

**REPORT OF THE BOARD OF DIRECTORS ON BUSINESS OPERATIONS
TO THE 2026 ANNUAL GENERAL MEETING OF SHAREHOLDERS****1. Member of the Board of Directors (BOD):**

The 2025 Annual General Meeting of Shareholders of the Company on April 15, 2025, elected the Company's BOD for Term IX (2025 – 2030) consisting of 3 members. The BOD members elected Mr. Nguyen Van Khai to hold the position of Chairman of the BOD.

Accordingly, up to the time of organizing the general meeting, the Company's BOD consists of 3 people as follows:

No	Full name	Position	Term
01	Nguyen Van Khai	Chairman	2025-2030
02	Luong Ngoc Thai	Member	2025-2030
03	Phan Ngoc Son	Member	2025-2030

2. Activities of the Board of Directors in 2025

Implementing the resolution of the 2025 Annual General Meeting of Shareholders, the BOD exercised control and supervision, ensuring the interests of the Company's shareholders in accordance with its functions, powers, and duties to complete the proposed business plan, while also perfecting corporate governance activities to align with the Charter, Internal Regulations on corporate governance, and current legal regulations.

All activities of the BOD were carefully considered, complying with the Law on Enterprises, the Charter, and Internal Regulations on corporate governance, ensuring objectivity and transparency based on the rights, obligations, and responsibilities stipulated by law, and respecting the legitimate rights and interests of shareholders.

3. Summary of BOD meetings and decisions:

In 2025, complying with internal regulations, as well as to meet the Company's development needs, the BOD maintained regular meetings once every quarter (01) to

deliberate, discuss, and unify decisions under the BOD's authority to promptly issue directives in managing the Company's business operations to adapt to market fluctuations.

Accordingly, in 2025, the BOD conducted 17 regular and extraordinary meetings, held in-person, online, or via email, issuing 17 Resolutions approving the Company's strategic issues and operating plans with the full participation of its members. The BOD meetings were organized and conducted strictly according to the Company's Charter. The Minutes, Resolutions, and Decisions of the BOD were all based on the consensus of the members and are filed in accordance with regulations.

Details of the resolutions were disclosed in the 2025 Corporate Governance Report posted on the Company's website (Investor Relations Section -> Information Disclosure Section -> 2025 Corporate Governance Report).

4. Activities of the independent BOD member and evaluation results of the independent member regarding the BOD's activities:

The independent BOD member participated in the Company's Audit Committee and was in charge of the following issues:

- Monitoring the implementation progress of the General Meeting of Shareholders' Resolutions; Inspecting the compliance and propriety of business activities in accordance with the 2025 General Meeting of Shareholders' Resolutions.

- Supervising the executive and management activities of the Executive Board.

- Supervising the financial situation.

- Supervising risk management.

The independent member fully attended the meetings of the BOD and the Audit Committee, gave voting opinions on the raised issues, and proposed recommendations to develop the Company's activities.

Evaluation by the independent BOD members: The independent BOD members did not perceive any material risks formed regarding compliance with laws, charter, and regulations by the company's employees and management. In 2025, audit findings were identified and

included in the performance evaluation criteria of each relevant individual, helping to raise the compliance awareness of all levels of management and employees. Action plans to perfect the control system were fully implemented by departments within the Company.

5. Remuneration, operating expenses, and other benefits of the BOD and each BOD member:

Based on the 2025 General Meeting of Shareholders Resolution dated April 15, 2025 "Re: Unifying the operating budget and remuneration for the BOD and sub-committees under the BOD in 2025". The remuneration of each BOD member and the sub-committees is disclosed in the audited 2025 Financial Statements. Besides remuneration, Mr. Phan Ngoc Son, being the General Director, also received a salary and other allowances corresponding to his executive position.

6. Report on transactions between the Company and related parties:

These transactions were disclosed by the Company in the 2025 Corporate Governance Report. These transactions were approved by the Company's competent authorities and fully disclosed in accordance with the law and the Company's Charter.

7. Activities of BOD sub-committees:

The BOD consists of 3 sub-committees: Personnel and Salary Sub-committee; Legal and Development Strategy Sub-committee; Audit Committee. The sub-committees of the BOD operate according to the duties specified in the Charter, the Corporate Governance Regulations, BOD Resolution No. 03/NQ-HĐQT.LAF.2015 dated April 25, 2015, and Resolution No. 11/NQ-HĐQT.LAF.2022 dated November 1, 2022.

The sub-committees regularly collect information, evaluate, and report the Company's business and production situation to the BOD. They research and propose feasible solutions regarding development strategy, financial investment, personnel, labor, and legal consulting for the company.

8. Supervision results regarding the Executive Board and management officials:

The BOD supervised the activities of the Executive Board closely, objectively, and transparently. In addition, the BOD formulated strategies, medium-term plans, and orientations for the Executive Board, aiming to strive to fulfill the targets of the 2025 Plan approved by the General Meeting of Shareholders.

During the management process, the Executive Board properly performed its assigned functions and duties, ensuring the company's production and business activities complied with the law, the Company's Charter, General Meeting of Shareholders Resolutions, and BOD Resolutions.

The Executive Board truthfully report all operational activities to the Board of Directors.

The implementation work and quality of execution of investment projects, factory repairs, and machinery, equipment were significantly improved.

Transparent and public reporting, with prompt and accurate information disclosure.

9. Business plans and orientation for 2026:

Continue to focus on product diversification, food hygiene, and safety; invest resources and brand to develop markets and customers, increase revenue, and aim for stable development.

Continue to invest completely in expanding the Value-Added goods workshop producing nuts and the workshop producing dried fruits and dried agricultural products, with machinery and equipment at the industry's advanced level and a complete, closed technological line.

Continue to perfect the internal governance system so that the company operates lawfully and transparently, improving management efficiency by maintaining and improving ISO, GMP, HACCP, BRC, Smeta management systems, etc., increasing product competitiveness and efficiency. The Company's activities are lawful and transparent, striving to bring the best benefits to Shareholders and investors.

**ON BEHALF OF THE BOD
CHAIRMAN**

Recipients:

- The 2026 AGM;
- BOD; Company Supervisory Board;
- Saved at Company Secretary.

NGUYEN VAN KHAI