

**KIM VI INOX IMPORT EXPORT  
PRODUCTION JOINT STOCK COMPANY**

**THE SOCIALIST REPUBLIC OF VIETNAM**  
**Independence - Freedom - Happiness**

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No: 021/CV-KVC/2025

Ho Chi Minh City, August 7, 2025

Re: Disclosure of the Minutes and Resolution of  
the 2025 Annual General Meeting of  
Shareholders (AGM)

**To: State Securities Commission of Vietnam  
Hanoi Stock Exchange**

Company: Kim Vi Inox Import Export Production Joint Stock Company ("KVC")

**Head Office:** 117 Vo Van Bich Street, Ap 11, Phu Hoa Dong Commune, Ho Chi Minh City

**Phone:** 028.37979079 **Fax:** 028.37979011

**Person in charge of information disclosure:** Tran Trung Nghia

**Type of disclosed information:** 24-hour disclosure

**Content of Information Disclosure:**

KVC would like to notify the State Securities Commission and the Hanoi Stock Exchange regarding the Minutes and Resolution of the 2025 Annual General Meeting of Shareholders (AGM). The attached documents include:

- Minutes of the 2025 AGM and the 2025 AGM Resolution (together with the Reports and Proposals approved by the AGM)
- Vote counting minutes for the election of members of the Board of Directors and the Supervisory Board
- Vote counting minutes for resolutions

We hereby certify that the information disclosed above is true and that we take full responsibility before the law for the content of the disclosed information.



**DO HUNG**



HCM City, August 7, 2025

No: 01-2025/BB-DHĐCĐ

**MEETING MINUTES**  
**ANNUAL GENERAL MEETING OF SHAREHOLDERS 2025**

**A. Company Name:** Kim Vi Inox Import Export Production Joint Stoct Company

Address: 117 Võ Văn Bích Street, Hamlet 11, Phu Hoa Dong commune, Ho Chi Minh City

Business Registration Number: 0302124121

**B. Meeting Start Time:** 08:30 AM, August 7, 2025

**C. Venue:** Tran Chau Tourist Area, DT44A, Hai Son Hamlet, Phuoc Hai Commune, Ho Chi Minh City *(Former address: Tran Chau Tourist Area, Provincial Road 44A, Hai Son Quarter, Phuoc Hai Town, Dat Do District, Ba Ria - Vung Tau Province).*

**D. Participants:**

Members of the Board of Directors, members of the Management Board, invited guests, shareholders, and authorized representatives of the shareholders of Kim Vi Kim Vi Inox Import Export Production Joint Stoct Company (as per the shareholder list finalized on May 26, 2025).

**E. Composition of the Presidium and Supporting Committees at the General Meeting:**

The composition of the Presidium and supporting committees at the General Meeting was unanimously approved by the shareholders by raising voting cards, with a 100% approval rate from attending shareholders.

**1. Presidium:**

- **Mr. Đỗ Hùng** – Chairman of the Board of Directors – Chairperson of the General Meeting
- **Mr. Đỗ Hòa** – Member of the Board of Director – Member
- **Ms. Đỗ Thị Thu Trang** – Member of the Board of Director – Member

**2. Secretariat:**

- **Ms. Võ Ngọc Tuyết Mai** – Accounting Department Staff – Head

**3. Election and Vote Counting Committee:**

- **Mr. Trần Trung Nghĩa** – Chief Accountant – Head
- **Ms. Nguyễn Đài Trang** – Supervisory Board Member – Member
- **Mr. Lê Văn Mỹ** – Technical Department Staff – Member

**4. Shareholder Verification Committee:**

- **Mr. Lê Văn Mỹ** – Technical Department Staff – Head
- **Ms. Võ Ngọc Tuyết Mai** – Accounting Department Staff – Member
- **Ms. Nguyễn Đài Trang** – Supervisory Board Member – Member



## **F. Conditions for Holding the General Meeting**

The Head of the Shareholder Verification Committee, Mr. Lê Văn Mỹ, reported at the General Meeting the verification results of attending shareholders (third convening). At the opening time (08:30 AM), the General Meeting met the legal requirements to proceed, with the shareholder structure as follows:

- Number of shareholders attending: 21, representing 10,503,001 shares, accounting for 21.22% of total shares with voting rights.
- Directly attending shareholders: 05, representing 1,711,000 shares, accounting for 3.46% of total shares with voting rights.
- Proxy shareholders: 16, representing 8,792,001 shares, accounting for 17.76% of total shares with voting rights.

## **G. Meeting Agenda**

1. The Presidium, the Secretariat, and the Election and Vote Counting Committee were unanimously approved by the General Meeting of Shareholders, with 100% of attending shareholders voting in favor by raising voting cards.
2. The agenda of the General Meeting was unanimously approved by the General Meeting of Shareholders, with 100% of attending shareholders voting in favor by raising voting cards.
3. Regulation on the operation of the 2025 annual general meeting of shareholders were unanimously approved by the General Meeting of Shareholders, with 100% of attending shareholders voting in favor by raising voting cards.
4. Reports and Proposals presented at the General Meeting by members of the Presidium:
  - Report of the Board of Directors and the Executive Board on business performance in 2024 and business orientation and tasks for 2025
  - Report of the Supervisory Board on its activities in 2024 and the plan for 2025
  - Proposal No. 01/TTr-BOD regarding the approval of the audited financial statements for 2024
  - Proposal No. 02/TTr-SB regarding the selection of the auditing firm for the 2025 financial statements
  - Proposal No. 03/TTr-BOD regarding the settlement of salaries, bonuses, and remuneration for members of the Board of Directors and Supervisory Board in 2024, and the remuneration and allowance plan for 2025
  - Proposal No. 04/TTr-BOD regarding the amendment to the Company's Charter
5. Election of Members of the Board of Directors and Supervisory Board for the 2025–2030 Term
  - A member of the Presidium presented to the General Meeting of Shareholders Proposal No. 04/TTr-BOD regarding the election of members to the Board of Directors and the Supervisory Board for the 2025–2030 term.
  - The Chairperson of the Meeting collected opinions from the General Meeting by voting through raising voting cards to approve the election of members to the Board of Directors and Supervisory Board for the 2025–2030 term.



- The number of members to be elected for the 2025–2030 term includes 03 members of the Board of Directors and 03 members of the Supervisory Board.
- The General Meeting unanimously approved the Election Regulations, with 100% of voting shares present voting in favor by raising voting cards.
- The General Meeting heard Mr. Trần Trung Nghĩa, Head of the Election and Vote Counting Committee, present the list of candidates for the Board of Directors and Supervisory Board for the 2025–2030 term.
- The General Meeting unanimously approved the list of candidates, with 100% of voting shares present voting in favor by raising voting cards.
- The election was conducted under the detailed guidance of the Election and Vote Counting Committee on how to complete and submit the ballots.

#### **I. H. Discussion and Voting at the General Meeting**

- The Presidium invited shareholders to discuss the contents of the reports and proposals presented at the Meeting.
- **Shareholders' opinions:**  
No comments
- At 11:00 AM (the time of voting to approve the proposals of the General Meeting), the number of attending shareholders was 21, representing 10,503,001 shares, equivalent to 21.22% of the total voting shares.

#### **I. Resolutions of the General Meeting of Shareholders**

After reviewing the reports, proposals, and discussing related matters, the 2025 Annual General Meeting of Shareholders of Kim Vi Inox Import Export Production Joint Stock Company voted directly at the meeting and approved the following resolutions:

##### **1. Approval of the Report of the Board of Directors and the Executive Board on business performance in 2024 and business orientation and tasks for 2025:**

- Number of votes in favor: 10,503,001 shares, accounting for 100% of the total voting shares of all attending shareholders who participated in the voting.
- Number of votes against: 0 shares, accounting for 0% of the total voting shares of all attending shareholders who participated in the voting.
- Number of abstentions: 0 shares, accounting for 0% of the total voting shares of all attending shareholders who participated in the voting.
- Valid votes: 10,503,001 shares
- Invalid votes: 0 shares

##### **2. Approval of the Report of the Supervisory Board on its activities in 2024 and the plan for 2025:**



- Number of votes in favor: 10,503,001 shares, accounting for 100% of the total voting shares of all attending shareholders who participated in the voting.
- Number of votes against: 0 shares, accounting for 0% of the total voting shares of all attending shareholders who participated in the voting.
- Number of abstentions: 0 shares, accounting for 0% of the total voting shares of all attending shareholders who participated in the voting.
- Valid votes: 10,503,001 shares
- Invalid votes: 0 shares

**3. Approval of the audited financial statements for the year 2024 as per Proposal No. 01/TTr-BOD:**

- Number of votes in favor: 10,503,001 shares, accounting for 100% of the total voting shares of all attending shareholders who participated in the voting.
- Number of votes against: 0 shares, accounting for 0% of the total voting shares of all attending shareholders who participated in the voting.
- Number of abstentions: 0 shares, accounting for 0% of the total voting shares of all attending shareholders who participated in the voting.
- Valid votes: 10,503,001 shares
- Invalid votes: 0 shares

**4. Approval of the selection of the auditing firm for the 2025 financial statements as per Proposal No. 02/TTr-SB:**

- Number of votes in favor: 10,503,001 shares, accounting for 100% of the total voting shares of all attending shareholders who participated in the voting.
- Number of votes against: 0 shares, accounting for 0% of the total voting shares of all attending shareholders who participated in the voting.
- Number of abstentions: 0 shares, accounting for 0% of the total voting shares of all attending shareholders who participated in the voting.
- Valid votes: 10,503,001 shares
- Invalid votes: 0 shares

**5. Approval of the settlement of salaries, bonuses, and remuneration for members of the Board of Directors and Supervisory Board in 2024, and the remuneration and allowance plan for 2025 as per Proposal No. 03/TTr-BOD:**

- Number of votes in favor: 10,503,001 shares, accounting for 100% of the total voting shares of all attending shareholders who participated in the voting.
- Number of votes against: 0 shares, accounting for 0% of the total voting shares of all attending shareholders who participated in the voting.



- Number of abstentions: 0 shares, accounting for 0% of the total voting shares of all attending shareholders who participated in the voting.
- Valid votes: 10,503,001 shares
- Invalid votes: 0 shares

**6. Approval of the amendment to the Company's Charter as per Proposal No. 04/TTr-BOD:**

- Number of votes in favor: 10,503,001 shares, accounting for 100% of the total voting shares of all attending shareholders who participated in the voting.
- Number of votes against: 0 shares, accounting for 0% of the total voting shares of all attending shareholders who participated in the voting.
- Number of abstentions: 0 shares, accounting for 0% of the total voting shares of all attending shareholders who participated in the voting.
- Valid votes: 10,503,001 shares
- Invalid votes: 0 shares

**7. List of Members of the Board of Directors and Supervisory Board Elected for the 2025-2030 Term**

**7.1 List of Members of the Board of Directors**

No	Name	Number of votes
1	<b>Đỗ Hùng</b>	10,503,001
2	<b>Đỗ Hòa</b>	10,503,001
3	<b>Lữ Thái Thanh Huân</b>	10,503,001

**7.2 List of Members of the Supervisory Board**

No	Name	Number of votes
1	<b>Nguyễn Tăng Minh Đức</b>	10,503,001
2	<b>Phan Thanh Tấn</b>	10,503,001
3	<b>Nguyễn Đài Trang</b>	10,503,001

**A. The Annual General Meeting of Shareholders 2025 concluded at 11:30 AM on the same day.**

The contents of the meeting were recorded in the minutes and were unanimously approved by the General Meeting of Shareholders. The minutes consist of 05 pages, and 03 copies are made as follows:



- One copy is kept in the Annual General Meeting of Shareholders file at the Company's office.
- One copy is kept by the Meeting's Documentation.
- One copy is kept by the Secretariat.

The resolutions of the Annual General Meeting of Shareholders 2025 will be documented and notified to all Shareholders in accordance with legal regulations.

**SECRETARY**



**VO NGOC TUYET MAI**

**CHAIRPERSON**



**DO HUNG**





No: 01-2025/NQ-ĐHĐCĐ

RESOLUTION OF THE GENERAL MEETING OF SHAREHOLDER

THE ANNUAL GENERAL MEETING OF SHAREHOLDERS 2025  
KIM VI INOX IMPORT EXPORT PRODUCTION JOINT STOCK COMPANY

Pursuant to the 2020 Enterprise Law;

Pursuant to the Charter of the Kim Vi Inox Import Export Production Joint Stock Company;

Pursuant to the minutes of the Annual General Meeting of Shareholders 2025 of Kim Vi Inox Import Export Production Joint Stock Company,

RESOLUTION:

**Article 1:** Approving the Report of the Board of Directors and the Executive Board on business performance in 2024 and business orientation and tasks for 2025, with 10,503,001 shares in favor, accounting for 100% of the total voting shares of all attending shareholders who participated in the voting.

**Article 2:** Approving the Report on the activities of the Supervisory Board in 2024 and the Plan for 2025, with 10,503,001 shares in favor, accounting for 100% of the total voting shares of all attending shareholders who participated in the voting.

**Article 3:** Approving the audited financial statements for 2024 as per Proposal No. 01/TTr-BOD, with 10,503,001 shares in favor, accounting for 100% of the total voting shares of all attending shareholders who participated in the voting.

**Article 4:** Approving the selection of the auditing firm for the 2025 financial statements as per Proposal No. 02/TTr-SB, with 10,503,001 shares in favor, accounting for 100% of the total voting shares of all attending shareholders who participated in the voting.

**Article 5:** Approving the settlement of salary, bonuses, and remuneration for the members of the Board of Directors and the Supervisory Board for 2024 and the remuneration and allowance plan for 2025 as per Proposal No. 03/TTr-BOD, with 10,503,001 shares in favor, accounting for 100% of the total voting shares of all attending shareholders who participated in the voting.

**Article 6:** Approving the amendment to the Company's Charter as per Proposal No. 04/TTr-BOD, with 10,503,001 shares in favor, accounting for 100% of the total voting shares of all attending shareholders who participated in the voting.

**Article 7:** List of Members of the Board of Directors and Supervisory Board Elected for the 2025-2030 Term

7.1 List of Members of the Board of Directors

No	Name	Number of votes
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1	Đỗ Hùng	10,503,001
2	Đỗ Hòa	10,503,001
3	Lữ Thái Thanh Huân	10,503,001

## 7.2 List of Members of the Supervisory Board

No	Name	Number of votes
1	Nguyễn Tăng Minh Đức	10,503,001
2	Phan Thanh Tấn	10,503,001
3	Nguyễn Đài Trang	10,503,001

**Article 8:** This resolution takes effect from August 7, 2025.

The Board of Directors, the CEO, and all shareholders of Kim Vi Inox Import Export Production Joint Stock Company are responsible for implementing this resolution..

Recipients:

- SSC, HNX (for report),
- Archive (for record).

**ON BEHALF OF GENERAL MEETING OF  
SHAREHOLDERS**

**CHAIRMAN OF BOARD OF DIRECTOR**



**ĐỖ HÙNG**





**BALLOT COUNTING MINUTES APPROVING  
CONTENTS AT THE 2025 ANNUAL GENERAL MEETING OF SHAREHOLDERS**

Today, August 7, 2025, at 10:30 AM, at the 2025 Annual General Meeting of Shareholders of Kim Vi Inox Import-Export Production Joint Stock Company held at Tran Chau Tourist Area, DT44A, Hai Son Hamlet, Phuoc Hai Commune, Ho Chi Minh City (Former address: Tran Chau Tourist Area, Provincial Road 44A, Hai Son Quarter, Phuoc Hai Town, Dat Do District, Ba Ria - Vung Tau Province), the Vote Counting and Election Committee consisting of:

1. Mr. Tran Trung Nghia – Chief Accountant – Chairman of the Election and Vote Counting Committee
2. Ms. Nguyen Dai Trang – Member of the Supervisory Board – Member of the Election and Vote Counting Committee
3. Mr. Le Van My – Staff of Technical Department – Member of the Election and Vote Counting Committee

proceeded to count votes to approve the reports and proposals at the 2025 General Meeting of Shareholders of Kim Vi Inox Import Export Production Joint Stock Company during the 2025 annual shareholders' meeting.

At the time of voting, the total number of shareholders registered to attend and authorized was 21 shareholders, representing and owning 10,503,001 shares, accounting for 21.22% of the total voting shares.



**Voting results are as follows:**

1. The number of voting cards issued: 05 cards
2. The number of voting cards collected: 05 cards

No	Contents	Valid Voting Cards	Valid Votes	Invalid Voting Cards	Invalid Votes	Approve		Disapprove		No Opinion	
						Shares	Percentage	Shares	Percentage	Shares	Percentage
1	The Report of the Board of Directors and the Executive Board on business performance in 2024 and business orientation and tasks for 2025	05	10,503,001	0	0	10,503,001	100%	0	0	0	0
2	The Report of the Supervisory Board on its activities in 2024 and the plan for 2025	05	10,503,001	0	0	10,503,001	100%	0	0	0	0



No	Contents	Valid Voting Cards	Valid Votes	Invalid Voting Cards	Invalid Votes	Approve		Disapprove		No Opinion	
						Shares	Percentage	Shares	Percentage	Shares	Percentage
3	The Audited Financial Statements for 2024 (as per Proposal No. 01/TTr – BOD)	05	10,503,001	0	0	10,503,001	100%	0	0	0	0
4	The Selection of the auditing firm for the 2025 financial statements (as per Proposal No. 02/TTr – SB)	05	10,503,001	0	0	10,503,001	100%	0	0	0	0
5	Settlement of salaries, bonuses, and remuneration for members of the Board of Directors and Supervisory Board in 2024, and the remuneration and allowance plan for 2025 (as per Proposal No. 03/TTr – BOD)	05	10,503,001	0	0	10,503,001	100%	0	0	0	0
6	Approval of the amendment to the Company's Charter (as per Proposal No. 04/TTr – BOD)	05	10,503,001	0	0	10,503,001	100%	0	0	0	0

The vote counting process is concluded with the preparation of the Vote Counting Minutes at 10:50 am on the same day.

This Minutes consists of two (02) pages, made in two (02) copies, and has been read, understood, and agreed upon by all members of the Election and Vote Counting Committee. A representative of the Election and Vote Counting Committee announces the vote counting results before the Congress.

The Election and Vote Counting Committee hands over all voting cards and the Minutes to the Secretariat of the Congress.

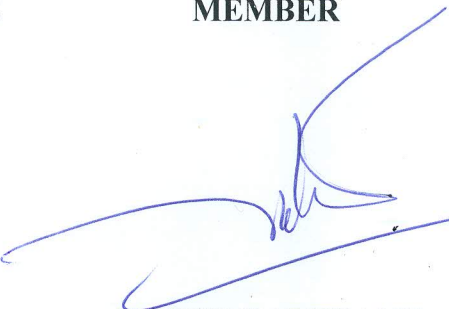
HEAD OF COMMITTEE

MEMBER

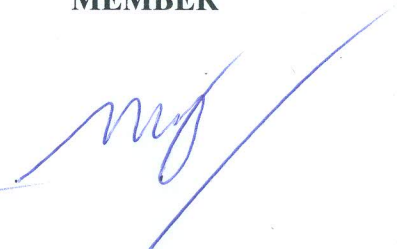
MEMBER



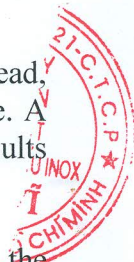
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**KIM VI INOX IMPORT EXPORT  
PRODUCTION JOINT STOCK COMPANY  
ELECTION AND VOTE COUNTING  
COMMITTEE**

**THE SOCIALIST REPUBLIC OF VIETNAM**

Independence - Freedom - Happiness

**MINUTES OF VOTE COUNTING  
FOR THE ELECTION OF BOARD OF DIRECTORS AND SUPERVISORY  
BOARD MEMBERS**

Today, August 7, 2025, at 11:00 AM, at the 2025 Annual General Meeting of Shareholders of Kim Vi Inox Import-Export Production Joint Stock Company held at Tran Chau Tourist Area, DT44A, Hai Son Hamlet, Phuoc Hai Commune, Ho Chi Minh City (*Former address: Tran Chau Tourist Area, Provincial Road 44A, Hai Son Quarter, Phuoc Hai Town, Dat Do District, Ba Ria - Vung Tau Province*)., the Vote Counting and Election Committee consisting of:

1. Mr. Tran Trung Nghia – Chief Accountant – Chairman of the Election and Vote Counting Committee
2. Ms. Nguyen Dai Trang – Member of the Supervisory Board – Member of the Election and Vote Counting Committee
3. Mr. Le Van My – Staff of Technical Department – Member of the Election and Vote Counting Committee

proceeded to count votes for the election of members of the Board of Directors (BOD) and Supervisory Board (SB) for the term 2025-2030 of Kim Vi Inox Import-Export Production Joint Stock Company. The General Meeting of Shareholders agreed to elect 3 BOD members and 3 SB members for the term 2025-2030.

At the time of conducting the election for BOD and SB members, the total number of shareholders registered to attend and by proxy was 21 shareholders, representing and owning 10,503,001 shares, accounting for 21.22% of the total voting shares. Specifically:

1. The number of shareholders attending in person was 05 shareholders, representing 1,711,000 shares, accounting for 3.46% of the total voting shares;
2. The number of shareholders by proxy was 16 shareholders, representing 8,792,001 shares, accounting for 17.76% of the total voting shares.

**The vote counting results are as follows:**

**A. ELECTION OF BOARD OF DIRECTORS MEMBERS**

1. Number of ballots issued: 05 ballots
2. Number of ballots collected: 05 ballots
3. Number of invalid ballots: 0 ballots
4. Number of valid ballots: 05 ballots

**Election results are as follows:**





1. Mr./Ms. Do Hung received 10,503,001 votes, equivalent to 100% of the voting shares attending the meeting;
2. Mr./Ms. Do Hoa received 10,503,001 votes, equivalent to 100% of the voting shares attending the meeting;
3. Mr./Ms. Lu Thai Thanh Huan received 10,503,001 votes, equivalent to 100% of the voting shares attending the meeting;

Based on the Enterprise Law 2020, the Charter of Kim Vi Inox Import-Export Production Joint Stock Company, the Election Regulations approved at the General Meeting, and the above vote counting results, the following individuals have been elected to the Board of Directors of Kim Vi Inox Import-Export Production Joint Stock Company for the term 2025-2030:

1. Do Hung
2. Do Hoa
3. Lu Thai Thanh Huan

#### **B. ELECTION OF SUPERVISORY BOARD MEMBERS**

1. Number of ballots issued: 05 ballots
2. Number of ballots collected: 05 ballots
3. Number of invalid ballots: 0 ballots
4. Number of valid ballots: 05 ballots

#### **Election results are as follows:**

1. Mr./Ms. Nguyen Tang Minh Duc received 10,503,001 votes, equivalent to 100% of the voting shares attending the meeting;
2. Mr./Ms. Phan Thanh Tan received 10,503,001 votes, equivalent to 100% of the voting shares attending the meeting;
3. Mr./Ms. Nguyen Dai Trang received 10,503,001 votes, equivalent to 100% of the voting shares attending the meeting;

Based on the Enterprise Law 2020, the Charter of Kim Vi Inox Import Export Production Joint Stock Company, the Election Regulations approved at the General Meeting, and the above vote counting results, the following individuals have been elected to the Supervisory Board of Kim Vi Inox Import Export Production Joint Stock Company for the term 2025-2030:

1. Nguyen Tang Minh Duc
2. Phan Thanh Tan
3. Nguyen Dai Trang

The vote counting process concluded with the preparation of these Minutes at 11:10 AM on the same day.

These Minutes consist of 02 (two) pages and are prepared in 02 (two) copies. All members of the Election and Vote Counting Committee have read, understood, and agreed with the content of



the Minutes. The representative of the Election and Vote Counting Committee announced the vote counting results to the General Meeting. The Election and Vote Counting Committee handed over all ballots and the Minutes to the Secretariat of the General Meeting.

**CHAIRMAN OF THE  
COMMITTEE**



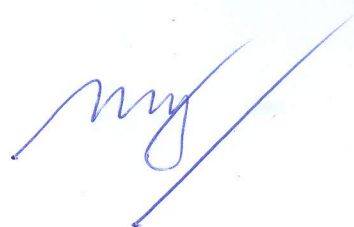
**TRAN TRUNG NGHIA**

**MEMBER**



**NGUYEN ĐAI TRANG**

**MEMBER**



**LE VAN MY**





No: 01/2025/BC-HĐQT

*HCM City, may 29, 2025*

**REPORT OF THE BOARD OF DIRECTORS - EXECUTIVE BOARD**

**On Business Performance Results for 2024 and Business Orientation and Tasks for 2025**

**Pursuant to** the Charter of Organization and Operation of Kim Vi Inox Import-Export Production Joint Stock Company and relevant legal regulations.

**Pursuant to** the authority and responsibilities of the Board of Directors as stipulated in the Company's Charter of Organization and Operation.

**Pursuant to** the Audited Financial Statements for 2024 of Kim Vi Inox Import-Export Production Joint Stock Company.

The Board of Directors and the Executive Board hereby submit to the General Meeting of Shareholders the report on business performance results for 2024 and business orientation and tasks for 2025, with the following key contents:

**I. Activities of the Board of Directors in 2025**

**1. Structure of the Board of Directors**

The Board of Directors of Kim Vi Inox Import-Export Production Joint Stock Company consists of **05 members**:

1. **Mr. Do Hung** – Chairman of the Board of Directors
2. **Mr. Do Hoa** – Member of the Board of Directors
3. **Ms. Do Thi Thu Trang** – Member of the Board of Directors
4. **Mr. Luu Xuan** – Member of the Board of Directors
5. **Mr. Le Tran Vu Dat** – Member of the Board of Directors

The Board of Directors has actively and diligently fulfilled its roles and responsibilities, establishing leadership directions to propose effective measures and solutions for the Company's strategic development planning.

**2. Summary of the Board of Directors' Activities**

❖ **Business Operations:**

The business performance results for 2024 compared to the plan assigned by the General Meeting of Shareholders are as follows:

Unit: Billion VND

Indicator	Target Approved by GMS	Actual Results	Achievement Rate
1. Revenue from sales and services	200	155.46	77.73%
2. Profit before tax	4	-1.04	-

❖ **Board of Directors' Activities:**

In 2024, the Board of Directors held 8 meetings, all attended and witnessed by the Company's Supervisory Board. The meetings were conducted democratically and transparently, with thorough discussions and documented minutes and resolutions that accurately reflected the proceedings.

All Board members and the Supervisory Board received timely and comprehensive updates on the operations of Kim Vi Stainless Steel Import-Export Production Joint Stock Company. Resolutions and decisions were made with unanimous consensus, prioritizing shareholder interests and the Company's sustainable development.

The Board directed the Executive Board to:

- Implement tasks approved by the General Meeting of Shareholders (GMS) and the Board in compliance with legal regulations.
- Negotiate with partners, suppliers, and contractors for project execution, machinery procurement, and investments.

❖ **Shareholder Relations**

The Company prioritized shareholder engagement through:

- Regular communication programs to address shareholder/investor inquiries and proposals.
- Maintaining transparent, accurate, and timely public disclosures of information.

❖ **Board Meeting Resolutions/Decisions in 2024**

No.	Resolution/Decision No.	Date	Content
1	2401/2024/QĐ-HĐQT	24/01/2024	Inventory provision for FY 2023.
2	01/2024/QĐ-HĐQT	06/03/2024	Convening the 2024 Annual General Meeting of Shareholders (AGM).
3	0504/2024/QĐ-HĐQT	05/04/2024	Extending the 2024 AGM timeline.
4	1906/NQ-HĐQT/2024/KVC	19/06/2024	Negotiating lease termination for a factory section with CDM JSC.
5	0626/2024/QĐ-HĐQT	26/06/2024	Organizing the second 2024 AGM.



No.	Resolution/Decision No.	Date	Content
6	1707/NQ-HĐQT/2024/KVC	17/07/2024	Asset transfer resolution.
7	2907/NQ-HĐQT/2024/KVC	29/07/2024	Selecting the auditor for 2024 financial statements.
8	0810/NQ-HĐQT/2024/KVC	08/10/2024	Removing asset mortgages.

❖ **Insider Share Trading in 2024**

No transactions occurred involving insider shares.

❖ **Overall Assessment**

The Board of Directors has operated in full compliance with its functions, duties, and authorities as stipulated in the Company's Charter and relevant laws.

The Board has diligently and conscientiously fulfilled its responsibilities with integrity, while continuing to develop strategic plans and operational roadmaps to lay the foundation for the Company's sustainable development.

With the advantage of having all Board members possessing in-depth expertise in the Company's business operations, the Board conducted numerous discussions and extended meetings to promptly issue management directives that align with both the Company's operational needs and fluctuations in the economic landscape.

The Board of Directors and the Executive Board have maintained excellent coordination in managing and operating the Company, consistently striving to achieve optimal performance targets in both production and business operations.

**II. Remuneration, Operational Expenses and Other Benefits of the Board of Directors and Individual Board Members**

No.	Full Name	Position	Annual Remuneration 2024 (VND)	Salary (VND)
1	Mr. Do Hung	Chairman of the BOD	36,000,000	206,400,000
2	Mr. Do Hoa	BOD Member	24,000,000	242,400,000
3	Ms. Do Thi Thu Trang	BOD Member	24,000,000	180,000,000
4	Mr. Luu Xuan	BOD Member	24,000,000	-
5	Mr. Le Tran Vu Dat	BOD Member	24,000,000	120,000,000
<b>Total</b>			<b>132,000,000</b>	<b>748,800,000</b>



### **III. MONITORING RESULTS OF THE GENERAL DIRECTOR AND EXECUTIVE BOARD**

In 2024, all members of the Executive Board possessed professional qualifications, competencies, integrity, and experience in managing the Company.

The General Director made significant efforts to complete the Company's management tasks and consistently fulfilled assignments from the Board of Directors well.

Business operations were carried out in accordance with resolutions of the General Meeting of Shareholders, Resolutions/Decisions of the Board of Directors, and in compliance with the Company's Charter as well as legal regulations.

The Board of Directors provided close guidance, working with the General Director and Executive Board to analyze, evaluate, identify causes, and propose optimal solutions to overcome difficulties, establishing incentive mechanisms and prioritizing sales activities and debt collection... Amid macroeconomic challenges and impacts from policies and the business environment, to achieve the above operational results, the Company's leadership made tremendous efforts in operations, adjusted policies, improved products to enhance quality and usage efficiency, and strengthened management measures under the close direction and supervision of the Board of Directors to minimize business losses.

The Executive Board clearly recognized the Company's difficulties and challenges in 2024 and subsequent years, thus demonstrating proactive and flexible management, utilizing and combining all resources to maximize efficiency in the Company's business operations.

The Board of Directors assigned each member to oversee specific areas within their functional scope, responsible for monitoring, supervising, and supporting the Executive Board. Board members strived to perform their functions and duties well, acting in the interests of shareholders, the Company, and employees. Supervision focused on the Company's key areas including construction investment, product sales, labor and wages... ensuring adherence to 2024 business production targets.

### **IV. Activities of Independent Board Members and Evaluation Results of Independent Members Regarding Board Operations**

#### **1.1 Mr. Do Hung – Chairman of the Board of Directors**

In performing his duties and authorities in accordance with the Enterprise Law and the Company's Charter, Mr. Do Hung has presided over Board meetings and provided written opinions on matters within the Board's jurisdiction with a high sense of responsibility; demonstrated close management; directed the execution of tasks with honesty, prudence, and efficiency; proposed timely solutions and policies with proper orientation to ensure shareholders' interests and the Company's development; effectively fulfilled his role as Chairman of the Board in compliance with the Enterprise Law, the Company's Charter, and other relevant legal documents; and successfully completed tasks assigned by the Board in his directly responsible areas.

#### **1.2 Other Board Members**

In performing their duties, Board members have fully participated in Board meetings and provided opinions on matters within the Board's jurisdiction with a high sense of responsibility; maintained



close operational management; executed tasks with honesty, prudence, and efficiency; offered timely advice and proper orientation to ensure shareholders' interests and the Company's development; effectively fulfilled their roles as Board members in compliance with the Enterprise Law, the Company's Charter, and other relevant legal documents; and successfully completed tasks assigned by the Board in their directly responsible areas.

### **1.3 Evaluation by Independent Board Members Regarding Board Operations:**

The Company's Board of Directors, with deep professional expertise in steel production, has developed appropriate business strategies during challenging market conditions, contributing to supporting the Executive Board in implementing business operations and achieving effective corporate governance.

## **V. Business Performance in 2024 and Operational Plan for 2025**

### **1. Global Steel Market Developments in 2024**

In 2024, the global steel industry faced numerous challenges amid slowing global economic growth, volatile raw material supply chains, and increasing pressure for green transition. Despite remaining a foundational industry of the global economy, the steel sector in 2024 witnessed adjustments in both production volume and consumption demand.

#### **❖ Global Steel Production:** According to data from the World Steel Association:

- Global crude steel production in 2024 is estimated at approximately 1.84 billion tons, a decrease of about 1.5% compared to 2023.
- China remained the largest steel producer, accounting for nearly 53% of global output. However, emission control policies and instability in the real estate sector led to a slight decline in the country's steel production.
- India continued to record significant production growth (over 6%), driven by strong domestic demand in infrastructure and industrial sectors.

#### **❖ Steel Prices and Raw Material Costs:**

- Steel prices fluctuated significantly in 2024, particularly in the first half of the year, due to disruptions in raw material supply chains and geopolitical tensions.
- From Q3 onward, prices began to cool as raw material supply stabilized, demand remained subdued, and inventories increased.
- Iron ore prices ranged between \$95–120 per ton; coking coal prices fluctuated in line with global energy market trends.

#### **❖ Regional Steel Supply and Demand:**

- **Asia:** Continued to be the world's largest steel consumer, accounting for over 70% of global demand. India, Southeast Asia, and the Middle East were bright spots for growth.
- **Europe:** Demand declined due to high interest rates and stagnant industrial and construction activity. The EU's CBAM significantly impacted steel import operations.
- **North America:** Demand remained stable but did not surge. The market was affected by



high interest rates and input material costs.

❖ **Green Transition and Technology Trends:**

- Low-emission steel production continued to grow, with many companies investing in electric, hydrogen, and renewable energy-based steelmaking technologies.
- The main challenges included high investment costs, inadequate infrastructure, and price disparities with traditional steel.
- Several countries introduced supportive policies and tax incentives for green steel, particularly in the EU, U.S., and Japan.

❖ **Policies and Trade:**

- The EU officially implemented CBAM (Carbon Border Adjustment Mechanism), significantly affecting steel exporters to the region, especially from Asia.
- The U.S. and EU maintained trade barriers against Chinese steel, including anti-dumping duties and quotas.
- Regional trade agreements (RCEP, CPTPP, etc.) continued to support steel trade growth among member countries.

## **2. Developments in Vietnam's Steel Market in 2024**

In 2024, Vietnam's steel market faced numerous challenges as demand declined, competition intensified, and export markets encountered difficulties. Although there were some bright spots from public investment and exports to regional markets, the industry still recorded a slowdown compared to the post-COVID-19 recovery period.

❖ ***Production and Domestic Consumption:***

- Crude steel output for the entire year of 2024 is estimated to reach around 22–23 million tons, a slight decrease compared to 2023.
- Domestic consumption is projected at about 19–20 million tons, with construction steel accounting for a significant proportion.
- The domestic market struggled due to a sluggish real estate sector, with many civil projects stalled or delayed, leading to a noticeable decline in demand for construction steel.
- The manufacturing industry maintained relatively stable consumption, particularly in automobile production, electrical equipment, and machinery exports.

❖ ***Exports and Imports:***

- Steel exports in 2024 reached approximately 6.8–7 million tons, a slight decline compared to 2023. Key markets included Southeast Asia, the U.S., and some European countries.
- Certain products, such as galvanized steel sheets and hot-rolled/cold-rolled coils, remained competitive in the region.
- Steel imports (primarily high-quality finished steel and raw materials) tended to decrease due to competitive domestic prices and improved local production.



#### ❖ *Domestic Steel Prices:*

- Domestic steel prices fluctuated in line with global steel prices and raw material costs, including billet, coke, and iron ore.
- In the first half of 2024, steel prices showed a slight increase due to rising raw material costs.
- From Q3 onward, prices began to cool down, following the global downward trend and weak demand.
- Steel producers faced challenges in maintaining profit margins amid falling prices and rising production costs.

#### ❖ *Policies and Impacts:*

- Public investment policies serve as an important pillar in maintaining domestic steel demand, particularly for construction steel used in transportation and infrastructure projects.
- Policies related to the real estate market, public investment disbursement, and credit financing have a significant impact on steel consumption levels.
- Vietnam also faces trade defense lawsuits from the EU, the U.S., and ASEAN countries targeting galvanized steel and cold-rolled steel products, requiring companies to exercise caution when expanding exports.

### 3. Market Outlook for 2025:

In 2025, the global steel industry is expected to enter a phase of mild recovery after several years of decline. According to forecasts by the World Steel Association, global steel demand could grow by approximately 1.2%, reaching 1,772 million tons, supported by the recovery of the global economy and infrastructure investment projects, particularly in developing economies such as India, Southeast Asia, and Africa.

Key trends affecting the industry's outlook:

- **Green transition:** The global steel industry is accelerating investments in environmentally friendly steel production technologies such as electric arc furnaces (EAF), green hydrogen utilization, and recycled steel.
- **Market shift:** While demand in China continues to decline slightly due to the real estate crisis, emerging markets like India, Southeast Asia, and the Middle East are becoming major growth drivers.
- **Cost and competition pressures:** Energy prices, raw material costs, and carbon emission expenses remain significant challenges, forcing companies to optimize production and restructure supply chains.
- **Trade and protectionist policies:** Trade barriers and carbon tax policies, such as the EU's Carbon Border Adjustment Mechanism (CBAM), could significantly impact global trade flows and export competitiveness.



In 2025, Vietnam's steel industry is forecast to continue its recovery and growth, supported by positive factors from the domestic market and trade protection measures. According to the Vietnam Steel Association (VSA), steel production is expected to reach 32.9 million tons, up 12% compared to 2024, while steel consumption could reach 32.5 million tons, an increase of 11% year-on-year.

- **Domestic market:** Domestic steel demand is projected to grow by around 10%, driven by the recovery of the real estate market and the acceleration of public investment disbursement in major infrastructure projects such as the North-South Expressway, key airports, and seaports.
- **Export market:** Export growth may slow down due to the rise of tariff barriers and protectionist measures from major importing markets such as the U.S. and the EU.
- **Competition and protection measures:** Imported steel volumes into Vietnam have risen sharply, especially from China, putting competitive pressure on domestic companies. The Ministry of Industry and Trade has initiated anti-dumping investigations on steel imports from China and South Korea, with the results expected to be announced by mid-2025.

#### 4. Company's Business Performance in 2024

Unit: VND

No.	Indicator	2023	2024	Growth in 2024 vs 2023
1	Total Assets	561,761,325,195	556,379,519,152	-0.96%
2	Owner's Equity	463,601,290,701	462,564,577,416	-0.22%
3	Net Revenue	208,043,921,655	155,460,874,029	-25.27%
4	Operating Profit	-29,189,656,010	-19,413,635,459	-
5	Other Profit	17,784,361,056	22,974,838,963	29.19%
6	Profit Before Tax	-11,405,294,954	3,561,203,504	-
7	Profit After Tax	-13,960,887,527	-1,036,713,285	-
8	Profit After Tax / Net Revenue	-6.71%	-0.67%	-
9	Dividend Payout Ratio	0%	0%	-
10	Return on Equity (ROE)	-3.01%	-0.22%	-

#### ❖ General Assessment:

Net revenue in 2024 decreased by 25.27% compared to 2023. The decline was mainly due to the global economic recession, rising inflation, and ongoing wars around the world, which led to slower goods consumption, high-cost inventories, and volatile material purchase prices. Selling prices were not sufficient to cover the cost of goods sold, resulting in operating losses for the Company.

Throughout 2024, the Company made significant efforts to reduce costs, cutting financial expenses by 45% and administrative expenses by 56%. As a result, although the Company still reported an operating loss in 2024, the loss decreased by approximately VND 10 billion compared to 2023.



In 2024, the Company liquidated fixed assets and recorded nearly VND 23 billion in income from asset liquidation activities, which led to a positive pre-tax profit of VND 3.56 billion. However, due to a high corporate income tax expense, the Company reported a post-tax loss of VND 1.04 billion for the year.

Regarding the implementation of the 2024 business plan: The Annual General Meeting of Shareholders in 2024 approved a plan targeting total revenue of VND 200 billion and post-tax profit of VND 4 billion. Based on the results mentioned above, the Company achieved 77.73% of the revenue target but, due to the aforementioned reasons, did not meet the planned profit target.

Despite considerable efforts in 2024 to find solutions to mitigate losses and strive for profitable operations to offset part of the accumulated losses recorded in the 2024 financial statements, due to a combination of objective and subjective factors, the results did not meet expectations.

## **5. Business Plan for 2025 and Investment Directions**

### **a. Business Operations Management:**

Proactively coordinate the implementation of solutions to overcome challenges and recover business operations during difficult times:

- Diversify raw material sources to meet national standards for stainless steel;
- Promote the development of new potential product market segments, particularly domestically produced medical equipment, alongside traditional products;
- Continue maintaining stable production and business operations, proactively seeking new and potential suppliers and customers;
- Focus financial resources on reducing bank debt by decreasing inventory levels and collecting outstanding customer debts;
- Seek and access capital sources with preferential and low-interest rates;
- Concentrate on directing and monitoring the implementation of the 2025 business plan, managing operations flexibly, promptly, and appropriately to successfully fulfill the targets set by the Annual General Meeting of Shareholders;
- Prioritize product quality management and strict adherence to technological processes to meet customer requirements;
- Strengthen exploration of other potential markets and expand the customer network;
- Research and invest in business cooperation with promising construction projects to effectively supply construction steel, structural steel, and related products;
- Improve financial management efficiency and human resource management to maintain financial stability;
- Manage cash flow reasonably and effectively.

### **b. 2025 Business Targets**

Based on the business performance results of 2024, market research for 2025, and the anticipated impacts of Vietnam's economy on the global economy in general and the steel industry in



particular, the Board of Directors has set the following 2025 business plan:

Indicator	2024 (billion VND)	2025 Plan (billion VND)	% Increase/Decrease
Total Revenue	155.46	170	+9%
Total Expenses	152	168	+11%
Profit Before Tax	3.56	2	-
Profit After Tax	-1.04	1.6	-

### c. Some Directions and Solutions for Business Recovery in 2025

#### ❖ Short-term Solutions:

Continue implementing several measures proposed in 2024 and add new initiatives to cope with the severe economic downturn affecting the recovery of production and business activities:

- Streamline the production and management system, efficiently utilize raw materials, and lease out unused production areas to generate cash flow.
- Management costs: Consolidate roles and minimize costs by implementing task-based salaries where appropriate.
- Selling expenses: Rebalance fixed salaries, combine positions where possible, and minimize expenses.
- Logistics: • Outsource transportation services to external contractors. • Lease out weighing services (single truck weighbridge, large-capacity electronic weighbridge) and operate a 24/7 parking lot rental service.
- Financial costs: Minimize borrowing costs. Outstanding bank loans of VND 60 billion as of December 31, 2024, are expected to be reduced to VND 30 billion by Q3/2025.
- Reduce depreciation costs for fully depreciated machinery and equipment over time.
- Upgrade production technology to meet national standards for stainless steel, catering to domestic and market demands.
- Maximize the use of existing machinery by accepting additional contract manufacturing orders.

#### ❖ Medium-term Solutions:

Given the continued economic downturn and high inflation, certain investment policies should proceed:

- Upgrade and supplement existing equipment with technical improvements and update technologies in line with market product trends.
- Continue research and development of new stainless steel grades (400 series – Authentic line).
- Research and develop stainless steel pipe products that do not directly compete with Chinese stainless steel pipes.
- Invest in joint ventures or partnerships with companies specializing in museum operations.

#### ❖ Long-term Solutions:

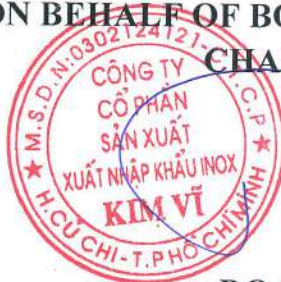


- Gradually diversify the product range—invest toward manufacturing end-consumer stainless steel products. Currently, KVC's products are primarily semi-finished and finished materials used as inputs for manufacturing consumer stainless steel goods in furniture, kitchenware, construction, motorbikes, automobiles, etc.
- Strengthen research and development efforts to produce new product lines that meet international standards for stainless steel.

The above are the strategic directions based on the leadership team's research for KVC's upcoming operations, respectfully reported to the esteemed Delegates, Shareholders, and Partners.

Finally, on behalf of the Board of Directors, we wish all shareholders good health, happiness, and prosperity, and we wish the General Meeting great success.

**ON BEHALF OF BOARD OF DIRECTOR  
CHAIRMAN**



**DO HUNG**



No: 01/2025/BC-BKS

*HCM City, may 29, 2025*

**REPORT ON THE ACTIVITIES OF THE SUPERVISORY BOARD IN 2024 AND THE  
PLAN FOR 2025**

- Based on the Charter on the organization and operation of Kim Vi Stainless Steel Production and Import-Export Joint Stock Company;
- Based on the powers and responsibilities of the Supervisory Board as stipulated in the Charter of Kim Vi Stainless Steel Production and Import-Export Joint Stock Company;
- Based on the audited financial statements for the year 2024 of Kim Vi Stainless Steel Production and Import-Export Joint Stock Company.

In performing the functions and duties of the Supervisory Board according to the provisions of the Enterprise Law and the company charter, the Supervisory Board reports to the General Meeting of Shareholders on the results of the inspection and supervision of activities in 2024 and the plan for 2025, with specific contents as follows:

**I. REPORT ON THE RESULTS OF THE SUPERVISORY BOARD'S ACTIVITIES IN  
2024**

**1. Structure of the Supervisory Board**

The Supervisory Board for the 2020 - 2025 term consists of the following members:

No.	Full Name	Position
1	Mr. Phan Thanh Tấn	Head of Board
2	Ms. Nguyễn Đài Trang	Member
3	Mr. Nguyễn Tăng Minh Đức	Member

**2. Work Assignment of the Supervisory Board**

The Supervisory Board works according to a collective approach combined with individual responsibility based on the tasks assigned to each board member. Each member has successfully completed their assigned duties, as detailed below:

No.	Full Name	Position	Assigned Tasks and Results of Each Member's Activities in 2025
1	Mr. Phan Thanh Tấn	Head of Supervisory Board	<ul style="list-style-type: none"><li>- Perform the duties of the Head of the Supervisory Board as stipulated in the Enterprise Law, the company's charter, the company's organizational regulations, and other legal provisions.</li><li>- Oversee the organization, coordination of activities within the Supervisory Board, and interaction between the Board of Directors, Executive Board, shareholders, and the Supervisory Board.</li><li>- Supervise the implementation of resolutions passed by the General Meeting of Shareholders.</li></ul>



No.	Full Name	Position	Assigned Tasks and Results of Each Member's Activities in 2025
			<ul style="list-style-type: none"> <li>- Supervise the execution of investment projects and investment capital settlement.</li> <li>- Review and check the signing of economic contracts.</li> <li>- Review the reasonableness of internal management documents issued by the company.</li> <li>- Review the issuance and implementation of resolutions and internal decisions related to the management of production and business activities.</li> <li>- Prepare the Supervisory Board's reports and report the implementation of tasks to the Board of Directors.</li> <li>- Receive shareholders' requests and organize regular and extraordinary meetings of the Supervisory Board.</li> <li>- Participate in regular and extraordinary meetings of the Board of Directors.</li> <li>- Report to the General Meeting of Shareholders on the Supervisory Board's activities at the annual and extraordinary General Meetings.</li> </ul>
2	Ms. Nguyễn Đài Trang	Member	<ul style="list-style-type: none"> <li>- Supervise the Board of Directors and Executive Board in managing and operating the company, promptly detecting and reporting violations of the company management duties to the Head of the Supervisory Board.</li> <li>- Review and check quarterly and annual financial reports of the company and its subsidiaries.</li> <li>- Supervise the company's financial and accounting activities, including verifying the legality and reasonableness of accounting documents, reviewing accounting entries, books, and other materials; evaluate business reports.</li> <li>- Supervise the implementation of resolutions passed by the General Meeting of Shareholders, the distribution of dividends, and annual fund allocations.</li> </ul>
3	Mr Nguyễn Tăng Minh Đức	Member	<ul style="list-style-type: none"> <li>- Supervise the implementation of resolutions passed by the General Meeting of Shareholders and the annual dividend distribution.</li> <li>- Supervise the compliance with legal regulations, internal rules, and the company's regulations.</li> <li>- Review the reasonableness of the company's internal management documents issued during the year.</li> <li>- Check and supervise the implementation of the company's annual production and business plans.</li> <li>- Check and supervise the signing of economic contracts.</li> </ul>



### 3. Activities of the Supervisory Board:

In 2024, the Supervisory Board has carried out activities in accordance with the company's organizational and operational charter and in compliance with other legal regulations:

- Supervised the activities of the Board of Directors and Executive Board to ensure compliance with the law and the company charter in managing and operating the company.
- Conducted work sessions to review and assess the reasonableness, legality, accuracy, and prudence in managing and operating the business activities, as well as the system, consistency, and appropriateness of accounting, statistics, and financial reporting.
- Participated in meetings of the Board of Directors and some meetings of the company's leadership regarding business plans and reports on the implementation of the annual plan.
- Evaluated the completeness, legality, and accuracy of the company's business performance reports, annual and semi-annual financial statements, and the assessment report on the Board of Directors' management practices, and presented the evaluation report at the annual General Meeting of Shareholders.
- Performed other tasks in accordance with the company's charter and the regulations of the Supervisory Board's operations.

### 4. Evaluation of the Coordination Between the Supervisory Board and the Board of Directors:

In 2024, the Supervisory Board attended all meetings of the Board of Directors and several meetings of the Executive Board. The Supervisory Board provided feedback on the policies and decisions made by the Board of Directors and the Executive Board to ensure that these decisions were in accordance with legal regulations and aligned with the company's interests.

The Supervisory Board also received most of the documents from the Board of Directors and the Executive Board during their management and direction of the company's operations. The Supervisory Board offered feedback and held discussions to ensure the execution of management activities followed the resolutions of the General Meeting of Shareholders.

In 2024, the Supervisory Board received support from the Board of Directors and the Executive Board in terms of infrastructure and working conditions for inspection and control activities.

There was consistent communication between the Board of Directors and the Supervisory Board, addressing matters related to the company's general operations.

### 5. Remuneration, Operating Expenses, and Other Benefits of the Supervisory Board and Each Member:

No.	Full Name	Position	Remuneration (VND)/year	Notes
1	Mr. Phan Thanh Tấn	Head of Supervisory	24,000,000	



No.	Full Name	Position	Remuneration (VND)/year	Notes
		Board		
2	Ms. Nguyễn Đài Trang	Member	12,000,000	
3	Mr. Nguyễn Tăng Minh Đức	Member	12,000,000	

#### 6. Meetings of the Supervisory Board:

In 2024, the Supervisory Board held 4 sessions with the following specific contents:

- Review of the audited financial statements for 2024 and the self-prepared quarterly financial statements; review of the financial statements for the first half of 2024;
- The implementation of resolutions from the General Meeting of Shareholders and the Board of Directors of the company;
- The financial plan for 2025.

## II. SUPERVISION OF RESOLUTIONS, DECISIONS OF THE BOARD OF DIRECTORS, AND ACTIVITIES OF THE COMPANY'S EXECUTIVE BOARD

### 1. Board of Directors

- Through the supervision of the management and operations of the Board of Directors (BOD) and the Executive Board in 2024, the Supervisory Board did not detect any irregularities in the activities of the BOD and the Executive Board.
- The reports of the BOD and the Executive Board reflected the company's activities and management directives in a complete and truthful manner. The BOD's documents and resolutions were compliant with the Enterprise Law and the company's charter.
- The BOD closely followed the company's strategic direction and supported the Executive Board in implementing the 2024 production and business plan, proposing resolutions and solutions to help the Executive Board overcome difficulties in production, operations, and product consumption.
- After reviewing the General Meeting of Shareholders' resolutions and the BOD's meeting minutes and resolutions, the Supervisory Board concurs with the BOD's evaluation report on the 2024 performance presented at the General Meeting of Shareholders.

### 2. Executive Board

- The Supervisory Board agrees with the Executive Board's assessment of the production and business performance in 2024 and the production and business plan for 2025.
- The company fulfilled its tax obligations to the State in a timely and complete manner, implemented labor policies effectively, and consistently prioritized the well-being of its employees.

### Conclusion:

Through its supervisory activities, the Supervisory Board concludes that the management and operations of the Board of Directors and the Executive Board in 2024 were conducted in



compliance with the law and the company's charter on organization and operation. The Supervisory Board has reviewed and audited key business areas such as procurement, sales, accounting, and investment, and has made several specific recommendations to the Board of Directors and the Executive Board. These recommendations aim to enhance the safety and efficiency of the company's operations.

### III. EVALUATION OF THE 2024 FINANCIAL STATEMENTS

#### 1. Supervision of Compliance with Financial and Accounting Regulations

- The company has properly prepared accounting documents, maintained detailed and summary accounting books in accordance with legal regulations.
- A physical inventory of assets, goods, and raw materials was conducted as of December 31, 2024.
- Debt confirmation was completed as of December 31, 2024.
- Quarterly and annual financial settlement reports were prepared in accordance with the prescribed accounting regime.

#### 2. Report on Business and Production Results in 2024

The Supervisory Board concurs with the figures presented in the Company's audited financial statements. The Company's business and production results for 2024 are as follows:

Unit: VND

No.	Indicator	2023	2024	Growth in 2024 vs. 2023
1	Total Assets	561,761,325,195	556,379,519,152	-0.96%
2	Owner's Equity	463,601,290,701	462,564,577,416	-0.22%
3	Net Revenue	208,043,921,655	155,460,874,029	-25.27%
4	Operating Profit	-29,189,656,010	-19,413,635,459	-
5	Other Profit	17,784,361,056	22,974,838,963	29.19%
6	Profit Before Tax	-11,405,294,954	3,561,203,504	-
7	Profit After Tax	-13,960,887,527	-1,036,713,285	-
8	Profit After Tax / Net Revenue	-6.71%	-0.67%	-
9	Dividend Payout Ratio	0%	0%	-
10	Return on Equity (ROE)	-3.01%	-0.22%	-

Net revenue in 2024 decreased by 25.27% compared to 2023. This was due to the impact of the global economic recession, high inflation, and ongoing global conflicts, which led to slower product consumption, high-priced inventories, and volatile input material costs. Selling prices were insufficient to cover the cost of goods sold, resulting in operating losses for the Company.

In 2024, the Company made significant efforts to reduce costs: financial expenses were reduced by 45%, and administrative expenses by 56%. As a result, although the Company still recorded



an operating loss in 2024, the loss was reduced by approximately VND 10 billion compared to 2023.

During the year, the Company liquidated fixed assets and recorded nearly VND 23 billion in income from this activity. Consequently, profit before tax for 2024 turned positive, reaching VND 3.56 billion. However, due to a large corporate income tax expense, profit after tax remained negative at VND 1.04 billion.

Regarding the 2024 business plan: the 2024 Annual General Meeting of Shareholders approved targets of VND 200 billion in total revenue and VND 4 billion in profit after tax. Based on the results above, the Company achieved 77.73% of its revenue target; however, due to the aforementioned challenges, it did not meet the planned profit target.

### 3. Company's Financial Position as of December 31, 2024:

Indicator	31/12/2024 (VND)	31/12/2023 (VND)
Total Assets	556,379,519,152	561,761,325,195
A. Current Assets	361,598,615,107	323,995,964,622
B. Non-current Assets	194,780,904,045	237,765,360,573
Total Liabilities & Equity	556,379,519,152	561,761,325,195
A. Liabilities	93,814,941,736	98,160,034,494
B. Owner's Equity	462,564,577,416	463,601,290,701

Key Financial Ratios:

Indicator	Unit	2023	2024
<b>1. Liquidity Ratios</b>			
Current Ratio (Current Assets / ST Debt)	Times	4.19	3.89
Quick Ratio ((Current Assets – Inventory) / ST Debt)	Times	0.60	0.84
<b>2. Capital Structure Ratios</b>			
Debt to Total Assets	%	17.47	16.86
Debt to Equity	%	21.17	20.28
<b>3. Activity Ratios</b>			
Inventory Turnover (COGS / Avg Inventory)	Times	0.79	0.58
Net Sales / Average Total Assets	Times	0.35	0.28
<b>4. Profitability Ratios</b>			
Net Profit Margin (NPAT / Net Sales)	%	-6.71	-0.67
Operating Profit Margin (OP / Net Sales)	%	-14.03	-12.49
Return on Equity (NPAT / Avg Equity)	%	-2.97	-0.22
Return on Assets (NPAT / Avg Total Assets)	%	-2.37	-0.19

### IV. SUPERVISORY BOARD'S WORK PLAN FOR 2025

- Review the task assignments of Supervisory Board members and make appropriate adjustments to ensure alignment with current requirements;



- Maintain regular and periodic supervisory activities in accordance with legal regulations. Closely coordinate with the Board of Directors and the Executive Board in task execution, focusing on prevention and risk mitigation, ensuring that the company's operations strictly comply with applicable laws;
- Propose and select the audit firm for the 2025 Financial Statements;
- Review and assess the semi-annual reports and the audited financial statements for 2025; supervise the implementation of activities, resolutions, and decisions of the Board of Directors and the Executive Board according to the work plan set at the beginning of the year, ensuring full compliance with legal regulations.

## **V. RECOMMENDATIONS OF THE SUPERVISORY BOARD**

In order to achieve the 2025 targets approved by the Annual General Meeting of Shareholders and to minimize errors and risks during the operational management of the Company, the Supervisory Board makes the following specific recommendations and proposals:

- Continuously improve corporate governance and management to fully promote the capabilities of the executive team, ensuring stable development and the achievement or surpassing of business and financial targets assigned by the General Meeting of Shareholders, while maximizing the legal benefits of the Company and its shareholders.
- Prioritize and allocate resources effectively to implement high-efficiency investment projects.
- The Board of Directors should closely supervise and control production costs, ensure sufficient capital for operations, and enhance the Company's operational efficiency. Continue refining the existing procedures and regulations to comply with the Law on Enterprises, the Company's Charter, relevant legal provisions, and internal policies in line with actual business conditions to ensure lawful and effective business operations.
- Strengthen training and human resource development; build appropriate personnel policies that align with the Company's current and future development needs.
- Facilitate the operations of the Supervisory Board in accordance with regulations, based on the principle of preventing and minimizing risks, especially in financial activities.
- Promote coordination between the administration and mass organizations; maintain a high level of internal consensus through implementing grassroots democratic regulations; ensure the well-being—both material and spiritual—of employees, and perform well in emulation and commendation as well as social activities.

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



**Phan Thanh Tan**



No: 01/TTr-BOD

*HCM City, may 29, 2025*

**PROPOSAL**

Re: Approval of the Audited Financial Statements for 2024

To: **The Annual General Meeting of Shareholders 2025**

- Based on the Enterprise Law 2020;
- Based on the Organization and Operation Charter of Kim Vi Inox Import Export Production Joint Stock Company;
- Based on the audited financial statements for 2024;

The Board of Directors respectfully submits to the Annual General Meeting of Shareholders 2025 for approval:

The audited financial statements for 2024, audited by South Financial Consulting, Accounting, and Auditing Services Co., Ltd. The 2024 audited financial statements have been reviewed and approved by the Supervisory Board of the Company and have been disclosed in accordance with the regulations.

We respectfully request the General Meeting of Shareholders to review and approve.

**ON BEHALF OF BOARD OF DIRECTOR**

**Recipients:**

- As addressed;
- BOD, SB;
- Archive: VT



**CHAIRMAN**

**DO HUNG**



No: 02/TTr-SB

*HCM City, may 29, 2025*

**PROPOSAL**

Re: Selection of the auditing firm for the 2025 Financial Statements

**To: The Annual General Meeting of Shareholders 2025**

- Pursuant to the 2020 Enterprise Law;
- Pursuant to the Securities Law and its guiding documents;
- Pursuant to the Charter of Organization and Operation of Kim Vi Inox Export-Import Production Joint Stock Company;

The Board of Supervisors respectfully submits for the consideration of the Annual General Meeting of Shareholders the selection of the auditor for the 2025 financial statements (including the reviewed semi-annual financial statements for 2025 and the audited annual financial statements for 2025) of the Company as follows:

**1. Criteria for selecting the auditing firm:**

- The auditing firm must be licensed according to the provisions of the law.
- The auditing firm must have a team of auditors who are honest, reputable, uphold professional ethics, and have the qualifications and experience necessary to ensure the quality of the audit of the financial statements.
- The audit fee must be reasonable and appropriate in relation to the content, scope, and timeline of the audit required by the Company.
- The auditing firm must be on the list of firms approved by the State Securities Commission for auditing public interest entities in the securities sector.

**2. Proposal:** The Board of Supervisors respectfully proposes that the Annual General Meeting of Shareholders 2025 authorize the Board of Directors to decide on the selection of an independent auditing firm based on the proposal of the Board of Supervisors to carry out the audit of the 2025 financial statements of Kim Vi Inox Import Export Production Joint Stock Company.

**Recipients:**

- As addressed;
- BOD, SB;
- Archive VT.

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



**Phan Thanh Tan**



No: 03/TTr-BOD

*HCM City, may 29, 2025*

**PROPOSAL**

Re: Approval of settlement of Salary, Bonus, and Remuneration for the Board of Directors and Supervisory Board Members in 2024, and Remuneration and Allowance Plan for 2025

**To: The Annual General Meeting of Shareholders in 2025**

- Based on the 2020 Enterprise Law;
- Based on the Charter of Organization and Operation of Inox Kim Vĩ Import Export Production Joint Stock Company;

The Board of Directors respectfully submits to the Annual General Meeting of Shareholders for approval the settlement of salaries, bonuses, and remuneration for the members of the Board of Directors and Supervisory Board in 2024, as well as the proposed remuneration and allowances for 2025, as follows:

**1. Settlement of Salaries, Bonuses, and Remuneration for Board of Directors and Supervisory Board Members in 2024:**

- Total salary, bonus, and remuneration paid to the Chairman of the Board of Directors: 242,400,000 VND
- Remuneration and allowances paid to the members of the Board of Directors (excluding salaries for other concurrent positions): 96,000,000 VND
- Total remuneration paid to the Chairman and members of the Supervisory Board (excluding salaries for other concurrent positions): 48,000,000 VND

**2. Proposed Remuneration and Allowances for Board of Directors and Supervisory Board Members in 2025:**

- The total remuneration and allowances for the members of the Board of Directors and Supervisory Board (excluding salaries for other concurrent positions) in 2025 will not exceed 500,000,000 VND (Five hundred million VND).
- The specific allocation for each member will be decided by the Chairman of the Board of Directors.

Sincerely thank you!

**Recipients:**

- As addressed;
- BOD, SB;
- Archive: VT

**ON BEHALF OF BOARD OF DIRECTOR  
CHAIRMAN**



**DO HUNG**



No: 04/TTr-BOD

*HCM City, may 29, 2025*

**PROPOSAL**

Re: Amendment of the Company's Charter

**To: The Annual General Meeting of Shareholders 2025**

- Pursuant to the Law on Enterprises 2020;
- Pursuant to the Charter on the Organization and Operation of Kim Vi Inox Import Export Production Joint Stock Company;

The Board of Directors respectfully submits to the General Meeting of Shareholders for approval the following amendments to the Company's Charter:

Current Content	Amended Content
<b>Article 26. Composition and Term of the Board of Directors</b>  1. The number of members of the Board of Directors is 05.	<b>Article 26. Composition and Term of the Board of Directors</b>  1. The number of members of the Board of Directors is 03.

We respectfully submit to the General Meeting of Shareholders for consideration and approval.

Sincerely thank you!

**Recipients:**

- As addressed;
- BOD, SB;
- Archive: VT

**ON BEHALF OF BOARD OF DIRECTOR**

**CHAIRMAN**



**DO HUNG**