, unchanged compared to the initial structure. The increase in assets is mainly due to the Corporation increasing investment capital in existing companies and increasing investment in projects, leading to an increase in the value of inventory.

Liabilities at December 31, 2024 reached 34,377 Billion VND, an increase of 11% compared to the beginning of the year. Outstanding bank loans and bond issuance at the end of 2024 were 21,863 Billion VND, an increase of 3,963 Billion VND compared to the beginning of the year. The Corporation increased borrowing to meet the investment capital for projects and contributed capital to member units. The financial leverage ratio of Liabilities/Equity at the end of 2024 is 2.4 times, an increase compared to the beginning of 2024 which was 2.2 times.

The current payment coefficient as of December 31, 2024 is 1.6 times, an increase compared to the beginning of the year at 1.4 times. The quick payment coefficient at the end of 2024 is 0.5 times, an increase compared to the beginning of the year at 0.4 times.

The parent company's equity at the end of 2024 reached 14,492 Billion VND, an increase of 647 Billion VND compared to the beginning of the year. The capital use efficiency ROE and ROA in 2024 were 12.4% and 3.7% respectively, a slight increase compared to the same period at 12.0% and 3.7%.

3. Business plan for 2025

Through the assessment of factors that may affect the production and business activities of Becamex Corporation, the Management Board expects 2025 to be a turning point in the breakthrough development phase of the Corporation with many plans to be implemented in each specific business area as follows:

In the field of industrial park (IP) development: In 2025, the Corporation will commence the expansion of Bau Bang IP (phase 2 - scale of 380ha) and Cay Truong IP (scale of 700ha) in Binh Duong, increasing the land fund available for lease in Binh Duong province of the Corporation. Cay Truong IP will be invested according to the model of ecological industrial park (EIP) meeting sustainable criteria for renewable energy, water circulation and emission reduction.

Regarding the plan to develop new industrial park projects, based on the Binh Duong Provincial Plan for the period 2021-2030 with a vision to 2050 approved by the Prime Minister, Becamex Corporation is researching the investment in new generation industrial park projects on science and technology, information technology in Binh Duong province. In addition, the Corporation together with VSIP will continue to invest in expanding industrial - urban and service park projects according to the new model to the provinces being studied such as Tay Ninh, Khanh Hoa, Binh Thuan and Binh Phuoc.



In the field of transport infrastructure: in early February, 2025, Becamex IDC and its co investors broke ground the Ho Chi Minh City - Thu Dau Mot - Chon Thanh Expressway Project. This is a strategic transport project connecting Ho Chi Minh City and Binh Phuoc through Binh Duong province invested in the form of a BOT contract with a total investment in the construction part of more than 8,833 Billion VND. Becamex Corporation will participate in 49% of the charter capital in the joint stock company investing in this expressway project, which is expected to be completed in 2027. In addition, the Corporation is also the investor proposing the Ring Road 4 project passing through Binh Duong province, which is expected to open for tender in Quarter 2, 2025 and research and propose the Ring Road 3 investment project through Binh Duong province.

In the field of social housing (SH) development: Becamex Corporation is building the Social Housing Project in Zone 6 Viet Sing with a scale of 1,867 apartments expected to be handed over to home buyers from 2027. In addition, the Corporation has been approved by the Binh Duong Provincial People's Committee for the investment policy of 5 other SH projects in Binh Duong province with a total of more than 8,600 units to be constructed from 2025. The development of SH demonstrates the Corporation's responsibility to the community and commitment to sustainable development.

- Business plan of the parent company in 2025:

No.	Target	Actual 2024	Budget 2025	Budget2025/ Actual 2024
1	Total revenue	4,764	7,786	163%
2	Total cost	2,740	5,751	210%
3	Profit before tax	2,024	2,035	101%
4	Profit after tax	1,797	1,845	103%

- Consolidated business plan for 2025:

No.	Indicator	Actual 2024	Budget 2025	Budget2025/ Actual 2024
1	Total revenue	7,383	9,500	129%
2	Total expenses	4,824	6,800	141%
3	Profit before tax	2,559	2,700	105%
4	Profit after tax	2,395	2,470	103%

The above is the Report of Board of Management on the business results in 2024 and the Budget for 2025.

Submitted to the 2025 Annual General Meeting of Shareholders for consideration and approval.

GENERAL DIRECTOR



NGOC THUAN



No: 01/2025/TTr-HDQT

Binh Duong, May 15, 2025

PROPOSAL

(Re: Approval of audited financial statements, Reports of the Board of Directors and independent members of the Board of Directors, Report of the Board of Supervisors)

To: Annual General Meeting of Shareholders
Investment and Industrial Development Joint Stock Corporation

- Pursuant to the Enterprise Law No. 59/2020/QH14 passed by the National Assembly of the Socialist Republic of Vietnam on June 17, 2020.Nam
- Pursuant to the Charter on Organization and Operation of Investment and Industrial Development Joint Stock Corporation;
- Pursuant to the internal regulations on governance of Investment and Industrial Development Joint Stock Corporation.

The Board of Directors of Investment and Industrial Development Joint Stock Corporation respectfully submits the following reports to the General Meeting of Shareholders for approval:

1. Audited financial statements for 2024, including consolidated financial statements and consolidated financial statements.
2. Report of the Board of Directors and independent BOD members.
3. Report of the Board of Supervisors.

(The reports are attached to the Meeting documents)

Submitted to the General Meeting of Shareholders for consideration and approval.

Sincerely submitted./.

- Recipients:**
- As above;
 - File.

ON BEHALF OF THE BOARD OF DIRECTORS
CHAIRMAN



NGUYEN VAN HUNG



PROPOSAL

(Re: Approving the General Director's Report on business results in 2024 and business plan in 2025)

To: Annual General Meeting of Shareholders
Investment and Industrial Development Joint Stock Corporation

- Pursuant to the Enterprise Law No. 59/2020/QH14 passed by the National Assembly of the Socialist Republic of Vietnam on June 17, 2020.
- Pursuant to the Charter on Organization and Operation of Investment and Industrial Development Joint Stock Corporation.
- Pursuant to the internal regulations on governance of Investment and Industrial Development Joint Stock Corporation.

The Board of Directors respectfully submits to the General Meeting of Shareholders for approval the General Director's Report on business results in 2024 and business plan in 2025 with some main contents as follows:

1. Business results in 2024.

a. Business results of the parent company:

No.	Indicator	Plan for 2024 (Billion VND)	Implementation in 2024 (Billion VND)	Rate (%) (Actual/Plan)
1	Total revenue	7,569	4,764	63
2	Total expenses	5,452	2,740	50
3	Profit before tax	2,117	2,024	96
4	Profit after tax	1,700	1,797	106

b. Consolidated business results:

No.	Indicator	Plan for 2024 (Billion VND)	Implementation in 2024 (Billion VND)	Rate (%) (Actual/Plan)
1	Total revenue	9,000	7,383	82
2	Total expenses	6,300	4,824	77
3	Profit before tax	2,700	2,559	95



4	Profit after tax	2,350	2,395	102
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2. Business plan in 2025

a. Business plan of the parent company with key targets:

No.	Indicator	Implementation in 2024 (Billion VND)	Plan for 2025 (Billion VND)	Rate (%) (Plan/Actual)
1	Total revenue	4,764	7,786	163
2	Total expenses	2,740	5,751	210
3	Profit before tax	2,024	2,035	101
4	Profit after tax	1,797	1,845	103

b. Consolidated business plan with key targets:

No.	Indicator	Implementation in 2024 (Billion VND)	Plan for 2025 (Billion VND)	Rate (%) (Plan/Actual)
1	Total revenue	7,383	9,500	129
2	Total expenses	4,824	6,800	141
3	Profit before tax	2,559	2,700	105
4	Profit after tax	2,395	2,470	103

Submitted to the General Meeting of Shareholders for consideration and approval.

Sincerely submitted./.

Recipients:

- As above;
- File.

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



NGUYEN VAN HUNG



PROPOSAL

(Re: Approving the Profit Distribution Plan and Dividend Payment for 2024, Profit Distribution Plan and Dividend Payment Plan for 2025)

To: Annual General Meeting of Shareholders
Investment and Industrial Development Joint Stock Corporation

- Pursuant to the Enterprise Law No. 59/2020/QH14 passed by the National Assembly of the Socialist Republic of Vietnam on June 17, 2020.Nam
- Pursuant to the Charter on Organization and Operation of Investment and Industrial Development Joint Stock Corporation;
- Pursuant to the internal regulations on governance of Investment and Industrial Development Joint Stock Corporation.

The Board of Directors respectfully submits to the General Meeting of Shareholders for approval the Profit Distribution Plan and Dividend Payment for 2024, Profit Distribution Plan and Dividend Payment Plan for 2025 with some main contents as follows:

1. Profit distribution plan for 2024:

No.	Indicator	2024 Plan (VND)	2024 Implementation (VND)
1	Profit after tax in 2024	1,700,000,000,000	1,797,267,683,476
2	Appropriation for investment and development fund (30%/PAT)	510,000,000,000	539,180,305,043
3	Appropriation for bonus and welfare fund	104,696,000,000	113,308,000,000
4	Bonus appropriation for The Board of Management	1,654,350,000	1,819,790,000
5	Remaining profit after fund allocation	1,083,649,650,000	1,142,959,588,433
6	Profit carried forward from previous year	55,462,290,899	52,082,290,899
7	Charter capital	10,350,000,000,000	10,350,000,000,000
8	Dividend rate/Charter capital (%)	10	11
9	Dividend payout level	1,035,000,000,000	1,138,500,000,000
10	Undistributed profit		56,541,879,332



❖ Dividend payment time: in 2025.

2. Profit distribution plan for 2025:

No.	Indicator	2025 Plan
		(VND)
1	Profit after tax in 2025	1,845,000,000,000
2	Appropriation for investment and development fund (30%/PAT)	553,500,000,000
3	Appropriation for bonus and welfare fund	136,146,000,000
4	Bonus appropriation for The Board of Management	2,211,650,000
5	Remaining profit after fund allocation	1,153,142,350,000
6	Profit carried forward from previous year	56,541,879,332
7	Charter capital (expected)	11,488,500,000,000
8	Dividend rate/Charter capital (%)	10
9	Dividend	1,148,850,000,000
10	Undistributed profit	60,834,229,332

Sincerely submitted./.

- Recipients:**
- As above;
 - Save.

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



NGUYEN VAN HUNG



No: 04/2025/TTr-HĐQT

Binh Duong, May 15, 2025

PROPOSAL

Re: Reporting on the results of private placement of bonds in 2024

To: Annual General Meeting of Shareholders
Investment and Industrial Development Joint Stock Corporation

- Pursuant to the Enterprise Law No. 59/2020/QH14 passed by the National Assembly of the Socialist Republic of Viet Nam on June 17, 2020.Nam
- Pursuant to Decree 153/2020/ND-CP dated December 31, 2020, stipulating the offering and trading of privately placed corporate bonds in the domestic market and the offering of corporate bonds to the international market;
- Pursuant to Decree No. 65/2022/ND-CP dated September 16, 2022, amending and supplementing a number of articles of Decree No. 153/2020/ND-CP dated December 31, 2020;
- Pursuant to the Charter on Organization and Operation of Investment and Industrial Development Joint Stock Corporation;
- Pursuant to the Internal Regulations on Governance of Investment and Industrial Development Joint Stock Corporation.

The Board of Directors of the Corporation has organized the implementation of the issuance plan in accordance with the Company's Charter and relevant legal regulations with the implementation results as of December 31, 2024 as follows:

No.	BOD Resolution	Plan (billion VND)	Actual result (billion VND)	Completion rate
1	No. 15/NQ-HĐQT dated June 11, 2024	800	800	100%
2	No. 18/NQ-HĐQT dated June 28, 2024	1,500	1,320	88%
3	No. 42/NQ-HĐQT dated November 14, 2024	1,080	1,080	100%



- According to Resolution No. 15/NQ-HDQT of the Board of Directors dated June 11, 2024, on approving the bond issuance plan of the Corporation with a total face value of up to 800 Billion VND. Bonds were successfully issued to June 17, 2024, reaching 800 Billion VND.

- According to Resolution No. 18/NQ-HDQT of the Board of Directors dated June 28, 2024, on approving the bond issuance plan of the Corporation with a total face value of up to 1,500 Billion VND. Bonds were issued to October 09, 2024, reaching 1,320 Billion VND, with the remaining 180 Billion VND not fully issued.

- According to Resolution No. 42/NQ-HDQT of the Board of Directors dated November 14, 2024, on approving the bond issuance plan of the Corporation with a total face value of up to 1,080 Billion VND. Bonds were issued to December 02, 2024, reaching 1,080 Billion VND.

Other related contents are disclosed in detail in the explanatory notes to the 2024 audited consolidated financial statements.

Sincerely submitted./.

Recipients:

- As above;
- Save.

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



NGUYEN VAN HUNG



No: 05/2025/TTr-HĐQT

Binh Duong, May 15, 2025

PROPOSAL

Regarding Remuneration Payment to the Board of Directors in 2024 and Payment Plan for 2025

To: Annual General Meeting of Shareholders
Investment and Industrial Development Joint Stock Corporation

- Pursuant to the Enterprise Law No. 59/2020/QH14 passed by the National Assembly of the Socialist Republic of Viet Nam on June 17, 2020.Nam
- Pursuant to the Charter on Organization and Operation of Investment and Industrial Development Joint Stock Corporation;
- Pursuant to the Internal Regulations on Governance of Investment and Industrial Development Joint Stock Corporation.

The Board of Directors of the Corporation reports to the General Meeting of Shareholders on the remuneration payment to the Board of Directors in 2024 and the specific remuneration payment plan for 2025 as follows:

1. In 2024: The Corporation paid remuneration to non-executive members at the Corporation with the amount of: 564,000,000 VND.
2. 2025 Plan: The Corporation will pay remuneration to non-executive members in the amount of: 530,000,000 VND.

Sincerely submitted./.

- Recipients:**
- As above;
 - Save.

ON BEHALF OF THE BOARD OF DIRECTORS
CHAIRMAN**NGUYEN VAN HUNG**

PROPOSAL

Regarding Approving the list of independent auditing firms for 2025

To: Annual General Meeting of Shareholders
Investment and Industrial Development Joint Stock Corporation

- Pursuant to the Enterprise Law No. 59/2020/QH14 passed by the National Assembly of the Socialist Republic of Viet Nam on June 17, 2020;
- Pursuant to the Law on Securities No. 54/2019/QH14 passed by the National Assembly of the Socialist Republic of Vietnam on November 26, 2019;
- Pursuant to Decree 155/2020/ND-CP dated December 31, 2020, of the Government detailing the implementation of several articles of the Law on Securities;
- Pursuant to the Charter on Organization and Operation of Investment and Industrial Development Joint Stock Corporation;
- Pursuant to the Internal Regulations on Governance of Investment and Industrial Development Joint Stock Corporation.

The Board of Supervisors of the Corporation respectfully submits to the General Meeting of Shareholders the selection criteria and list of independent auditing firms to be selected as the auditing unit in 2025 with the following main contents:

Selection criteria:

- Operating legally in Vietnam and approved by the State Securities Commission to audit listed companies and public companies;
- Having many years of auditing experience for public companies operating in the real estate sector in Vietnam;
- Having a reputation for audit quality;
- The audit team has skills and is rich of experience;
- Meeting the requirements for the scope and schedule of the Corporation's audit;
- Reasonable audit fees, in accordance with the quality and scope of the audit.

List of independent auditing firms proposed for selection:



Based on the above criteria, the Board of Supervisors of the Corporation respectfully submits to the General Meeting of Shareholders for approval the list of independent auditing firms to be selected to perform the semi-annual financial statement review, annual financial statement audit and approve the list of operating auditing firms (if necessary) of the Corporation in 2025 and authorize the Board of Directors to decide on the selection of the auditing firm according to the list below:

1. A&C Auditing and Consulting Co., Ltd.;
2. KPMG Vietnam Co., Ltd.;
3. Ernst & Young Vietnam Co., Ltd.;
4. PwC Vietnam Co., Ltd.;
5. Deloitte Vietnam Co., Ltd.

Sincerely submitted./.

Recipients:
- As above;
- Save.

**ON BEHALF OF THE BOARD OF SUPERVISORS
HEAD OF BOARD**

(Signed)

HO HONG THACH





SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom – Happiness

No.: 06/2025/TTr-HĐQT

Binh Duong, May 15, 2025

PROPOSAL

Regarding the change of the Corporation address in the charter of organization and operation and the business registration certificate

**To: Annual General Meeting of Shareholders
Investment and Industrial Development Joint Stock Corporation**

- Pursuant to the Enterprise Law No. 59/2020/QH14 passed by the National Assembly of the Socialist Republic of Vietnam on June 17, 2020..
- Pursuant to the Charter on Organization and Operation of Investment and Industrial Development Joint Stock Corporation;
- Pursuant to the internal regulations on governance of Investment and Industrial Development Joint Stock Corporation.

The Board of Directors of the Corporation respectfully submits to the General Meeting of Shareholders to authorize the Board of Directors to proactively carry out the procedures related to the change of the corporation's address (name of Province, City, etc.) in accordance with the Government's merger proposal stated in the Corporation's Charter and Business Registration Certificate.

Respectfully submitted.

Recipients:

- As above;
- File.

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



NGUYEN VAN HUNG



PROPOSAL

Regarding: Dividend Payment for 2024

To: Annual General Meeting of Shareholders 2025
Investment and Industrial Development Joint Stock Corporation

- Pursuant to the Enterprise Law No. 59/2020/QH14 passed by the National Assembly of the Socialist Republic of Viet Nam on June 17, 2020, and guiding documents;
- Pursuant to the Law on Securities No. 54/2019/QH14 dated November 26, 2019, amended and supplemented by Law No. 56/2024/QH15 on November 29, 2024;
- Pursuant to Decree 155/2020/ND-CP dated December 31, 2020, of the Government detailing the implementation of several articles of the Law on Securities ;
- Pursuant to Circular No. 118/2020/TT-BTC dated December 31, 2020, of the Ministry of Finance providing guidance on offering and issuance of securities, tender offer, share repurchase, registration, and delisting of public companies;
- Pursuant to the Charter on Organization and Operation of Investment and Industrial Development Joint Stock Corporation;
- Pursuant to the Internal Regulations on Governance of Investment and Industrial Development Joint Stock Corporation.

The Board of Directors of the Corporation respectfully submits to the General Meeting of Shareholders for approval the dividend payment for the year 2024, as follows:

- I. Payment Ratio: 11%**
- II. Payment Time: Within 2025.**
- III. Payment Method: In cash or in shares.**

The General Shareholders' Meeting authorizes the Board of Directors to implement the plan for issuing shares to pay dividends for the year 2024 at detailed plan in Section IV of the proposal.

In the event that the share issuance plan for dividend payment in 2024 cannot be executed detailed plan in Section IV, the General Shareholders' Meeting authorizes the Board of Directors to proceed with the process of paying dividends for the year 2024 in cash within 6 months from the date of the Annual General Meeting in accordance with the regulations.



IV. The plan to issue shares for the dividend payment for 2024

Shares Name:	Shares of the Investment and Industrial Development Joint Stock Corporation
Stock Code:	BCM
Type of Share:	Common Share
Par Value of Share:	10,000 VND/ Share
Number of Shares Outstanding:	1,035,000,000 Shares
Number of Treasury Shares:	0 Share
Planned Number of Shares to be Issued:	113,850,000 Shares
Total Value of Planned Issuance at Par Value:	1,138,500,000,000 VND
Total Number of Shares Planned After Issuance:	1,148,850,000 Shares
Total Value of Shares Planned After Issuance at Par Value:	11,488,500,000,000 VND
Planned Increase in Charter Capital:	1,138,500,000,000 VND
Planned Charter Capital After Issuance:	11,488,500,000,000 VND
Form of Issuance:	Issuing Shares to Pay Dividends for 2024
Issuance Ratio (Number of Shares Planned for Issuance/ Number of Shares Outstanding):	11% of the total number of outstanding shares at the time of issuance.
Exercise Ratio:	100:11. Shareholders owning 1 share will have 1 right to receive additional shares. For every 100 rights to receive additional shares, shareholders will receive 11 new shares
Target Audience for Issuance:	Existing shareholders listed as of the record date will have the right to receive shares. The General Meeting of Shareholders authorizes the Board of Directors to determine the record date for exercising the rights to receive additional shares
Planned Issuance Time:	After the General Meeting of Shareholders votes to approve and after the State Securities Commission



	notifies that all issuance report documents have been received, it is expected to take place in 2025
Funding source:	From the undistributed profits after tax on the audited financial statements for 2024
Transfer of Rights:	Dividend rights in shares are non-transferable
Transfer Restrictions:	Shares issued as dividends are transferable without restriction
Plan for Dealing with Fractional Shares:	<p>Shares issued as dividends will be rounded down to the nearest whole unit. Any fractional shares under one (1) unit will be canceled and will not be issued.</p> <p><i>For example: Shareholder A holds 115 shares as of the record date. With an exercise ratio of 100:11, Shareholder A is entitled to receive $(115/100)*11 = 12.65$ new shares. Following this calculation principle, Shareholder A will receive 12 new shares. The decimal portion of 0.65 shares will be canceled.</i></p>
Purpose:	Share issuance to pay dividends
The General Meeting of Shareholders authorizes the Board of Directors to decide all matters related to the issuance, including but not limited to:	<ul style="list-style-type: none"> - Selection of consulting firms; - Carrying out necessary procedures for the issuance plan, including supplementing, modifying, and completing the documents according to the requirements of relevant authorities to ensure the share issuance is conducted and completed in compliance with regulations. Additionally, adjust the issuance plan and other related documents as required by the State Securities Commission and other relevant authorities. - Deciding the appropriate time for share issuance and the record date for shareholders to implement the stock issuance plan to pay dividends for 2024. - Decide on a plan to ensure foreign ownership ratios in accordance with legal regulations. - Amend the regulations regarding charter capital, shares, and stocks in the Corporation's Charter in



	<p>accordance with legal requirements and guidance from the competent State Authority.</p> <ul style="list-style-type: none">- Perform procedures to register changes in charter capital and adjust the Business Registration Certificate based on the actual results of the issuance in accordance with legal regulations and guidance from the competent State Authority.- Carry out the procedures, tasks, and decide on the appropriate time to register additional securities with the Vietnam Securities Depository and Clearing Corporation (VSDC) and to register for additional listing at the Ho Chi Minh City Stock Exchange (HSX). Accordingly, all newly issued shares will be registered for custody and additional listing as per current laws.- Address any other issues related to the issuance of shares to ensure the success of the dividend-paying stock issuance.- Decide on all matters and perform all necessary procedures and tasks to successfully implement the stock issuance plan to pay dividends for 2024.- Depending on specific circumstances, the Board of Directors may delegate authority to the Legal Representative to carry out one or several specific tasks mentioned above.
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Sincerely submitted.

Recipients:

- As above;
- File.

ON BEHALF OF THE BOARD OF DIRECTORS CHAIRMAN



NGUYEN VAN HUNG



PROPOSAL

Re: Supplementary Election of Board of Directors Members for Term II, 2023-2028

**To: The Annual General Meeting of Shareholders
Investment and Industrial Development Joint Stock Corporation**

- Pursuant to the Law on Enterprises No. 59/2020/QH14 passed by the National Assembly of the Socialist Republic of Vietnam on June 17, 2020.
- Pursuant to the Charter on Organization and Operation of Investment and Industrial Development Joint Stock Corporation;
- Pursuant to the Internal Regulation on Corporate Governance of Investment and Industrial Development Joint Stock Corporation.

The Board of Directors of the Corporation respectfully submits the following contents to the General Meeting of Shareholders for approval:

- 1. Supplementary Election of Board of Directors Members for Term II, 2023-2028**
 - The number of Board of Directors members stipulated in Clause 1, Article 26 of the Charter of Becamex IDC Corporation is: 7 members.
 - Current number of Board of Directors members: 5 members
 - Number of Board of Directors members to be supplementarily elected: **02 members**
- 2. Approval of the Regulation on Supplementary Election of Board of Directors Members for Term II, 2023-2028 (as per the attached Regulation)**
- 3. Approval of the list of candidates for supplementary election of Board of Directors members for Term II, 2023-2028**

1/ Full name:	NGUYEN THE DUY
2/ Gender:	Male
3/ Date of birth:	06/01/1994
4/ Place of birth:	Ho Chi Minh City
5/ Nationality:	Vietnam
6/ Ethnicity:	Kinh
7/ Permanent address:	Chanh Nghia Ward, Thu Dau Mot City, Binh Duong Province.



8/ Company phone number:	0274 3822 655
9/ Professional qualifications:	Bachelor of Finance
10/ Work process at Becamex IDC: + From 08/ 2020 to 11/2024: + From 11/12/2024 to present:	Marketing Department: Market Director English; Deputy General Manager.
11/ Current positions: Deputy General Director of Becamex IDC Corporation Position at other organizations: Member of Board of Directors of Becamex - VSIP Power Investment And Development Joint Stock Company	
12/ Debts to the Company:	<i>None</i>
13/ Related benefits to the Company:	<i>None</i>
14/ Conflicting interests with the Company:	<i>None</i>

1/ Full name:	VU QUANG VINH
2/ Gender:	Male
3/ Date of birth:	22/11/1977
4/ Place of birth:	Vietnam
5/ Nationality:	Vietnam
6/ Ethnicity:	Kinh
7/ Permanent address:	Ward 2, Phu Nhuan District, Ho Chi Minh City.
8/ Company phone number:	(84) 274 – 3743 898
9/ Professional qualifications:	Master of Business Administration
10/ Work process: + From 01/01/2009 - 01/01/2011: + From 1/1/2011 - 1/1/2016: + From 1/1/2016 - 01/01/2024: + From 01/01/2024 to present:	Manager, Marketing Department, Vietnam-Singapore Industrial Park J.V. Co.,Ltd; Senior Manager, Marketing Department, Vietnam-Singapore Industrial Park J.V. Co.,Ltd. Director, Urban, Trade and Service Department, Vietnam-Singapore Industrial Park J.V. Co.,Ltd



	Deputy General Director, Vietnam-Singapore Industrial Park J.V. Co.,Ltd
11/ Current positions at BCM: None	
Position at other organizations:	
- Deputy General Director of Vietnam-Singapore Industrial Park J.V. Co.,Ltd	
- Deputy General Director of Vsip-Sembcorp Gateway Development Co., Ltd	
12/ Debts to the Corporation:	<i>None</i>
13/ Related benefits to the Corporation:	<i>None</i>
14/ Interests in conflict with the Corporation:	<i>None</i>

Respectfully submitted./.

Recipients:

- As above;
- Archive.

**ON BEHALF OF
BOARD OF DIRECTORS
CHAIRPERSON**



NGUYEN VAN HUNG



REGULATION ON SUPPLEMENTARY ELECTION
OF BOARD OF DIRECTORS MEMBERS
(Term II, 2023-2028)

Pursuant to:

- Pursuant to the Law on Enterprises No. 59/2020/QH14 passed by the National Assembly of the Socialist Republic of Vietnam on June 17, 2020;
- Pursuant to the Law on Securities No. 54/2019/QH14 dated November 26, 2019, amended and supplemented by Law No. 56/2024/QH15 dated November 29, 2024;
- Pursuant to Decree No. 155/2020/ND-CP dated December 31, 2020, of the Government detailing the implementation of a number of articles of the Law on Securities;
- Internal Regulation on Corporate Governance of Investment and Industrial Development Joint Stock Corporation.
- Charter on Organization and Operation of Investment and Industrial Development Joint Stock Corporation;

The Election Committee of the General Meeting of Shareholders announces the Regulation on Supplementary Election of Board of Directors Members, Term II, 2023-2028 at the 2025 Annual General Meeting of Shareholders of Investment and Industrial Development Joint Stock Corporation as follows:

I. Number, Term, and Standards for Board of Directors Members

1. Number of Board of Directors members to be elected : 02 persons
2. Term : 2023-2028
3. Standards for candidates participating in the Board of Directors: According to Clause 1 and Clause 2, Article 155 of the Law on Enterprises 59/2020/QH14.

II. Election Principles

- Strictly comply with the provisions of law and the Corporation's Charter.
- The Election Committee shall be nominated by the Chairperson and approved by the General Meeting. Members of the Election Committee shall not be named in the list of candidates for the Board of Directors.

III. Election Method:



Conducted by cumulative voting method. (According to Clause 3, Article 148 of the Law on Enterprises)

Accordingly, each representative shall have a total number of votes corresponding to the total number of owned shares or represented shares multiplied by the number of Board of Directors members to be elected.

Attending representatives have the right to cast all their total votes for one or several candidates.

In case of an erroneous selection, the representative shall contact the Vote Counting Committee to be issued a new ballot and must submit the old ballot.

1. Ballot

Content of the Ballot

The ballot is a form containing the shareholder code, number of shares owned and/or represented, and bearing the seal of the Corporation.

Each representative will be issued one (01) ballot for the Board of Directors election. Upon receiving the ballot, representatives must check the information written on it and immediately notify the Election Committee if there are any errors.

How to Mark the Ballot

Each representative is issued one (01) ballot. Instructions on how to mark the ballot are as follows:

Case 1: Shareholders mark the box for equal distribution in case the total votes are equally divided among the candidates.

Case 2: Shareholders write the specific number of votes for a candidate, but the total votes must not exceed the total number of votes allowed under the cumulative voting principle.

Validity and Invalidity of Ballots

Valid ballot: is a ballot using the pre-printed form issued by the organizing committee, without erasure or alteration, without adding any content other than what is specified for the ballot; it must bear the signature and full name of the attending shareholder.

The following ballots will be considered invalid:

- + Adding other content to the ballot;
- + Marking content on the ballot with a pencil;
- + Striking out the names of candidates;
- + Ballots not using the pre-printed form issued by the organizing committee, ballots without the Corporation's seal, or those that have been erased, altered, or have other content added beyond what is specified for the ballot;
- + Ballots where the total number of votes for the candidates by the shareholder or representative exceeds the total number of votes allowed;



- + Ballots submitted after the Vote Counting Committee has opened the sealed ballot box;
- + Lacking the signature of the attending shareholder.

2. Voting and Vote Counting

In case of error, shareholders may contact the Election Committee to request a new ballot and must return the old ballot (before casting it into the ballot box).

Representatives cast their ballots into the sealed ballot box under the supervision of the Election Committee.

After voting concludes, vote counting will be conducted under the supervision of the Supervisory Board or a shareholder representative.

The Election Committee is responsible for preparing the vote counting minutes, announcing the results, and together with the Chairman, addressing shareholders' questions and complaints (if any).

Ballots will be stored according to regulations after counting.

3. Principle for Electing Candidates (According to Article 148 of the Law on Enterprises)

Members elected to the Board of Directors are determined by the number of votes received, ranked from highest to lowest, starting from the candidate with the highest number of votes until the required number of members is reached.

IV. Effectiveness

This Election Regulation takes effect immediately upon approval by the General Meeting of Shareholders.

This Regulation will cease to be effective upon the conclusion of the 2025 Annual General Meeting of Shareholders of Investment and Industrial Development Joint Stock Corporation.

Submitted to the General Meeting of Shareholders for consideration and approval.

Recipient:

- Shareholders;
- Archive: Board of Directors

**ON BEHALF OF
BOARD OF DIRECTORS
CHAIRPERSON**

NGUYEN VAN HUNG

