



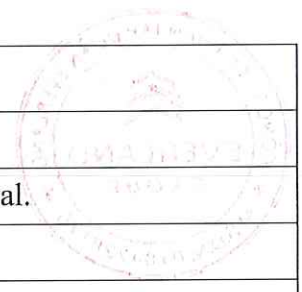
## AGENDA OF THE 2026 ANNUAL GENERAL MEETING OF SHAREHOLDERS EVERLAND GROUP JOINT STOCK COMPANY

Time: 8:30 AM, Friday, April 24, 2026.

Venue: Iris Room, 1<sup>st</sup> Floor, Hanoi Daewoo Hotel, 360 Kim Ma, Giang Vo ward, Hanoi city, Vietnam.

Time	Content
8:30 - 8:50	Welcoming and verifying shareholder eligibility, distributing meeting materials, and registering shareholders attending the GMS.
8:50 – 9:00	Report on the verification of shareholder eligibility and conditions for conducting the GMS. Election of the Presidium of the GMS.
9:00 - 9:15	Opening of the GMS. Approval of the Regulations for organizing and conducting the GMS, the Agenda of the GMS. Approval of nomination of the GMS Secretariat and election of the Vote Counting Board.
9:15 - 9:45	<ul style="list-style-type: none"> <li>- Report of the General Director on the Company’s business and production performance in 2025 and plan for 2026.</li> <li>- Report of the Board of Management on the performance results in 2025 and the Operational plan for 2026.</li> <li>- Report of the Supervisory Board on the performance in 2025 and the orientation and tasks for 2026.</li> </ul>
9:45 - 10:15	<p>Proposal of the Board of Management on the following matters:</p> <ul style="list-style-type: none"> <li>- Proposal for the approval of the Company’s audited financial statements for 2025</li> <li>- Proposal on the profit distribution plan for 2025 of the Company.</li> <li>- Proposal on the dividend distribution plan for 2025 of the Company.</li> <li>- Proposal on the revenue and profit plan for 2026 of the Company.</li> <li>- Proposal on the approval of the list of audit firms for the 2026 financial statements of the Company.</li> <li>- Proposal on the remuneration, operating expenses and benefits of members of the BOM and the Supervisory Board, and the report on salaries of the Board of Directors.</li> <li>- Proposal on the share issuance plan for dividend payment for 2025 of the Company.</li> <li>- Proposal on the change of the Company’s business lines, update the Company’s head office and the amendment and supplementation Charter of the Company.</li> <li>- Proposal on the approval of audited report on the use of proceeds from the share offering and issuance in the Company’s charter capital increase from VND 1,050,000,000,000 to VND 2,152,498,360,000, and approval on the change to the plan for use of proceeds from the public offering of securities.</li> <li>- Proposal on the election of an additional Supervisor for the term 2026 - 2031</li> <li>- Proposal on the approval of candidates for election as Supervisor for the term 2026 – 2031</li> </ul>
10:15 - 10:45	<ul style="list-style-type: none"> <li>- Discussion</li> <li>- Explanations and responses from the Presidium of the GMS.</li> </ul>
10:45 - 11:00	<ul style="list-style-type: none"> <li>- Instruct, conduct the voting on reports, proposals and and election Supervisor</li> </ul>

<b>Time</b>	<b>Content</b>
11:00 - 11:15	Vote counting/Break.
11:15 - 11:30	Announcement of voting and election results for GMS approval.
11:30 - 11:45	Approval of the Minutes and Resolution of the GMS.
11:50	Closing of the GMS.





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01/DHDCD

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

....., April ....., 2026.

**AUTHORIZATION LETTER**  
**ATTENDING THE 2026 ANNUAL GENERAL MEETING OF SHAREHOLDERS**  
**(Everland Group Joint Stock Company)**

**Respectfully to: Everland Group Joint Stock Company**

**1. AUTHORIZING PERSON**

Name of the Shareholder: .....  
ID/Passport/Enterprise Registration Certificate No: .....  
Address: .....  
Phone number: .....  
Number of Shares Owned: ..... shares.

**2. AUTHORIZED PERSON**

Name of Individual/Organization: .....  
ID/Passport/ Enterprise Registration Certificate No.: .....  
Address: .....  
Phone number: .....

**3. SCOPE OF AUTHORIZATION**

To attend the 2026 Annual GMS of Everland Group Joint Stock Company on April 24, 2026 (in the form of in-person and online, with electronic voting).  
To exercise the rights to speak and vote on all matters at the GMS concerning..... shares owned by the Authorizing person, under the law and the regulation for organizing the 2026 Annual GMS of Everland Group Joint Stock Company.

**4. VALIDITY OF AUTHORIZATION**

This Authorization Letter is only valid from the date of signing until the end of the 2026 Annual GMS of Everland Group Joint Stock Company.  
The authorized person attending the General Meeting must comply with the provisions set out in the Invitation Letter/Notice of Invitation and the Regulation of the General Meeting.  
The authorized person is not permitted to delegate the authorized tasks as specified in this Authorization Letter to a third party.

**AUTHORIZING PERSON**  
*(Signature, full name/stamp)*

**AUTHORIZED PERSON**  
*(Signature, full name/stamp)*

*Hanoi, April 02<sup>nd</sup>, 2026*

**REGULATIONS ON ORGANIZATION, OPERATION, VOTING, AND  
ELECTION AT THE 2026 ANNUAL GENERAL MEETING OF  
SHAREHOLDERS**

**CHAPTER I. GENERAL PROVISIONS**

**Article 1. Scope of Regulation**

These Regulations govern the rights and responsibilities of participants, conditions, and procedures for conducting the 2026 Annual General Meeting of Shareholders (hereinafter referred to as the “GMS”) of Everland Group Joint Stock Company (hereinafter referred to as the “Company”).

**Article 2. Applicable subjects**

These Regulations apply to shareholders, authorized representatives, and other participants attending the GMS.

**CHAPTER II. RIGHTS AND RESPONSIBILITIES OF GMS PARTICIPANTS**

**Article 3. Rights and Responsibilities of Shareholders**

**3.1. Conditions for attending the GMS:**

All shareholders listed in the shareholder register finalized by the Vietnam Securities Depository and Clearing Corporation on March 27, 2026 are entitled to attend the GMS or authorize an organization individual to attend on their behalf. Individual shareholders may only authorize another individual. If a shareholder is an organization authorizing multiple representatives, the authorization document must specify the number of shares each representative is authorized to represent. The authorization letter must be prepared in the form prescribed by the Company and must bear the full signatures of both the principal and the proxy. Any authorization letter not prepared in the Company’s prescribed form shall be subject to the sole discretion of the Chairman of the General Meeting as to its validity.

**3.2. Rights and Responsibilities of Shareholders attending the GMS:**

- a) Participate in discussions, express opinions, and vote on all matters within the



GMS's authority.

- b) To exercise voting rights and elect at the GMS through the electronic voting system available at <https://evg.ezgsm.fpts.com.vn>. The value of the Voting Card, and Election Card corresponds to the proportion of voting shares owned by the Shareholder relative to the total voting shares of attending shareholders.
- c) Shareholders shall prepare appropriate electronic devices, such as desktop computers, laptops, tablets, or smartphones with Internet access, to ensure access to the electronic voting system and the exercise of their corresponding rights. Shareholders attending the Meeting in person but without electronic devices to access the electronic voting system shall be provided by the Company with paper voting ballots and ballot papers to exercise their voting and election rights at the Meeting.
- d) Shareholders shall keep confidential all information relating to their access accounts, including usernames and passwords provided by the Company, to ensure that only the Shareholders (or their duly authorized representatives) are entitled to exercise the above rights on the electronic voting system. Shareholders must promptly notify the Company for timely handling upon discovering that their username or password has been lost, stolen, disclosed, or is suspected of being compromised, so that the Company may lock the access account. The Company shall not be liable for any issues arising from the Shareholders' loss or disclosure of their login credentials.
- e) Propose to the Presidium and Chairman of the GMS additional or amended items to the agenda for the GMS's consideration and approval.
- f) Nominate or be nominated as a candidate for election at the GMS, provided they meet the conditions as stipulated by the Law on Enterprises and the Company's Charter.
- g) Present identification documents (valid Citizen ID or Passport) and a valid authorization letter (for authorized representatives, using the Company's form) to the Board of Shareholder Eligibility Verification for registration.
- h) Arrive at the meeting venue on time. Late-arriving shareholders may still register and vote, but will lose voting rights for matters already approved by the GMS before their arrival.
- i) Audio or video recording at the GMS must be conducted openly and with the approval of the Chairman.
- j) Dress appropriately, behave courteously, comply with the GMS's rules, and follow the direction of the Presidium and Chairman of the GMS.

#### **Article 4. Rights and Responsibilities of the Board of Shareholder Eligibility**

## **Verification**

- 4.1. The Board of Shareholder Eligibility Verification, established by the Company's Board of Management (BOM), is responsible for: Receiving and verifying the eligibility of shareholders attending the GMS; Distributing meeting materials, Notice of login credentials to the electronic voting system to participants; Registering shareholders attending the GMS; Reporting to the GMS on the results of shareholder eligibility verification.
- 4.2. If a shareholder is deemed ineligible to attend the GMS, the Board of Shareholder Eligibility Verification may refuse their participation and withhold meeting materials, and provide login credentials to the electronic voting system.

## **Article 5. Rights and Responsibilities of the Presidium and Chairman of the GMS**

- 5.1. The Company's BOM nominates the Presidium for GMS approval at the meeting. The Chairman of the BOD serves as the Chairman of the GMS. If the Chairman of the BOM is absent, the remaining BOM members elect one among themselves as Chairman by a majority vote. If no Chairman is elected, the Head of the Supervisory Board chairs the GMS to elect the Chairman of the GMS, with the person receiving the highest votes becoming the Chairman of the GMS.
- 5.2. The Presidium and Chairman of the GMS have the following rights and responsibilities:
  - a) Conduct all necessary actions to manage the GMS lawfully and orderly, reflecting the wishes of the majority of attending shareholders.
  - b) The Chairman's decisions on the order, procedures, or events arising outside the GMS agenda are final and binding.
  - c) The Chairman manages the GMS in accordance with the approved agenda and regulations. The Chairman may choose not to respond to or only acknowledge shareholder opinions if they are unrelated to the matters being voted on.
  - d) Without requiring GMS approval, the Presidium and/or Chairman of the GMS may postpone the GMS to another time and place if:
    - The meeting venue lacks sufficient space for all participants;
    - Communication facilities at the venue do not ensure that shareholders can participate, discuss, and vote;
    - The behavior of attendees disrupts or may disrupt the orderly conduct of the meeting;
    - Postponement is necessary for the GMS to proceed lawfully.

## **Article 6. Rights and Responsibilities of the Secretariat**

- 6.1. The Secretariat, consisting of two members (including one Head of Secretariat),

is nominated by the Presidium and approved by the GMS at the meeting to perform secretarial tasks and other duties as assigned by the Presidium.

6.2. The Secretariat has the following rights and responsibilities:

- a) Assist the Presidium in announcing draft meeting documents, Minutes, Resolutions, and notices to shareholders as requested;
- b) Receive shareholders' question forms and forward them to the Presidium for review;
- c) Accurately and fully record the GMS proceedings, including matters approved or noted by shareholders, in the Minutes of GMS;
- d) Draft the Minutes and Resolutions of GMS, and present them to the GMS for approval;

#### **Article 7. Rights and Obligations of the Vote Counting Board**

7.1. The Vote Counting Board, consisting of three members (including one Head), is nominated by the Presidium and approved by the GMS to conduct vote counting for Voting Cards and Election Cards.

7.2. The Vote Counting Board has the following rights and responsibilities:

- a) Guide, propagate shareholders on voting regulations and procedures, and the use of Voting Cards, Ballot Cards, and Election Cards.
- b) Monitor, assist shareholders in voting using Voting Cards, Ballot Cards, and Election Cards.
- c) Coordinate with the online meeting consultant firm to collect and count voting and election cards. Record the vote-counting results and prepare the Minutes of Vote Counting.
- d) Report vote counting results to the Chairman, Secretariat, and announce them to the GMS.

### **CHAPTER III. CONDITIONS AND PROCEDURES FOR CONDUCTING THE GMS**

#### **Article 8. Conditions for Conducting the GMS**

The GMS is deemed valid if the attending shareholders represent more than 50% of the total voting shares as per the list of shareholders have the right to attend the meeting. Shareholders are considered attendees if they participate in person or online, have authenticated their login through the Company's provided system and registered to attend the meeting according to the regulations.

#### **Article 9. Procedures for conducting the GMS**

- 9.1. The GMS will take place on the morning of April 24<sup>st</sup>, 2026, in both in-person combine with online formats. The online format will be conducted via the online meeting platform at <https://evg.ezgsm.fpts.com.vn>.
- 9.2. Following shareholder registration attend to GMS, the GMS opening, approval of the Shareholder Eligibility Verification Report, election of the Presidium, Secretariat, and Vote Counting Board, and approval of any proposed agenda additions by shareholders (if any), the GMS will discuss and approve the following:
- Report of the General Director on the business performance in 2025 and plan for 2026 of the Company.
  - Report of the Board of Management (BOM) on the performance in 2025 and the Operational plan for 2026.
  - Report of the Supervisory Board on the performance results for 2025 and the orientation and tasks of the Supervisory Board for 2026.
  - Proposal of the BOM for the approval of the Company's audited financial statements for 2025.
  - Proposal of the BOM on the profit distribution plan for 2025 and the dividend distribution plan of the Company.
  - Proposal of the BOM on the revenue and profit plan for 2026.
  - Proposal of the Supervisory Board for the approval of the list of audit firms for the 2026 financial statements of the Company.
  - Proposal of the BOM on the remuneration, operating expenses and benefits of members of the BOM and the Supervisory Board, and the report on salaries of the Board of Directors
  - Proposal of the BOM on the share issuance plan for dividend payment for 2025 of the Company.
  - Proposal of the BOM on the change of the business lines, update the head office and the amendment and supplementation Company's Charter.
  - Proposal of the BOM on the approval of the audited report on the use of proceeds from the share offering and issuance in the Company's charter capital increase from VND 1,050,000,000,000 to VND 2,152,498,360,000, and approval on the change to the plan for use of proceeds from the public offering of securities.
  - Proposal of the BOM on the election of an additional Supervisor for the term 2026 – 2031.
  - Proposal of the BOM on the approval of candidates for election as Supervisor for the term 2026 – 2031.

- The GMS conducts the election of a Supervisor.

#### **Article 10. Discussions at the GMS**

##### 10.1. Discussion Principles:

- a) Discussions are limited to the allocated time and focus only on matters in the approved GMS agenda.
- b) In-person shareholders may register to speak by raising their hand or submitting a question form to the Secretariat. Online shareholders may submit questions via messages through the online meeting platform.
- c) The Secretariat records the shareholder's name, shareholder code, and question content, arranges questions in order of submission, and forwards them to the Presidium. Shareholders must comply with the discussion management by the Presidium and Chairman of the GMS and may only speak when permitted by the Chairman of the GMS.

##### 10.2. Addressing Shareholder Opinions:

- a) Based on question forms and online submissions, the Chairman or member of Presidium of the GMS or a designated member answers shareholders' questions and opinions. If shareholders raise similar or duplicate questions, the Chairman shall select and provide a consolidated response to all shareholders.
- b) The Chairman of the GMS may choose not to respond or only acknowledge opinions unrelated to the matters being voted on.
- c) If time constraints prevent direct responses, unanswered questions will be addressed in writing by the Company.

### **CHAPTER IV. PROVISIONS ON THE ELECTION SUPERVISORY**

#### **Article 11. Number of Supervisory Board Members to be Elected at the GMS**

The General Meeting of Shareholders will elect to replace one (01) Supervisory for the 2026-2031 term.

#### **Article 12. Criteria and Conditions for Supervisor for the term 2026-2031**

- 12.1. Having full civil capacity and must not be prohibited from managing enterprises as stipulated in Clause 2, Article 17 of the Law on Enterprises (as amended and supplemented in 2025).
- 12.2. Having been trained in one of the following fields: economics, finance, accounting, auditing, law, business administration, or a speciality relevant to the business activities of the Company.
- 12.3. Not being a family member of any member of the BOM, the General Director,

or any other executive or manager of the Company.

- 12.4. Not being a manager of the Company, and not necessarily being a shareholder or an employee of the Company.
- 12.5. Not being a person working in the accounting or finance department of the Company, and not being a member or employee of the independent auditing firm that has audited the Company's financial statements during the three (03) consecutive years preceding 2026.

**Article 13. Conditions and Documents for Nominating Candidates for the Supervisor election for the term 2026 - 2031**

- 13.1. Shareholders holding Company shares may combine their voting rights to form a shareholder group to nominate candidates for the Supervisory election.
- 13.2. Shareholders or groups holding 10% or more of the total common shares may nominate candidates as follows:
  - a) Shareholders or groups holding 10% to less than 20% may nominate one (1) candidate.
  - b) Shareholders or groups holding 20% to less than 30% may nominate up to two (2) candidates.
  - c) Shareholders or groups holding 30% to less than 40% may nominate up to three (3) candidates.
  - d) Shareholders or groups holding 40% to less than 50% may nominate up to four (4) candidates.
  - e) Shareholders or groups holding 50% to less than 60% may nominate up to five (5) candidates.
  - f) Shareholders or groups holding 60% to less than 70% may nominate up to six (6) candidates.
  - g) Shareholders or groups holding 70% to less than 80% may nominate up to seven (7) candidates.
  - h) Shareholders or groups holding 80% to less than 90% may nominate up to eight (8) candidates.
- 13.3. Nomination documents for Supervisor candidates include:
  - a) Nomination notice for Supervisor candidates (using the Company's template).
  - b) Candidate's self-declared curriculum vitae (using the Company's template).
  - c) Valid copies of degrees, diplomas, and certificates verifying the candidate's professional qualifications.
- 13.4. Nomination documents for election as Supervisor must comply with Article 13.3 and must be sent via registered mail to Everland Group Joint Stock Company

*(Address: 3rd Floor, 97-99 Lang Ha Building, Dong Da Ward, Hanoi City, Vietnam)* or emailed to info@everland.vn before 4:00 PM on April 14, 2026.

- 13.5. Only candidates meeting the Supervisor eligibility criteria and having compliant nomination documents for election as Supervisor as per these Regulations will be included in the candidate list announced at the GMS for the member of the Supervisor election.

## **ARTICLE V. VOTING, ELECTION, AND VOTE COUNTING AT THE GMS**

### **Article 14. Voting on GMS Matters**

All matters requiring a vote in the GMS agenda will be discussed and voted on publicly as follows:

#### 14.1. Voting Methods:

- a) Shareholders use the Username and Password provided in the GMS invitation or at the time of verification of shareholder eligibility to access the through the electronic voting system and exercise voting.
- b) If shareholders request reissuance of login credentials, the GMS Organizing Board may provide them in person or sent via email address, or by phone of Shareholders as recorded in the list of shareholders of the Company provided by the Vietnam Securities Depository and Clearing Corporation. Shareholders must provide personal information, including Citizen ID/Passport number, mobile phone number, email address, and permanent or temporary address.
- c) The voting results of Shareholders on the electronic voting system shall be deemed final. Shareholders shall be fully responsible before the law and the Company for any voting results cast on the electronic voting system.

#### 14.2. Voting Procedures:

- a) On the ‘Voting – Election’ interface of the electronic voting system, Shareholders shall cast their votes on each matter included in the meeting agenda. For each matter submitted for voting at the General Meeting, shareholders shall express their opinion by selecting one of three options: “Approve”, “Disapprove”, or “No Opinion” on the voting ballot pre-set on the electronic voting system. After completing the selection for all matters to be voted on at the General Meeting, shareholders shall click the “Vote” button to save and submit their voting results to the system.
- b) Shareholders may change their selected voting option after clicking the ‘Vote’ button, but only before the end of the voting period. The final selected option shall be recorded on the electronic voting system.

14.3. Validity of voting content and Ballot Card:

- a) On the voting ballot on the electronic voting system, a voting item shall be considered valid when the Shareholder selects one of the three voting options for such item. A voting item shall be considered invalid if the Shareholder does not select any option or selects more than one option for the same voting item.
- b) A valid voting ballot is a ballot in which all voting items are valid and for which the Shareholder has completed submission (by clicking the “Vote” button) on the electronic voting system.
- c) In the event that any voting item is invalid, the electronic voting system shall notify the Shareholder to review and adjust such voting item to ensure its validity. Only after all voting items are valid may the Shareholder click the “Vote” button, at which point the system shall record the Shareholder’s voting ballot

**Article 15. Election of Supervisor**

15.1. Election Principles

- a) The election of the Supervisor shall be conducted by cumulative voting. Accordingly, each Shareholder shall have a total number of votes equal to the number of voting shares (including owned and authorized shares) multiplied by the number of Supervisors to be elected (01 member). Shareholders may allocate all or part of their total votes to one or more candidates; provided that the total number of votes allocated to all candidates shall not exceed the total number of votes of such Shareholder.
- b) The elected Supervisor is determined by the highest vote count, descending. If two or more candidates receive the same vote count, the GMS will conduct a re-election among those candidates.

15.2. Election Methods:

Shareholders use the Username and Password provided in the GMS invitation or at the time of verification of shareholder eligibility to access the electronic voting system and exercise voting.

15.3. Election Procedures:

- a) On the ‘Voting – Election’ interface of the electronic voting system, Shareholders shall cast their votes on each matter included in the meeting agenda. The system records the number of votes cast by shareholders for each candidate. If shareholders select “Equal Vote Allocation,” the system automatically divides the pre-set votes among candidates. If the division results in fractional votes, the system cancels the fractional portion and rounds down. If shareholders allocate votes unevenly among candidates, they must specify the

number of votes in the “Number of Votes” field for each respective candidate. After completing the ballot, the Shareholder shall click the “Elect” button to save and submit the election results to the system.

- b) Shareholders may change their selected election option after clicking the ‘Elect’ button, but only before the end of the voting period. The final selected option shall be recorded on the electronic voting system

#### 15.4. Validity of Election Card

- a) A ballot shall be considered valid when the Shareholder casts votes for candidates included in the list of candidates approved by the Meeting, and the total number of votes allocated to all candidates does not exceed the Shareholder’s total votes.
- b) For invalid ballots, the electronic voting system shall notify the Shareholder to review and adjust the ballot to ensure its validity. Only after the ballot is valid may the Shareholder click the ‘Elect’ button, at which point the system shall record the Shareholder’s ballot.
- c) In the event that additional candidates arise during the Meeting, Shareholders may change their election choices until the end of the voting period in accordance with the applicable regulations.

### **Article 16. Vote Counting**

16.1. The Vote Counting Board conducts vote counting as follows:

- a) Operates in the area designated by the GMS Organizing Board.
- b) Collaborates with the online meeting organizer and uses electronic equipment and resources provided by the Company to support vote counting.
- c) Verifies the validity of Voting Cards, Election Cards, and records results from both in-person and electronic votes.
- d) Excludes shares without voting rights (if any).
- e) Drafts Vote Counting Minutes to summarize voting and election results and reports to the GMS as directed by the Chairman of the GMS.

16.2. Complaints about vote-counting results are only considered during the GMS. Shareholders may not challenge validity of the results of vote counting after the Meeting Minutes have approved. If disputes arise regarding voting or election procedures, or results, the Election Board will review and seek GMS approval for resolution according to the direction of Chairman.

### **Article 17. Approval of Resolutions of the GMS**

GMS Resolutions are approved by the Company’s Charter.

## CHAPTER VI. GMS CONCLUSION

### Article 18. Minutes and Resolutions of the GMS

All proceedings and matters of the GMS must be recorded by the Secretariat in the GMS Minutes. The Minutes must be signed by the Chairman of the GMS and the Head of the Secretariat. The Minutes and Resolutions must be read and approved before the GMS concludes, published on the Company's website within twenty-four (24) hours of the GMS's conclusion, and stored in the Company's Minutes book.

### Article 19. Handling Disruptions and Force Majeure Events

During the GMS, if disruptions or force majeure events occur beyond the Company's reasonable control (e.g., natural disasters, fires, system errors, technical errors, power outages, internet connection failures, or other technical issues), the Company will mobilize all resources to resolve them within no more than 60 minutes to allow the GMS to continue.

If the issues persist beyond 60 minutes, the Chairman of the GMS may declare a suspension of the GMS. All matters approved before the suspension (if any) will be nullified and must be re-voted at the next convened GMS.

## CHAPTER VII. IMPLEMENTATION PROVISIONS

### Article 20. Effect of Implementation

These Regulations, comprising 7 Chapters and 20 Articles, take effect from the date of approval by the 2026 Annual GMS of Everland Group Joint Stock Company./.

CHAIRMAN OF THE BOARD OF MANAGEMENT



The stamp is circular and red, containing the text "CÔNG TY CỔ PHẦN TẬP ĐOÀN EVERLAND" around the top edge and "EVERLAND GROUP" in the center. Below the group name, it says "M.S.D.N: 010222175". A blue ink signature is written across the stamp.

Le Dinh Vinh

**REPORT**  
**On the Performance Results in 2025 and Operational Plan for 2026**

Respectfully to: 2026 Annual General Meeting of Shareholders.

Pursuant to the Law on Enterprises 2020 and the Charter of Everland Group Joint Stock Company, the Board of Management (BOM) hereby submits to the General Meeting of Shareholders (GMS) a report on the performance results of the BOM in 2025 and the operational plan for 2026 as follows:

**PART I**  
**PERFORMANCE RESULTS OF THE BOARD OF MANAGEMENT IN 2025**

In 2025, despite a complex global environment marked by uncertainties and risks, Vietnam's economy achieved positive outcomes thanks to the Government's proactive, flexible, and effective management, along with measures to support business activities and improve the institutional framework. Vietnam's GDP growth reached approximately 8.02% for the year, maintaining its position as one of the fastest-growing economies in the region.

Against this backdrop, Everland Group Joint Stock Company made significant efforts to overcome challenges and capitalize on opportunities, sustaining growth momentum and stable development. Under the close guidance of the BOM and the Board of Directors, together with the unity and strong commitment of all employees, the Group effectively implemented the strategic directions, objectives, tasks, and solutions set for 2025.

By the end of 2025, the Group's consolidated financial targets were largely achieved, with recorded growth compared to the previous year. Total assets continued to expand, financial resources were strengthened, and positive progress was made across business operations, governance, and human resources. These results have laid a solid foundation for the implementation of the Group's development strategy in the next phase. The achievements were significantly supported by the BOM through its role in providing strategic direction, oversight, and timely decision-making, thereby enhancing operational efficiency and ensuring the Group's sustainable development.

**I. CORPORATE GOVERNANCE**

**1. Management and Directive Activities**

In accordance with its roles and responsibilities as prescribed by law and the Company's Charter, the BOM has effectively exercised its functions of strategic direction,



governance, and supervision, ensuring that the Group's operations are implemented in a synchronized, consistent, and efficient manner. In 2025, the BOM focused on directing the key tasks and priorities of Everland Group Joint Stock Company as follows:

- Successfully organized the 2025 Annual General Meeting of Shareholders (AGM) and fully implemented the resolutions adopted by the AGM.

- Directed and monitored the implementation of the 2025 business plan, ensuring alignment with the Group's objectives and strategic orientation.

- Directed the restructuring and consolidation of the organizational apparatus, enhancing governance capacity and the quality of human resources across Everland Group and its subsidiaries.

- Directed the review, amendment, supplementation, and completion of the Group's internal processes, regulations, and policies to better align with operational requirements in the new development phase.

- Directed the development of the Everland Group's Innovation and Development Strategy for the 2026–2030 period, with a vision to 2035.

Direct, monitor, and expedite the implementation progress of real estate projects; directly receive and review reports on project execution status; and instruct on solutions and measures to accelerate the construction progress of such projects..

- Directed, monitored, and expedited the progress of real estate projects; directly reviewed project implementation status and instructed solutions to accelerate construction progress.

- Directed financial governance, including cost control for business operations and construction investments; ensured strict management of capital sources and improved capital efficiency.

- Closely monitored operational and financial performance through periodic and ad hoc reports, providing timely and appropriate management directives.

- Directed the Board of Management to ensure the full implementation of policies and regimes, while improving the material and spiritual well-being of employees.

Through the consistent and decisive leadership of the BOM, in close coordination with the Board of Management and management team, the Group's business and production operate in 2025 achieved positive results. Financial and business indicators maintained stable growth, laying an important foundation for rapid and sustainable development in the coming years, as presented in the General Director's Report to the General Meeting of Shareholders.

## **2. Supervision of the Board of Directors**

In addition to its governance and strategic direction functions, the BOM also performs its supervisory role over the Board of Directors in the management of the Group's business operations and related areas. Through its supervisory activities in 2025, the Board of Directors's operate achieved several positive results as follows:

- Effectively operated the business operations of Everland Group and its subsidiaries

in line with the approved strategic direction; key financial and business indicators were largely met or exceeded, recording solid growth compared to 2024.

- Directed and managed the implementation of the Group's real estate projects, ensuring progress in tender packages, construction schedules, acceptance, and payment processes. Notably, the Crystal Holidays Harbour Van Don Tourism, Resort and Entertainment Complex held the Phase 1 inauguration ceremony (Tower A+B) on December 19, 2025, in celebration of the 14th National Congress of the Communist Party. The Xuan Dai Bay Commercial, Service and Tourism Complex project commenced on April 1, 2025, and is currently accelerating infrastructure and landscape construction works. The Ly Son Cultural Heritage Tourism Complex has completed legal procedures and is scheduled for groundbreaking in Q2 2026.

- Directed and managed investment procedures for new projects in Hai Phong, Phu Tho, Bac Ninh, and Dong Thap; projects in Hai Phong, Phu Tho, and Bac Ninh are expected to complete investor selection procedures in 2026 and early 2027.

- Managed sales activities for real estate products at the Crystal Holidays Harbour Van Don project; accelerated receivables collection, recognized part of the project's revenue and profit, and handed over a portion of completed units to customers.

- Directed operations in the tourism and services segment; developed and completed the Group's integrated tourism ecosystem, including accommodation, infrastructure, products, and services, thereby enhancing value-added services and market competitiveness.

- Directed organizational restructuring and human resource development towards professionalism, strengthening the management team and high-quality personnel; ensured stable employment and full implementation of policies to improve employees' material and mental well-being.

- Directed the review, amendment, and completion of the Group's internal processes, regulations, and policies, and the development of the Everland Group's Innovation and Development Strategy for the 2026–2030 period, with a vision to 2035.

- Managed finance, accounting, and auditing in compliance with applicable regulations and standards; ensured cash flow balance, maintained liquidity, strictly controlled receivables without overdue or non-performing debts, and fulfilled all tax and financial obligations to the State in a timely and complete manner.

The Group's business performance under the management of the Board of Directors has been fully reflected in the Report presented to the 2026 Annual General Meeting of Shareholders. The Board of Management highly appreciates the efforts and strong sense of responsibility demonstrated by the Board of Directors, departments, affiliated units, and all employees in implementing assigned tasks and contributing positively to the Group's overall performance.

## **II. ORGANIZATION OF BOD MEETINGS AND ISSUANCE OF BOM RESOLUTIONS AND DECISIONS ACCORING TO BOM'S AUTHORITY**

In 2025, the BOM convened regular and ad hoc meetings in accordance with applicable regulations to review and resolve key matters within its authority, thereby ensuring the effective implementation of resolutions of the General Meeting of Shareholders (GMS). The list of BOM Resolutions and Decisions is presented in the 2025 Corporate Governance Report (Section II.5), which have been published on the Company's website and disclosed in accordance with regulations.

### **III. ACTIVITIES OF INDEPENDENT MEMBERS OF THE BOARD OF MANAGEMENT AND THEIR ASSESSMENT OF THE BOM'S PERFORMANCE**

In 2025, Independent Members of the Board of Management attended all BOM meetings and performed their supervisory functions in an independent and objective manner in accordance with applicable regulations. Key supervisory activities included:

- Monitoring the implementation of resolutions of the 2025 Annual General Meeting of Shareholders; reviewing compliance with laws and the appropriateness of business operations.

- Supervising the management and executive activities of the Board of Directors across all areas of the Group's operations.

- Reviewing and assessing the financial position through reports of the Board of Directors, ensuring transparency and accuracy in financial activities and data.

- Monitoring risk management practices and the internal control system across the Group and its subsidiaries.

- Attending voting on matters and Providing independent opinions within the BOM's authority, while making recommendations to enhance governance effectiveness.

- Assessment by Independent Members of the BOM: Based on supervisory results, Independent Members concluded that in 2025 there were no material risks arising that could significantly affect the operations of Everland Group and its subsidiaries. The internal control system and risk management measures were implemented relatively comprehensively and appropriately.

### **IV. REPORT ON RELATED PARTY TRANSACTIONS AND REMUNERATION, OPERATING EXPENSES, AND BENEFITS OF THE BOARD OF MANAGEMENT**

- The report on transactions between Everland Group Joint Stock Company, its subsidiaries, and companies in which Everland Group holds more than 50% of charter capital, with members of the BOM and their related persons; as well as transactions between Everland Group Joint Stock Company and companies in which BOM members are founders or have held managerial positions within three (03) years prior to the transaction date, is presented in the Company's 2025 Report on Corporate Governance (Appendix II), which has been published on the Company's website and disclosed in accordance with applicable regulations.

- The report on remuneration, operating expenses, and other benefits of the BOM and each of its members is presented in detail in the Proposal of the BOM submit to 2026

Annual General Meeting of Shareholder and further disclosed in the 2025 combined financial statements (Notes to the Financial Statements, Section 7) of Everland Group Joint Stock Company. These documents have been published on the Company's website and disclosed in accordance with applicable regulations.

## **V. REPORT ON THE IMPLEMENTATION OF CERTAIN RESOLUTIONS OF THE 2025 ANNUAL GENERAL MEETING OF SHAREHOLDERS AND THE PREVIOUS YEARS**

*- Selection of the auditor for the 2025 financial statements of Everland Group Joint Stock Company:*

Based on the list of audit firms approved under Resolution No. 27/2025/NQ-DHDCD dated May 28, 2025 of the 2025 Annual General Meeting of Shareholders, and taking into account practical conditions, the BOM resolved to appoint International Auditing and Valuation Company Limited as the auditor for the Company's 2025 financial statements. The auditor has entered into an audit engagement contract and carried out the audit of the Company's 2025 financial statements in accordance with applicable accounting and auditing standards. The Company's 2025 separate and consolidated financial statements received unqualified audit opinions and were issued on schedule.

*- Amendment of the Company's Charter and supplementation of business lines:*

In implementation of Resolution No. 27/2025/NQ-DHDCD dated May 28, 2025 of the 2025 Annual General Meeting of Shareholders, the BOM issued the amended Charter of Everland Group Joint Stock Company and instructed the General Director to carry out procedures for amending the enterprise registration to supplement business lines in accordance with the approved contents and applicable laws.

*- Implementation of revenue and profit targets for 2025, profit distribution plan for 2025 and the coming years:*

The implementation of revenue and profit targets and the profit distribution plan for 2025 of Everland Group Joint Stock Company are presented in the General Director's Report, and the BOM's proposals submitted to the 2026 Annual General Meeting of Shareholders. These documents provide detailed analysis of the context, achieved results, and the reasons for underperformance, on-target performance, or overperformance against the approved plan.

## **VI. COORDINATION, INFORMATION EXCHANGE BETWEEN THE BOM, THE SUPERVISORY BOARD, AND SHAREHOLDERS**

In 2025, coordination and information exchange among the BOM, the Supervisory Board, and shareholders were conducted in a synchronized manner, ensuring transparency and effectiveness in corporate governance, as follows:

- The BOM maintained regular coordination with the Supervisory Board in overseeing the implementation of business plans, ensuring that management activities complied with strategic directions, legal regulations, and the objectives of capital preservation and development.

- Prior to issuing resolutions and decisions within its authority, the BOM sought professional opinions from relevant departments, units, and external experts in the respective fields to enhance the quality and prudence of decision-making.

- Mechanisms for receiving and processing information from shareholders were organized through dedicated focal points, ensuring regular, timely, and responsive communication.

- All BOM resolutions and decisions were disclosed fully and promptly in accordance with legal requirements, enabling shareholders to stay well informed.

As a result, the Company's corporate governance activities in 2025 received strong support and consensus from shareholders, with no complaints or petitions arising in relation to the Company's governance and management.

## **PART II**

### **BOM'S OPERATIONAL DIRECTION FOR 2026**

In the early months of 2026, the global landscape has continued to evolve in a complex and unpredictable manner, presenting unprecedented opportunities while also posing significant challenges to the economy and the business community, particularly for highly open economies such as Vietnam. The year 2026 is also regarded as a pivotal year for Vietnam's economy, marking the beginning of the 2026–2031 term and characterized by breakthrough developments in economic institutions, growth models, and development approaches, coupled with strengthened discipline and the rule of law. This period is expected to witness strong volatility across commodity and service markets, as well as the real estate, financial, and labor markets, thereby intensifying competition and driving robust breakthroughs among enterprises.”.

Everland Group identifies 2026 as the year of ‘Innovation – Reaching Further’, aiming for rapid, sustainable, and substantive development. The Group's strategic focus is to drive breakthroughs in its core business sectors, particularly real estate and tourism – services, while building a sustainable business ecosystem based on key business pillars and primary growth drivers. This approach is expected to enhance the Group's resources, competitiveness, and resilience in the face of challenges, thereby laying a solid foundation for accelerated growth in the 2026–2030 period in line with its established strategy.

In this context, the BOM considers the 2026 business plan and the key task groups and solutions proposed by the Executive Board to the 2026 Annual General Meeting of Shareholders to be appropriate and feasible.

In this context, the Board of Management considers that the 2026 business plan and the key groups of tasks and solutions submitted by the Board of Management to the Annual General Meeting of Shareholders 2026 are appropriate and feasible.

Based on the resolutions adopted by the Annual General Meeting of Shareholders 2026, the Board of Directors will focus on directing the implementation of the following key matters:

1. Directing the Board of Management to implement and fulfill the Group's 2026 business targets and tasks, with a focus on:

(i) Completing procedures for the selection of investors for new urban area projects in Hai Phong, Phu Tho, Bac Ninh, and Dong Thap, and organizing their implementation in accordance with the approved plan.

(ii) Allocating resources to accelerate construction progress, complete and put into operation Phase 1 of the Crystal Holidays Harbour Van Don integrated tourism, resort and entertainment project, and inaugurate Phase 2 in 2026. Promoting the sale of apartment products to quickly recover invested capital and recognize revenue and profit. Expediting the construction progress of the Xuan Dai Bay integrated commercial service and resort tourism project, striving to complete and put the project into operation in 2027. Commencing construction of the Ly Son cultural heritage tourism complex project and accelerating construction to complete and put the project into operation in 2028.

(iii) Efficiently operating and exploiting Phase 1 of the Crystal Holidays Harbour Van Don project and existing tourism and resort projects; promoting the Group's and its subsidiaries' tourism products and services to increase revenue and generate sustainable cash flow from tourism service operations.

(iv) Strengthening trading activities centered on the Group's traditional and core products, while expanding and developing new business lines and products.

(v) Striving to exceed the Group's 2026 financial and business targets, specifically as follows:

- Total consolidated revenue achieved VND 2,200 billion, increase of 96.57% compared to 2025.

- Profit after tax achieved VND 170.5 billion, increase of 72.43% compared to 2025.

- Total assets achieved VND 8,000 billion, increase of 25.3% compared to 2025.

Accordingly, the key indicators of Everland Parent Company are as follows:

- Total revenue achieved VND 730 billion, increase of 19.51% compared to 2025.

- Profit after tax achieved VND 66.8 billion, increase of 77.55% compared to 2025.

- Total assets achieved VND 3,600 billion, increase of 26.2% compared to 2025.

- Expected dividend payout ratio: 5%

2. Focus on the directives of the Board of Directors and all departments, units, and subsidiaries to implement and complete the key task groups and solutions for 2026, and to roll out the Group's Innovation and Development Strategy for the 2026–2030 period with a vision to 2035, including:

(i) Innovating and shaping the Group's development model based on core business pillars and key growth drivers. For 2026–2030, the Group's main pillars are real estate and tourism. Real estate will serve as the long-term backbone, while tourism will act as a key driver in the short and medium term. Supporting sectors include trading, services, construction, and finance. Key growth drivers include revenue and profit from real estate



sales (resort, urban, and commercial housing), tourism supply chains, and trading activities.

(ii) Accelerating legal procedures and project implementation, resolving bottlenecks with contractors to expedite project progress, shorten inventory cycles, minimize unsold inventory, reduce costs, improve cash flow, and optimize profitability.

(iii) Promoting sustainable revenue and cash flow growth from real estate, while expanding trading, tourism–services, and other business segments.

(iv) Implementing synchronized solutions to drive revenue growth and sustainable cash flow, while controlling costs and pricing to enhance competitiveness and optimize profitability.

(v) Building a strong, autonomous, transparent, and sustainable financial system.

(vi) Continuing organizational restructuring and human resource development, establishing a long-term, in-depth, and sustainable HR strategy; innovating HR policies to effectively attract, utilize, and optimize human capital.

(vii) Modernizing and professionalizing governance and management systems.

(viii) Enhancing communication and brand development, while fostering a professional, friendly, and humane corporate culture and working environment.

(ix) Safeguarding shareholders' interests, while developing innovation and digital transformation strategies, and implementing sustainable development strategies aligned with ESG principles.

(x) Strategic direction of the BOM and the Board of Directors for 2026–2030 will focus on stable and sustainable development, closely aligned with the Group's strategic objectives, targets, tasks, and solutions, striving for rapid, continuous, and sustainable growth, thereby enhancing the Group's resources, market position, and competitiveness. At the same time, the Group will ensure a balance of interests among shareholders, employees, and stakeholders, fulfill corporate social responsibilities, and contribute positively to the economy.

This is the Report on the Performance Results in 2025 and Operational Plan for 2026 of the Board of Management of Everland Group Joint Stock Company.

Respectfully submitted for the GMS's consideration and approval./.

**CHAIRMAN OF THE BOARD OF  
MANAGEMENT  
CHAIRMAN**



The stamp is circular and red, containing the text "CÔNG TY CỔ PHẦN HẠNG ĐẦU EVERLAND" around the top edge and "EVERLAND GROUP" in the center. Below the group name, it says "M.S.C.N: 0104228173". A blue ink signature is written across the stamp.

**Le Dinh Vinh**

No: 02./2026/BC-TGD

*Hanoi, April 2<sup>nd</sup>, 2026.*

**REPORT**

**On the Company's business and production performance in 2025 and plan for 2026.**

Respectfully to: 2026 Annual General Meetings of Shareholders

Pursuant to the Law on Enterprises and the Company's Charter, the General Director hereby submits to the General Meeting of Shareholders a report on the business and production performance in 2025 and the plan for 2026 of Everland Group Joint Stock Company as follows:

**PART I**

**BUSINESSS AND PRODUCTION PERFORMANCE IN 2025**

**1. Assessment of the Situation: Advantages and Challenges**

In 2025, the world continued to witness a series of instabilities and crises: the tariff war initiated by the United States disrupted global trade and investment flows; tensions between the U.S. and China, along with the Russia-Ukraine conflict, remained complex; risks of military interventions in the Middle East, South America, and Northeast Asia became increasingly apparent; and climate change and natural disasters evolved unpredictably—casting a shadow over economies worldwide. Nevertheless, the global economy still recorded growth of approximately 3%, while inflation in many major economies showed signs of easing, reflecting a certain degree of resilience and adaptability amid crises. In addition, geopolitical competition among major powers and tariff tensions have accelerated the restructuring of global supply chains and the reallocation of investment flows worldwide.

In Vietnam, despite facing significant external pressures alongside internal economic challenges, as well as severe impacts from natural disasters and floods, the economy demonstrated strong resilience and recovery thanks to decisive and flexible direction from the Government, ministries, and local authorities. GDP growth in 2025 reached 8.02%, among the highest globally. Inflation was maintained at 3.31%, below the target approved by the National Assembly. State budget revenue reached VND 2.65 quadrillion, up 29.7% year-on-year. Total import-export turnover hit a record USD 930.05 billion. Registered FDI inflows amounted to USD 38.42 billion. International tourist arrivals to Vietnam reached 21.2 million, an increase of 20.4% compared to 2024. These impressive achievements have strengthened Vietnam's position and momentum as it enters



a new era of development.

For Everland Group, 2025 was a year of dual priorities: addressing and resolving outstanding issues from previous years while simultaneously accelerating innovation and restructuring to lay the foundation for long-term development amid an unfavorable global and domestic environment.

In response, under the direction of the Board of Management, the Board of Directors closely adhered to the production and business targets approved by the 2025 Annual General Meeting of Shareholders and proactively implemented flexible and decisive management solutions. As a result, the Group's business performance achieved positive outcomes.

## 2. Performance results of Financial and Business Indicators for 2025

### 2.1. Consolidated Financial and Business Indicators (*Audited*)

No	Indicator	Actual Value (VND)	Achievement Rate Compared to Plan (%)	Changes Compared to 2024 (%)
1	Total Revenue	1,119,194,855,302	Achieved 72,2%	Decreased 6,2%
2	Profit After Tax	98,878,918,573	Achieved 87,5%	Increased 193%
3	Total Assets	6,385,153,227,960	Achieved 116,1%	Increased 31,4%
4	Owner's Equity	2,909,983,256,263	Achieved 88,18%	Increased 3,4%

### 2.2. Financial and Business Indicators of the Parent Company (*Audited*):

No	Indicator	Actual Value (VND)	Achievement Rate Compared to Plan (%)	Changes Compared to 2024 (%)
1	Total Revenue	610,814,704,553	Achieved 104,9%	Decreased 25,1%
2	Profit After Tax	37,624,048,448	Achieved 107,5%	Increased 71,8%
3	Total Assets	2,468,441,620,643	Achieved 70,5%	Decreased 16,6%
4	Owner's Equity	2,280,775,817,081	Achieved 91,2%	Increased 1,6%

Although certain targets were not fully achieved, most key financial and business indicators were either nearly met or exceeded the planned targets, while also recording significant growth compared to 2024. This reflects an expansion in both scale and quality of growth, as well as the Group's upward development.

### **3. Results in specific sectors**

#### **3.1. Real Estate Business Sector**

- In 2025, the Group focused on accelerating construction progress of the Crystal Holidays Harbour Van Don Tourism, Resort and Entertainment Complex (Quang Ninh). Key achievements include:

+ The Phase 1 inauguration (Towers A+B) was successfully held on December 19, 2025, and the project was recognized as a commemorative work celebrating the 14th National Congress of the Communist Party of Vietnam. Construction is currently underway to complete Phase 2 (Towers C+D) for inauguration in 2026.

+ Sales of apartment units within the project delivered positive results in 2025, with revenue reaching over VND 1,000 billion. The Group has also handed over a portion of Phase 1 units to customers.

+ Currently, the Group is coordinating with Centara Hotels & Resorts, the project operator, to prepare for the official opening and operation of Towers A, B, and F in Q2 2026.

- For the Xuan Dai Bay Commercial, Service and Resort Complex (Dak Lak): the Group held the groundbreaking ceremony on April 1, 2025, in celebration of the 50th anniversary of the Liberation of the South and National Reunification. Contractors are currently accelerating construction works, targeting completion and inauguration in 2027.

- For the Ly Son Heritage Cultural Complex (Quang Ngai): All investment, construction, and land procedures have been completed, and the land was officially allocated by the Quang Ngai Provincial People's Committee in Q4 2025. The investor is currently finalizing procedures to commence construction in Q2 2026.

- For the Vung Lam Resort project (Dak Lak): The Group is actively implementing compensation and site clearance for the remaining areas while completing legal procedures related to land and construction to commence the project at the earliest possible time.

- In 2025, the Group and its member companies also advanced legal procedures to select investors through bidding for: five urban area projects in Hai Phong city, Phu Tho province, Bac Ninh province (These projects are expected to complete the investor selection process by the end of 2026 and early 2027).

- In addition, during 2025, the Group continued to study, propose planning schemes, and prepare investment projects for several new urban developments in Phu Tho, Bac Ninh, Dong Thap, and other localities, creating a pipeline for implementation in subsequent years.

#### **3.2. Commerce, Tourism and Services Sector**

- In 2025, the Group continued to strengthen its trading activities in traditional and

core product lines such as construction materials and agricultural and forestry products. In addition, subsidiaries expanded into new business areas, including the supply of food, consumables, and input materials for hotels and resorts.

- The travel and tourism business, as well as accommodation services, remained stable, with revenue recording solid growth compared to 2024.

- Tourism transportation operations were maintained, with the overnight cruise fleet operating steadily in Ha Long Bay and Lan Ha Bay, alongside the launch of a daytime cruise fleet serving sightseeing tours in Bai Tu Long Bay.

- During 2025, the Group actively collaborated with Quang Ninh Province and Van Don District to develop planning proposals and announce tourism routes for high-end cruise experiences in Bai Tu Long Bay. The Group also partnered with major domestic and international travel agencies and airlines to develop inbound tour programs bringing visitors to Van Don, Co To, Nha Trang, Ly Son, Phu Yen, Mui Ne, and other destinations.

- Investment advisory, brokerage, and real estate distribution activities were also maintained, contributing to the Group's revenue and profit growth.

### **3.3. Financial Sector**

- In 2025, alongside significant growth in profit after corporate income tax, the Group's financial indicators also improved positively. Total assets expanded substantially, while medium- and long-term borrowings declined, with total outstanding debt standing at VND 1,097 billion as of year-end 2025, indicating a high level of credit safety. The debt-to-equity ratio remained within a controlled threshold. The capital structure and funding sources were adjusted in a flexible, reasonable, and sustainable manner.

- Relationships with major commercial banks such as Agribank, VietinBank, VPBank, and HDBank continued to be maintained and strengthened, enabling access to sufficient credit funding to support investment and business activities without the need to raise capital through corporate bonds.

- Cash flow operations remained stable; total asset turnover and working capital turnover improved, reflecting efficient capital utilization. Inventory turnover and receivables turnover were significantly enhanced compared to previous years, thereby reducing financial costs. Strong operating cash flows ensured the Group's ability to meet payment obligations to contractors and to service principal and interest to banks on schedule, with no occurrence of non-performing loans.

- The Group's accounting practices have become increasingly professional, with the quality of financial statements continuously improving to comply with prevailing accounting and auditing standards

- Financial risk management, particularly in terms of credit and liquidity risks, has been given due attention, contributing to increasingly stable and efficient financial operations.

### **3.4. Governance and Human Resources Sector**

- In 2025, corporate governance and executive management continued to be

strengthened and comprehensively restructured to meet the Group's increasing development requirements.

- The organizational structure and governance apparatus at the parent company and its subsidiaries continue to be reviewed and streamlined in a lean and efficient manner, with clearly defined functions and duties, as well as clear assignment and delegation, in order to enhance operational effectiveness and efficiency.

- Internal processes, regulations, and policies were progressively reviewed, updated, and improved to enhance operational efficiency, while strengthening proactiveness and accountability across departments and units, particularly the accountability of leadership.

- Under the direction of the Board of Management, the Board of Directors led the development of the Everland Group's Innovation and Development Strategy for the 2026 – 2030 period, with a vision to 2035 (submitted the Board of Management and approved in Q1 2026), establishing a legal and strategic foundation for governance structure, business model, and new growth drivers in the next development phase.

- Human resource planning, including recruitment, training, development, deployment, evaluation, and compensation, has been increasingly systematized and standardized.

- The workforce has been strengthened in both scale and quality. The Group's headcount increased by 157% in 2025, reaching over 500 employees (excluding seasonal and short-term workers at resorts and tourism service units). The number of managers at all levels has significantly increased, particularly at middle and senior management levels.

- The material and spiritual well-being of employees has continued to improve. The average monthly income exceeded VND 26 million per employee. Salaries, insurance, and employee benefits were fully and timely paid.

### **3.5. Brand Development, Corporate Social Responsibility, and Community Development Sector**

- In 2025, the Group continued to implement integrated communication and branding campaigns, promoting Everland as a "Sustainable Real Estate Developer" and Crystal Holidays as an "All-in-one Smart Tourism Ecosystem Developer," while also marketing its real estate projects and tourism products. These efforts contributed to enhancing brand awareness of Everland and its affiliated brands in the market.

- Guided by a philosophy of sustainable development and adherence to business ethics and standards, Everland Group further strengthened its reputation as a credible and responsible investor, while continuously fostering positive relationships with authorities and local communities.

- Through the investment and operation of tourism facilities serving both domestic and international visitors, the Group and its subsidiaries have contributed to the development of the tourism industry and to promoting the image of Vietnam and its people to the international community.

- In addition, the Group and its subsidiaries have actively fulfilled their corporate

social responsibility by sponsoring and participating in community initiatives and environmental protection activities, demonstrating a strong commitment to sustainable development goals.

#### **4. Shortcomings and Limitations**

- Research, forecasting, and assessment of macroeconomic developments and market impacts on the Group's business segments have been implemented slowly and in a less structured manner, requiring improvement in the coming period.

- Revenue and profit growth remain modest relative to the scale of investment; capital utilization efficiency has yet to be fully optimized, and returns on capital are below expectations.

- Although the workforce has been strengthened, there remains a shortage in both quantity (particularly at management levels) and quality. Managerial capabilities and practical problem-solving experience, especially among management staff, require further enhancement.

- The review, update, and improvement of the Group's internal processes and regulations have progressed slowly, falling short of the planned timeline, with limited coordination and effective implementation across departments and units.

The above shortcomings stem from both objective and subjective factors, including those related to the management and executive functions of the Group and its subsidiaries. The Executive Board acknowledges these issues, draws lessons learned, and is committed to addressing them progressively in order to continuously enhance governance, management effectiveness, and business performance in 2026 and the years ahead.

## **PHẦN II**

### **BUSINESS AND PRODUCTION PLAN 2026, KEY TASKS AND SOLUTIONS**

#### **1. Assessment situation**

In 2026, the global landscape is expected to remain highly complex, with unpredictable risks and far-reaching implications. While the Russia–Ukraine conflict shows no signs of resolution, new geopolitical hotspots have emerged in South America, the Middle East, and Asia. The military actions involving the U.S. and Israel against Iran have triggered a global energy supply crisis, posing significant threats to production, transportation, and supply chains worldwide. In addition, containment policies, sanctions, retaliatory tariffs among major economies, extreme weather events, natural disasters, epidemics, and inflationary pressures continue to weigh on global economic recovery and growth. However, crises also present opportunities for countries to reposition themselves within the rapidly restructuring global production and supply chains, leveraging inherent advantages and capitalizing on shifting investment and technology flows to deepen integration and participation in global value chains.

As a highly open economy, Vietnam is inevitably exposed to strong external

impacts. Financial, credit, securities, real estate, energy, and import-export markets have experienced significant volatility in the early months of 2026, posing risks to macroeconomic stability and overall growth targets. Nevertheless, supported by the strong achievements of the previous year and the Government’s resilience and effective policy management, new growth drivers are being established. Vietnam is expected to remain a bright spot in the region and globally in 2026, targeting double-digit GDP growth and progressing toward the development goals set by the 14th National Party Congress. While the domestic and international context presents new growth opportunities, it also brings substantial challenges for the business community.

For Everland Group, 2026 marks the first year of implementing its Innovation and Development Strategy to 2030, with a vision to 2035, recently approved by the Board of Management, outlining specific objectives, targets, tasks, and solutions across business segments. Under the motto “Innovation – Expanding Horizons,” the Group is committed to seizing opportunities and proactively addressing challenges to drive rapid, substantive, and sustainable growth in its investment and business activities, thereby laying a solid foundation for accelerated period development in the coming years.

## 2. Financial and Business Targets for 2026

### 2.1. Consolidated Financial and Business Targets

(Unit: VND)

No	Indicator	Plan for 2026	Expected to increase compared to 2025 (%)
1	Total Revenue	2,200,000,000,000	96.57%
2	Profit After Tax	170,500,000,000	72.43%
3	Total Assets	8,000,000,000,000	25.3%
4	Owner’s Equity	3,500,000,000,000	20.28%

### 2.2. Financial and Business Targets of the Parent Company Everland

(Unit: VND)

No	Indicator	Plan for 2026	Expected to increase compared to 2025 (%)
1	Total Revenue	730,000,000,000	19.51%
2	Profit After Tax	66,800,000,000	77.55%
3	Total Assets	3,115,000,000,000	26.2%
4	Owner’s Equity	2,670,000,000,000	17.1%
5	Expected Dividend	5%	

No	Indicator	Plan for 2026	Expected to increase compared to 2025 (%)
	Rate		

### 3. Key Tasks and Solutions

To achieve the above-mentioned financial and business targets for 2026, the Board of Directors proposes to implement the following key tasks and solutions in each specific area:

#### 3.1. Real Estate sector

- In 2026, the Group will implement strategic adjustments in terms of objectives, approaches, and real estate investment portfolio, in line with the orientation of “Building a Sustainable Real Estate Ecosystem and Cash Flow.” The focus will be on developing mid-range urban projects that meet real market demand, offer strong liquidity, enable rapid capital turnover, and generate stable revenue and cash flow.

- Based on this direction, in 2026 the Group will prioritize completing legal procedures for investor selection and implementing a number of urban real estate projects in Hai Phong, Phu Tho, Bac Ninh, and Dong Thap.

- For ongoing projects, the Group will concentrate resources on accelerating construction progress to ensure timely completion and operation as planned. Specifically

+ Crystal Holidays Harbour Van Don Tourism, Resort and Entertainment Complex: Officially commence operations of Phase 1 (Towers A, B, and F) in Q2 2026 to meet peak tourism demand, thereby contributing to increased revenue and cash flow from tourism services. Accelerate construction, completion, acceptance, and inauguration of Phase 2 (Towers C and D) within 2026. Continue launching subsequent apartment sales phases to boost revenue and profits from real estate and expedite capital recovery. Proceed with the handover of sold units to customers during 2026. Focus on post-sales receivables collection and revenue and profit recognition for the project.

+ Xuan Dai Bay Commercial, Service and Resort Complex: Address challenges arising during construction to accelerate progress of project components in 2026, targeting full completion and operation by the end of 2027. Select a reputable international operator for project management and operation. In parallel, explore launching product sales once all legal conditions are satisfied.

+ Ly Son Heritage Cultural Complex Project: Commence construction in Q2 2026 and accelerate development progress, aiming for completion and operation in 2028. Select a reputable international operator for management and operation. Simultaneously, consider launching product sales once eligible under applicable regulations.

- For projects in the pipeline (under bidding, auction, or legal preparation stages), in 2026 the Group will prioritize urban, residential, and industrial real estate projects, expediting legal procedures with the goal of being selected as the investor for one to two

urban or residential projects within the year.

- Continue proposing planning initiatives and preparing investment projects for additional urban and residential developments in other localities to build a pipeline for subsequent years.

- Implement a prudent and tightly controlled real estate financial strategy to optimize investment efficiency and mitigate risks.

- Maintain a strong commitment to sustainable real estate development, emphasizing legal compliance and business ethics, while ensuring a balanced alignment of interests among developers, customers, and local communities.

### **3.2. Commerce, tourism and services sector**

- In 2026, the Group will continue to strengthen its trading activities in traditional and core product lines within the construction materials sector. At the same time, it will research, expand, and diversify its trading portfolio, particularly in connection with import-export activities and participation in global supply chains, with the aim of increasing revenue and profit from trading operations.

- In the tourism sector, the Group will direct its subsidiaries to expand agency networks and streamline organizational structures to ensure the synchronized operation of Centara Hotel & Residences Van Don, connecting destinations with Centara Mirage Mui Ne and other tourist locations. The Group will also enhance the efficiency of its daytime and overnight cruise fleets operating in Ha Long Bay and Bai Tu Long Bay, while further developing a fully integrated tourism ecosystem covering travel services, accommodation, F&B, transportation, entertainment, and experiential offerings.

- Meta Tour Company and Crystal Holidays Travel Company will be developed into professional travel operators within the Group's tourism ecosystem. At the same time, the Group will focus on developing key tourism products, including sightseeing tours, cruises, overnight cruises, spiritual tourism, and wellness tourism across various destinations, gradually building a closed-loop tourism supply chain.

- The Group will continue to strengthen strategic partnerships with reputable international brands in travel services, aviation, maritime transportation, and hotel management.

- In the services segment, the Group will further promote investment advisory, real estate brokerage, and property distribution services, while strengthening and expanding its real estate agency network, as well as customer service systems for property buyers and tourism service users.

### **3.3. Financial sector**

- Based on the Group's Development Strategy for 2026–2030, with the vision in 2035 and the 2026 business targets, the Executive Board will formulate a capital plan and capital allocation scheme for each business segment and specific project, to be submitted to the Board of Management for approval.

- Mobilize all available financial resources to support the Group's investment and

business activities. Continue strengthening strategic partnerships with major banks to benefit from preferential credit mechanisms and interest rates. Expand cooperation channels with financial and real estate investment funds, securities firms, and other financial institutions. Actively seek and engage both domestic and international strategic investors to co-develop real estate projects and invest in other sectors within the Group's ecosystem. Explore the issuance of corporate bonds in compliance with applicable regulations and under strict control.

- Accelerate real estate sales by developing attractive sales policies, pricing strategies, and promotional programs to enhance product liquidity, attract customer funding, reduce borrowing costs, and generate stable cash flows.

- Implement strict cost control measures over both investment and administrative expenses to reduce cost of goods sold, optimize pricing, increase revenue, and maximize profitability.

- Continue improving total asset turnover, inventory turnover, and receivables turnover to reduce costs and enhance capital efficiency, while maintaining positive operating cash flow to ensure timely payments to contractors and banks, thereby minimizing credit and liquidity risks.

- Continue enhancing the financial and accounting system, improve the quality of audited financial statements, and ensure full compliance with prevailing accounting and auditing standards.

### **3.4. Human Resource Development**

- In alignment with the Everland Group's Innovation and Development Strategy to 2030, with a vision to 2035, the Executive Board will direct the development and implementation of a human resource strategy in 2026 to meet the Group's long-term development requirements.

- Finalize the Group-wide competency framework as a basis for recruitment, training, deployment, and evaluation. Establish workforce planning for each department, unit, and subsidiary in line with actual operational needs.

- Continue strengthening and positioning Everland's employer brand in the labor market; refine recruitment and candidate evaluation criteria to ensure the selection of suitable talent aligned with job requirements.

- Continue improving the compensation, benefits, and remuneration system, ensuring fairness and alignment with performance and capabilities, thereby attracting and retaining high-quality talent.

- Develop and implement performance measurement tools (KPIs) across the Group as a basis for performance evaluation and compensation.

- Strengthen labor discipline and ensure strict compliance with internal rules, regulations, and policies.

### **3.5. Innovation, Digital Transformation, Communications and Brand Development**

- In line with the Board of Management' direction, in 2026 the Executive Board will initiate the development of the Group's innovation and digital transformation strategy, aiming to gradually establish a data-driven business and governance model to optimize efficiency, enhance competitiveness, and adapt to market changes.

- Complete the development of digital infrastructure across Everland Group and its subsidiaries in 2026; pilot the implementation of office management and project management software systems.

- Continue to strengthen the structure and operations of the Marketing and Communications (Marcom) division to enhance the effectiveness of communication, marketing, and risk and crisis management activities.

- Update and refine the Group's brand identity to align with its new development orientation.

- Innovate communication activities through multi-channel and multi-platform approaches to increase engagement with customers and the public. Develop communication content that emphasizes authenticity and connectivity, closely linked with promoting the Group's image, culture, and business activities, as well as customer experience.

- Enhance comprehensive cooperation with media agencies to implement communication campaigns promoting the Group's brand and business products of the Group.

- Promote the brand message "Everland – A Sustainable Real Estate Developer," in association with key real estate projects and core products within the Group's ecosystem and supply chain.

- Continue to develop the Crystal Holidays brand as a professional and reputable "all-in-one" smart tourism ecosystem developer in Vietnam.

With the financial and business targets set for 2026, along with the proposed tasks and solutions, and in alignment with the Everland Group's Innovation and Development Strategy to 2030 with a vision to 2035, the Executive Board will adopt a proactive, decisive, and flexible management approach to successfully achieve the 2026 business plan. This will drive rapid, substantive, and sustainable transformation for the Group in 2026 and the years ahead, while contributing positively to the overall development of the national economy

Respectfully submitted for the GMS's consideration and approval./.



Nguyen Thuc Can



**REPORT ON THE PERFORMANCE RESULTS FOR 2025 AND ORIENTATION,  
TASKS FOR 2026 OF THE SUPERVISORY BOARD**

Respectfully to: 2025 Annual General Meeting of Shareholders.

Pursuant to the Law on Enterprises 2020, as amended, supplemented in 2025 and the Company’s Charter, the Supervisory Board hereby submits the Report on the performance results for 2025 and the orientation and tasks for 2026 of the Supervisory Board of Everland Group Joint Stock Company, with the following contents:

**PART I**

**ACTIVITIES OF THE SUPERVISORY BOARD AND THE SUPERVISOR IN 2025**

**1. Personnel of the Supervisory Board**

As stipulated in the Company’s Charter, the Supervisory Board currently consists of three members:

- Ms. Cao Thi Hoa - Head of the Board.
- Mr. Nguyen Ha Nguyen - Supervisor.
- Ms. Vu Minh Hue - Supervisor.

**2. Activities of the Supervisory Board in 2025**

**2.1. Summary of Supervisory Board Meetings**

No.	Full name	Number of Meetings Attended	Attendance Rate	Voting Rate
1	Ms. Cao Thi Hoa	2/2	100%	100%
2	Mr. Nguyen Ha Nguyen	2/2	100%	100%
3	Ms. Vu Minh Hue	2/2	100%	100%

**2.2. Summary of contents and results of Supervisory Board Meetings**

TT	Ngày họp	Nội dung
1	March 26, 2025	Examination of the Company’s 2024 Financial Statements. Orientation and tasks for the Supervisory Board for 2025.
2	September	Reviewing and assessing the preparation and review of the



TT	Ngày họp	Nội dung
	16, 2025	Company's Semi-Annual Financial Statements for 2025. Inspection, coordination and supervision activities of the Board of Management (BOM) and the Board of Directors

### **2.3. Regular Activities of the Supervisory Board**

In 2024, the Supervisory Board conducted regular activities in accordance with its functions and duties as stipulated in the Law on Enterprises, the Company's Charter, and Internal Regulations, specifically as follows:

- Supervised the implementation of the 2025 Business and Production Plan of the Company per the 2025 Annual GMS Resolution;
- Monitored investment and construction activities of projects, ensuring strict cost management, adherence to schedules, and compliance with quality requirements;
- Reviewed and examined the Company's Financial Statements and Governance Reports;
- Evaluated the management efficiency and operations of the BOM, Board of Directors, and the Company's business performance through Financial Statements and periodic reports from the BOD and Board of General Directors;
- Supervised the implementation of GMS Resolutions and BOM Resolutions;
- Organizing periodic meetings of the Supervisory Board in accordance with applicable regulations.

### **2.4. Supervision Activities of the Supervisory Board over the BOM and Board of Directors**

- The Supervisory Board regularly supervised the activities of the BOM and Board of Directors in implementing GMS Resolutions, as well as in their leadership, management, and operational activities;
- Assigned Supervisory Board members to attend important meetings of the BOM and extended meetings of the Board of Directors, contributing opinions and participating in discussions at these meetings;
- Provided input on the selection of an independent auditing firm to audit the Group's 2025 Financial Statements of Everland Group Joint Stock Company per the 2025 Annual GMS Resolution;
- Supervising the operations of subsidiaries and affiliated companies of Everland Group Joint Stock Company, ensuring compliance with relevant legal regulations;
- In 2025, the Supervisory Board received no requests from shareholders to inspect or supervise specific activities of Everland Group Joint Stock Company.

### **2.5. Coordination between the Supervisory Board, Board of Management, Board of Directors, and Shareholders**

- In 2025, the Supervisory Board regularly coordinated and exchanged information with the BOM, Board of Directors, and shareholders, promptly obtaining information on

the Group's business performance to support Supervisory Board activities and provide updates to shareholders;

- The Supervisory Board proactively and regularly exchanges with the Board of Directors on issues arising in the course of operations, particularly matters highlighted in the Independent Auditor's Report on the Company's financial position upon its disclosure.

## **2.6. Supervision of Internal Governance and Information Disclosure of the Group**

In 2025, the Supervisory Board conducted activities to supervise internal governance and information disclosure of the Group, specifically as follows:

- Supervised internal governance to ensure compliance with regulations on governance of listed public companies per Decree No. 155/2020/ND-CP dated 31/12/2020 of the Government (as amended and supplemented by Decree No. 245/2025/ND-CP dated September 11, 2025);

- Closely monitored the Group's report and information disclosure activities per Circular No. 96/2020/TT-BTC dated 16/11/2020 of the Ministry of Finance (as amended and supplemented by Circular No. 68/2024/TT-BTC dated September 18, 2024).

## **2.7. Review of the 2025 Financial Statements of Everland Group Joint Stock Company**

The Supervisory Board has received and reviewed the audited combined and consolidated financial statements for 2025 of Everland Group Joint Stock Company. Based on the results of data review and the explanations provided by the Board of Management, the Supervisory Board presents the following opinions:

- The 2025 financial statements audited by International Auditing and Valuation Company Limited have been prepared in accordance with applicable regulations and present fairly, in all material respects, the financial position and accounting practices of Everland Group Joint Stock Company, thereby supporting the identification and control of potential risks;

- The financial data and information presented in the financial statements have been fully and clearly disclosed and explained, in compliance with applicable laws and regulations, and accurately reflect the investment and business performance of Everland Group Joint Stock Company, as well as its subsidiaries and affiliates companies in 2025.

## **2.8. Report on Related-Party Transactions**

Regarding transactions between Everland Group Joint Stock Company, its subsidiaries, and companies in which Everland Group holds more than 50% of the charter capital, with insiders of the Company and their related persons, as well as transactions with companies where BOM members, the General Director, or other executives of the Company are founding members or managers within the three years before the transaction, according to Clause 4, Article 290 of Decree No. 155/2020/ND-CP, during in the period of 2025, the Supervisory Board has not identified any non-compliant transactions. The Supervisory Board also conducted supervision and inspection and found no transactions



by Everland Group Joint Stock Company that could provide material or non-material benefits to Company insiders in 2025.

## **2.9. Report on Remuneration, Operating Expenses, and Other Benefits of the Supervisory Board and Individual Supervisory Board Members**

The report on remuneration, operating expenses, and other benefits of the Supervisory Board and individual Supervisory Board members is detailed in the Proposal of the BOM and explained in the 2025 Consolidated Financial Statements (Section 7.3 of the Financial Statement Notes) of Everland Group Joint Stock Company, published on the Company's website and disclosed as required.

## **PART II**

### **ORIENTATION, TASKS FOR 2026, AND RECOMMENDATIONS OF THE SUPERVISORY BOARD**

#### **1. Orientation and Tasks for 2026**

In 2025, the Supervisory Board will continue to exercise its duties and powers in accordance with legal regulations and the Company's Charter, focusing on the following key tasks:

- Supervise the implementation of the 2025 Business and Production Plan of Everland Group Joint Stock Company as approved by the 2025 GMS, ensuring business activities comply with legal regulations, achieve high efficiency, and preserve and develop the Group's capital;

- Strengthen supervision of the Group's investment activities, closely monitoring costs, progress, and quality of ongoing projects;

- Supervise the activities of the BOM and Board of Directors in implementing GMS Resolutions and in their leadership, management, and operational activities;

- Ensure compliance with laws, regulations, and the Company's Charter; supervise internal governance and information disclosure activities of the Group in accordance with standards and practices for listed public companies;

- Communicate and provide accurate information to shareholders regarding the Group's financial status and business performance upon request.

#### **2. Recommendations of the Supervisory Board**

The Supervisory Board has reviewed and agreed with the contents of the reports and proposals submitted by the Board of Management and the Board of Management to the 2026 Annual General Meeting of Shareholders.

- With respect to the business targets and key tasks, objectives, and solutions for 2026, the Supervisory Board recommends that the Board of Management and the Board of Directors continue to enhance corporate governance efficiency, while maintaining proactiveness and flexibility in management and operations, and closely monitoring developments in both domestic and international economic conditions in order to adopt

appropriate response measures. In addition to leveraging existing resources, it is necessary to continue reviewing, consolidating, and streamlining the organizational structure toward greater efficiency, while strengthening the senior management team to meet the development requirements of Everland Group.

This is the Report on the performance results for 2025 and the orientation and tasks for 2026 of the Supervisory Board.

Respectfully submitted for the GMS's consideration and approval./.

**HEAD OF THE SUPERVISORY BOARD**



**Cao Thi Hoa**



**PROPOSAL**

**On the approval of the 2025 Audited Financial Statements of the Company**

Respectfully to: 2026 Annual General Meeting of Shareholders.

Pursuant to Law on Enterprise 2020 (as amended, supplemented in 2025) and the Charter of Everland Group Joint Stock Company.

The Board of Management respectfully submits to the General Meeting of Shareholders for approval the 2025 Financial Statements of Everland Group Joint Stock Company, audited by International Auditing and Valuation Company Limited, and disclosed in accordance with regulations on disclosure of information on securities market, with the key indicators as follows:

No	Indicator	Amount (VND)
1	Total Assets.	2,468,441,620,643
2	Liabilities.	187,665,803,562
3	Equity.	2,280,775,817,081
4	Revenue.	610,814,704,553
5	Profit Before Tax.	47,960,738,266
6	Profit After Tax.	37,624,048,448

Respectfully submitted for the General Meeting of Shareholders' consideration and approval./.

**ON BEHALF OF THE BOARD OF THE  
MANAGEMENT  
CHAIRMAN**



**Le Đình Vinh**

No: 09./2026/TTr-HDQT

Hanoi, April 2<sup>nd</sup>, 2026.

**PROPOSAL  
On the profit distribution plan for 2025**

Respectfully to: 2026 Annual General Meeting of Shareholders.

Pursuant to the Law on Enterprises 2020 (as amended and supplemented in 2025) and the Charter of Everland Group Joint Stock Company.

Based on the business performance in 2025 and the profit after tax recorded in the 2025 audited combined financial statements of Everland Group Joint Stock Company.

The Board of Management respectfully submits to the General Meeting of Shareholders for approval the profit distribution plan for 2025 of Everland Group Joint Stock Company as follows:

NO	CONTENT	AMOUNT (VND)
1	Profit After Corporate Income Tax for 2025	37,624,048,448
4	Allocation of remuneration for the Board of Management and the Supervisory Board.	492,000,000
5	Remaining profit available for dividend payment	37,132,048,448

Respectfully submitted for the General Meeting of Shareholders' consideration and approval./.

**ON BEHALF OF THE BOARD OF THE  
MANAGEMENT  
CHAIRMAN**

  
Le Dinh Vinh

No: 10./2026/TTr-HDQT

Hanoi, April 2<sup>nd</sup>, 2026.

**PROPOSAL**

**On the dividend distribution plan for 2025.**

Respectfully to: 2026 Annual General Meeting of Shareholders.

Pursuant to Law on Enterprise 2020 (as amended, supplemented in 2025) and the Charter of Everland Group Joint Stock Company.

Based on the business performance in 2025 and the financial indicators recorded in the 2025 audited combined financial statements of Everland Group Joint Stock Company.

Based on the dividend received in 2025 from the subsidiaries of Everland Group Joint Stock Company.

Based on the business and production plan for 2026 of the Company.

The Board of Management respectfully submits to the General Meeting of Shareholders for approval the dividend distribution plan for 2025 of Everland Group Joint Stock Company as follows:

1. Dividend payout ratio: 5% equivalent to **VND 107,624,920,000** (In words: *One hundred seven billion six hundred twenty-four million nine hundred twenty thousand dong*).

2. Source of funds for dividend payment:

- Appropriated from undistributed profit after tax of Everland Group Joint Stock Company at December 31<sup>st</sup>, 2025, as recorded in the 2025 audited combined financial statements of Everland Group Joint Stock Company: **VND 84,441,253,860** (In words: *Eighty-four billion, four hundred forty-one million, two hundred fifty-three thousand, eight hundred sixty dong*).

- The 2025 dividend of Everland Group Joint Stock Company is distributed from its subsidiaries: **VND 23,183,666,140** (In words: *Twenty-three billion, one hundred eighty-three million, six hundred sixty-six thousand, one hundred forty dong*).

3. Form of dividend payment: The Company shall issue shares to pay dividend to shareholders.

Respectfully submitted for the General Meeting of Shareholders' consideration and approval./.

**ON BEHALF OF THE BOARD OF MANAGEMENT  
CHAIRMAN**

  
**Le Dinh Vinh**



No: 12/2026/TTr-HDQT

Hanoi, April 2<sup>nd</sup>, 2026.

**PROPOSAL**

**On the approval of the List of audit firms for the 2026 financial statements**

Respectfully to: 2026 Annual General Meeting of Shareholders.

Pursuant to Law on Enterprise 2020 (as amended, supplemented in 2025) and the Charter of Everland Group Joint Stock Company.

The Board of Management respectfully submits to the General Meeting of Shareholders for approval the list of independent auditing firms to audit the 2026 Financial Statements of Everland Group Joint Stock Company as follows:

**1. List of Auditing Firms**

- International Auditing and Valuation Company Limited.
- Deloitte Vietnam Company Limited.
- AFC Vietnam Auditing Company Limited.
- Nhan Tam Viet Auditing Company Limited.
- Moore AISC Auditing and Information Technology Services Company Limited.
- Vietnam Auditing and Valuation Company Limited.

**2. Proposal of the Board of Management**

The Board of Management respectfully requests that the General Meeting of Shareholders authorize the Board of Management to select one of the auditing firms from the above list to review and audit the 2026 Financial Statements of Everland Group Joint Stock Company. The Board of Management may also select an auditing firm outside the above list to review and audit the 2026 Financial Statements based on the Company's actual needs, with a report to the General Meeting of Shareholders at the nearest meeting.

Respectfully submitted for the General Meeting of Shareholders' consideration and approval./.

**ON BEHALF OF THE BOARD OF  
MANAGEMENT  
CHAIRMAN**



**Le Dinh Vinh**

**PROPOSAL**

**On the remuneration, operating expenses and benefits of members of the Board of Management and the Supervisory Board, and the report on salaries of the Board of Directors**

Respectfully to: 2026 Annual General Meeting of Shareholders.

The Board of Management reports to the General Meeting of Shareholders on the remuneration, operating expenses, and benefits of Board of Management members, Supervisory Board members, and the salaries of the Board of Directors in 2025, and respectfully submits for consideration and approval the remuneration levels for the members of Board of Management and Supervisory Board in 2026 as follows:

**1. Report on Remuneration, Operating Expenses, and Benefits of Board of Management Members, Supervisory Board Members, and Salaries of the Board of Directors in 2025**

- The total remuneration paid by Everland Group Joint Stock Company to the Board of Management and Supervisory Board in 2025 was VND 492,000,000 with details as follows:

No.	Name	Position	Remuneration (VND)
1	Mr. Le Dinh Vinh	Chairman of the BOM	120,000,000
2	Mr. Nguyen Thuc can	Vice Chairman of the BOM	60,000,000
3	Ms. Duong Thi Van Anh	BOM Member	25,000,000
4	Mr. Le Dinh Tuan	BOM Member	60,000,000
5	Mr. Ngo Viet Hung	BOM Member	60,000,000
6	Mr. Do Thanh Nghi	BOM Member	35,000,000
7	Ms. Cao Thi Hoa	Head of Supervisory Board	60,000,000
8	Mr. Nguyen Ha Nguyen	Supervisor	36,000,000
9	Ms. Vu Minh Hue	Supervisor	36,000,000
	<b>Total</b>		<b>492,000,000</b>

- In 2025, no operating expenses were incurred for the Board of Management and the Supervisory Board, and the members of the Board of Management and the Supervisory Board did not receive any additional benefits from the Company other than the remuneration stated above.

## **2. Report on Salaries of the Board of Directors in 2025**

The total salary of the General Director and members of the Board of Directors in 2025 was VND 2,101,025,166. The salaries of the Board of Directors were paid by the Company based on labor contracts and the actual time served by each member, as presented in the Company's audited 2025 Financial Statements of the Company.

## **3. Remuneration Levels for Board of Management and Supervisory Board Members of Everland Group Joint Stock Company in 2026**

- Chairman of the BOM : VND 10,000,000/month
- BOM member : VND 5,000,000/month
- Head of the Supervisory Board : VND 5,000,000/month
- Supervisor : VND 3,000,000/month

Total monthly remuneration annual month = VND 41,000,000/month.

Total annual remuneration for 2026: VND 492,000,000.

Respectfully submitted for the General Meeting of Shareholders' consideration and approval./.

**ON BEHALF OF THE BOARD OF  
MANAGEMENT  
CHAIRMAN**



**Le Dinh Vinh**

No: **14**./2026/TTr-HDQT

Hanoi, April 2<sup>nd</sup>, 2026.

**PROPOSAL**

**On the share issuance plan for dividend payment for 2025.**

Respectfully to: 2026 Annual General Meeting of Shareholders.

The Board of Management respectfully submits to the General Meeting of Shareholders for consideration and approval on the share issuance plan for dividend payment for 2025 of the Company, with the following contents:

**I. PLAN FOR SHARE ISSUANCE FOR DIVIDEND PAYMENT**

1. Name of shares to be issued: Shares of Everland Group Joint Stock Company.
2. Stock code: EVG.
3. Type of shares: Ordinary shares.
4. Par value: VND 10,000 per share.
5. Current charter capital: VND 2,152,498,360,000 (*In words: Two trillion one hundred fifty-two billion four hundred ninety-eight million three hundred sixty thousand dong*).
6. Treasury shares: 0 shares..
7. Outstanding shares: 215,249,836 (*In words: Two hundred fifteen million two hundred forty-nine thousand eight hundred thirty-six*) shares.
8. Purpose of issuance: Issuing shares to pay dividends for 2025 to shareholders.
9. Dividend payout ratio: 5%.
10. Expected number of shares to be issued: 10,762,492 (*In words: Ten million seven hundred sixty-two thousand four hundred ninety-two*) shares, equivalent to 5% total of the outstanding shares of the Company.
11. Total issuance value (at par value): VND 107,624,920,000 (*In words: One hundred seven billion six hundred twenty-four million nine hundred twenty thousand dong*).
12. Source of capital for the issuance of dividend shares: Appropriated from the undistributed profit after tax for 2025 of Everland Group Joint Stock Company as recorded in the Company's audited 2025 combined financial statements, and profit after tax distributed by subsidiaries to Everland Group Joint Stock Company (the Parent Company).
13. Expected charter capital after the issuance: VND 2,260,123,280,000 (*In words: Two trillion two hundred sixty billion one hundred twenty-three million two hundred eighty thousand dong*). The new charter capital shall be recorded in the amended



and supplemented Charter after the completion of the share issuance for dividend payment for 2025 of the Company, according to the results of the share issuance.

14. Offerees: All shareholders whose names are recorded in the Company's shareholder list as of the record date for entitlement to share dividends.
15. Exercise ratio: 20:1 (on the record date, shareholders have the right to receive dividends, shareholders own 01 share will receive 01 right; 20 rights have received 01 new share issued for dividend payment).
16. Rounding principle: Fractional shares (if any) arising from the exercise of rights will be rounded down to the nearest whole share to ensure that the total number of issued shares does not exceed the planned issuance.
17. Treatment of fractional shares: Fractional shares resulting from rounding will be cancelled.
18. Transfer restrictions: Shares issued for dividend payment to existing shareholders are freely transferable.
19. Expected issuance time: In 2026, subject to approval by the State Securities Commission of Vietnam.
20. Place of implementation
  - For shareholders with deposited shares: Dividend shares will be credited to their accounts opened at depository participants.
  - For shareholders without deposited shares: Shareholders shall receive additional shares at the head office of Everland Group Joint Stock Company – 3<sup>rd</sup> Floor, 97–99 Lang Ha Building, Dong Da Ward, Hanoi, Vietnam.
21. Registration for depository and additional listing: The additional shares will be registered for depository at the Vietnam Securities Depository and Clearing Corporation (VSDC) and additionally listed on the Ho Chi Minh City Stock Exchange (HOSE) in accordance with applicable laws and VSDC, HOSE.

## **II. AUTHORIZATION OF THE GENERAL MEETING OF SHAREHOLDERS TO THE BOARD OF MANAGEMENT**

The Board of Management respectfully submits to the General Meeting of Shareholders for approval the authorization to the Board of Management to carry out tasks related to the share issuance for dividend payment for 2025 of Everland Group Joint Stock Company, as follows:

1. To decide the detailed content of the share issuance, supplement and finalize the contents of the plan and/or amend the plan where necessary to ensure the success of the issuance.
2. To organize the implementation of the plan for the issuance of shares for dividend payment in accordance with the Company's actual operations, applicable laws, and the guidance of competent State authorities.
3. To carry out necessary legal procedures for the Company to implement the share

issuance plan for dividend payment as approved by the General Meeting of Shareholders in compliance with applicable laws and the Company's Charter.

4. To decide on the timing of the share issuance for dividend payment upon obtaining approval from the State Securities Commission of Vietnam in accordance with the law; to determine the record date for shareholders entitled to receive share dividends; and to decide on the handling of fractional shares (if any) in accordance with the plan approved by the General Meeting of Shareholders and applicable laws.
5. The Board of Management assigns Chairman to sign and promulgate the amended and supplemented Charter and assigns the General Director to carry out procedures for amendment of the Company's Enterprise Registration Certificate to update the new charter capital based on the results of the share issuance for dividend payment.
6. To carry out the registration for depository and additional listing of the newly issued shares in accordance with applicable laws, VSDC and HOSE regulations and the Company's actual situation.
7. In addition to the above, the General Meeting of Shareholders authorizes the Board of Management to proactively perform other related tasks and procedures as deemed necessary by the Board of Management to implement the share issuance for dividend payment in accordance with the approved plan and applicable laws, ensuring the lawful rights and interests of the Company and its shareholders.

Respectfully submitted for the General Meeting of Shareholders' consideration and approval./.

**ON BEHALF OF THE BOARD OF  
MANAGEMENT  
CHAIRMAN**

  
**Le Dinh Vinh**

No: 15/2026/TTr-HDQT

Hanoi, April 2<sup>nd</sup>, 2026.

**PROPOSAL**

**On the change of the Company's business lines, update the Company's head office  
and the amendment and supplementation Charter of the Company**

Respectfully to: 2026 Annual General Meeting of Shareholders

Pursuant to the Law on Enterprises 2020 (as amended and supplemented in 2025), the Charter of Everland Group Joint Stock Company, and the Company's strategy and business plan, the Board of Management respectfully submits to the General Meeting of Shareholders for consideration and approval the changes to the Company's business lines, the update of the head office address of the Company and the amendment to the Company's Charter as follows:

**1. Change of the Company's business lines**

- Updated, amended business lines in the enterprise registration of the Company in compliance with the Vietnam Standard Industrial Classification issued with Decision No. 36/2025/QĐ-TTg dated September 29th, 2025 of the Prime Minister (effective from November 15th, 2025 and replacing Decision No. 27/2018/QĐ-TTg dated July 6, 2018 of the Prime Minister on the promulgation of the Vietnam Standard Industrial Classification).

- Remove business activity "Real estate trading exchange services" from the business lines "Other real estate activities on a fee or contract basis. Details: Real estate consultancy services; Real estate brokerage services; Real estate management services; Real estate trading exchange services (excluding property auction services). Code: 6829."

- Reason: To ensure compliance with changes in the law. Specifically, Clause 2, Article 54 of the Law on Real Estate Business 2023 provides as follows: "The name of an enterprise providing real estate trading floor services shall be selected by the establishing organization or individual in accordance with the Law on Enterprises and must include the phrase "real estate trading exchange", and must not be identical to or cause confusion with the name of another registered enterprise providing real estate trading exchange services."

Add new business lines in order to expand the Company's business operations, as follows:

No	Name of business line	Code
1	Wholesale of machinery, equipment and other machine parts. Details: - Wholesale of electrical machinery, equipment and materials (generators, electric motors, wires and other equipment used in electrical circuits). - Wholesale of elevators and escalators.	4659

No	Name of business line	Code
	- Wholesale of cooling, refrigeration and air-conditioning systems.	
2	General wholesale	4690
3	Installation of industrial machinery and equipment.	3320
4	Installation of other construction systems. Details: Installation of equipment systems in buildings and other construction works such as elevators and escalators.	4329
5	Electrical installation.	4321

## 2. Update of the Company's head office address

- Previously registered head office address: 3<sup>rd</sup> Floor, 97–99 Lang Ha Building, Dong Da ward, Hanoi, Vietnam.

- Updated head office address: 3<sup>rd</sup> Floor, 97–99 Lang Ha Building, Dong Da ward, Hanoi, Vietnam.

- Reason: Due to the reorganization and merger of ward-level administrative boundaries and the implementation of the two-tier local government model in Hanoi.

## 3. Amendments to the Company's Charter

The Board of Management proposes that the General Meeting of Shareholders approve the amendment the Charter of Everland Group Joint Stock Company, in order to reflect the changes to the Company's business lines and the update of the Company's head office address as presented in Section 1 and Section 5 of this Submission.

## 4. Implementation

The Board of Management proposes that the General Meeting of Shareholders approve the assignment and authorization to the Board of Management to carry out the following tasks:

- The Board of Management is authorized to decide on adjustments and amendments to the detailed contents of the business lines of Everland Group Joint Stock Company to ensure the maintenance of the maximum foreign ownership ratio of 49% in the Company.

- The Board of Management assigns the Chairman of the Board of Management to sign and promulgate the amended Charter, and assigns the General Director to implement procedures for the registration of changes to the Company's business lines in accordance with applicable regulations.

Respectfully submitted for the General Meeting of Shareholders' consideration and approval./.

ON BEHALF OF THE BOARD OF  
MANAGEMENT  
CHAIRMAN



Le Dinh Vinh

No: **16**/2026/TTr-HDQT

Hanoi, April 02<sup>nd</sup>, 2026.

**PROPOSAL**

**On the approval of the audited report on the use of capital, proceeds from the share offering and issuance in the Company's charter capital increase from VND 1,050,000,000,000 to VND 2,152,498,360,000, and approval on the change to the plan for use of proceeds from the public offering of securities**

Respectfully to: 2026 Annual General Meeting of Shareholders.

Pursuant to Law on Enterprise 2020 (as amended, supplemented in 2025);

Pursuant to the Law on Securities 2019 (as amended, supplemented in 2024);

Pursuant to Decree No. 155/2020/NĐ-CP dated December 31<sup>st</sup>, 2020 of the Government detailing and guiding the implementation of a number of articles of the Law on Securities and Decree No. 245/2025/NĐ-CP dated September 11<sup>st</sup>, 2025 amended, supplemented a number of articles of Decree No. 155/2020/NĐ-CP.

The Board of Management respectfully submits to the 2026 Annual General Meeting of Shareholders for approval the following matters:

1. Approval of the audited report on the use of proceeds from the share offering and issuance in connection with the increase of the charter capital of Everland Group Joint Stock Company from VND 1,050,000,000,000 to VND 2,152,498,360,000, as audited by International Auditing and Valuation Company Limited ("Report on the use of capital")

*(The audited report on the use of capital has been distributed to the shareholders attending the General Meeting)*

2. Approval on the change to the plan for use of capital, proceeds from the public offering, issuance of securities in the capital increase of Everland Group Joint Stock Company from VND 1,050,000,000,000 to VND 2,152,498,360,000 as recorded at the audited report on the use of capital.

The content of the change in the use capital plan was reported by the Board of Management and submitted to the 2025 Annual General Meeting of Shareholders for approval under Resolution No. 27/2025/NQ-DHDCD dated May 28<sup>th</sup>, 2025.

Based on the audited report on the use of capital dated February 09<sup>th</sup>, 2026; Pursuant to Point b Clause 1 Article 9 Decree No. 155/2020/ND-CP dated December 31<sup>st</sup>, 2020 (as amended, supplemented by Decree No. 245/2025/ND-CP dated September 11<sup>st</sup>, 2025) and the Document No. 329/QD-KPHQ dated June 27<sup>th</sup>, 2025 of the State Securities Commission.

Respectfully submitted for the General Meeting of Shareholders' consideration and approval./.

**ON BEHALF OF THE BOARD OF  
MANAGEMENT  
CHAIRMAN**



**Le Dinh Vinh**

No: 17./2026/TTr-HDQT

*Hanoi, April 02<sup>nd</sup>, 2026.*

**PROPOSAL**

**Re: Election of an additional Supervisor for the 2026–2031 term**

Respectfully to: 2026 Annual General Meeting of Shareholder

Pursuant to Law on Enterprise 2020 (as amended, supplemented in 2025) and the Charter of Everland Group Joint Stock Company, the Board of Management submits to General Meeting of Shareholders for the election of an additional member of the Supervisory Board for the 2026–2031 term, with the following details:

The Supervisory Board of Everland Group Joint Stock Company includes three (03) members. Accordingly, Mr. Nguyen Ha Nguyen and Ms. Vu Minh Hue were elected as members of the Supervisory Board for the 2022–2027 term by the 2022 Annual General Meeting of Shareholders, and Ms. Cao Thi Hoa was elected as a member of the Supervisory Board for the 2021–2026 term by the 2021 Annual General Meeting of Shareholders. Till now, the term of office of Ms. Cao Thi Hoa as a Supervisor has expired.

Therefore, the Board of Management submits to the General Meeting of Shareholders for consideration and approval the election of an additional supervisor for the 2026–2031 term in order to ensure that the number of Supervisory Board members complies with applicable laws and the Company's Charter.

Respectfully./.

**ON BEHALF OF THE BOARD OF  
MANAGEMENT  
CHAIRMAN**



**Le Dinh Vinh**



EVERLAND GROUP JOINT STOCK COMPANY  
2026 ANNUAL MEETINGS OF SHAREHOLDERS



Print coupon  
code

**ELECTION CARD**  
**OF MEMBERS OF SUPERVISORY BOARD**  
**SHAREHOLDER CODE: EVG.XXXXXX**

**Full name of Shareholder/Authorized Person:** Nguyen Van A

Number of owned ballot cards: ..... ballots.

Number of authorized ballot cards: ..... ballots.

**Total number of election cards:** ..... ballots.

**I agree to elect 01 (one) member of the Supervisory Board for the term 2026–2031 as follows:**

No	Candidate's full name	Number of election cards (for each candidate)
1	.....	.....
2	.....	.....
3	.....	.....

*(Shareholders shall fill in the specific number of votes for each candidate so that the total number of votes allocated to the candidates does not exceed the shareholder's total voting rights).*

*April 24<sup>st</sup>, 2026*

**SHAREHOLDERS/AUTHORIZED REPRESENTATIVES**

*(Signature and full name)*



**EVERLAND GROUP JOINT STOCK COMPANY  
2026 ANNUAL GENERAL MEETINGS OF SHAREHOLDER**



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code

**VOTING BALLOT**

**SHAREHOLDER CODE: EVG.XXXXXX**

Full name of Shareholder/Authorized Person: .....

Number of owned ballot cards: ..... ballots.

Number of authorized ballot cards: ..... ballots.

**Total number of ballots cards: ..... ballots.**

*(Shareholders mark [x] or mark [√] in the box according to each voting content)*

Contents	Approve	Not approve	No comments
<b>Content 01:</b> Approve Report of the General Director on the Company's business performance in 2025 and plan for 2026 of the Company.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<b>Content 02:</b> Approve Report of the BOD on the performance in 2025 and the Operational plan for 2026 of the Company.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<b>Content 03:</b> Approve Report of the Supervisory Board on the performance in 2025 and the orientation and tasks of the Supervisory Board for 2026	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<b>Content 04:</b> Approval of the Company's audited financial statements for 2025	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<b>Content 05:</b> Approval on the profit distribution plan for 2025 of the Company	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<b>Content 06:</b> Approval on the dividend distribution plan for 2025 of the Company	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<b>Content 07:</b> Approval on the revenue and profit plan for 2026.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<b>Content 08:</b> Approval of the list of audit firms for the 2026 financial statements	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<b>Content 09:</b> Approval on the remuneration, operating expenses and benefits of members of the BOD and the Supervisory Board, and the report on salaries of the Board of Management.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<b>Content 10:</b> Approval on the share issuance plan for dividend payment for 2025.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<b>Content 11:</b> Approval on the change of the Company's business lines, update the Company's head office and the amendment and supplementation Charter of the Company	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<b>Content 12:</b> Approval of the audited report on the use of proceeds from the share offering and issuance in the Company's charter capital increase from VND 1,050,000,000,000 to VND 2,152,498,360,000, and approval on the change to the plan for use of proceeds from the public offering of securities	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<b>Content 13:</b> Approval on the election of Supervisor for the term 2026 - 2031	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<b>Content 14:</b> Approval on the approval of candidates for election as Supervisor for the term 2026 – 2031	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

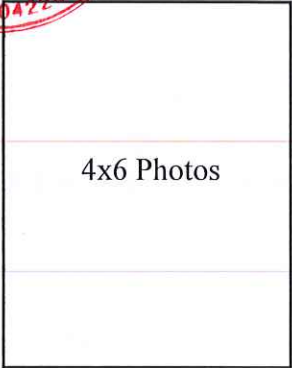
April 24<sup>st</sup>, 2026

**SHAREHOLDERS/AUTHORIZED REPRESENTATIVES**

*(Signature and full name)*



Form No.  
03/DHDCD



**CURRICULUM VITAE**  
*(Candidate of member of Supervisory Board)*

- 1. Full name: .....
- 2. Date of birth: ...../...../..... Gender: .....
- 3. Nationality: .....
- 4. Citizen Identification Number: ..... Date of issue: ...../...../.....  
Place of issue: .....
- 5. Permanent residence: .....
- 6. Education: ...../.....
- 7. Qualifications: .....
- 8. Work experience:
  - From month/year - month/year: Working at ..... Position: .....
  - From month/year - month/year: Working at ..... Position: .....
  - From month/year – month/year: Working at ..... Position: .....
  - From month/year – month/year: Working at ..... Position: .....
  - From month/year – month/year: Working at..... Position: .....
- 9. Position at Everland Group Joint Stock Company: .....
- 10. Position at other company: .....
- 11. Number of authorized shares or/and owned in Everland Group Joint Stock Company: ..... shares.
- 12. Debt to Everland Group Joint Stock Company: .....
- 13. Benefits related to Everland Group Joint Stock Company: .....
- 14. Conflicting interests with Everland Group Joint Stock Company:.....

Pursuant to the provisions of the Law on Enterprises and the Charter of Everland Group Joint Stock Company, as a candidate for the position of Member of the Supervisory Board, I commit that I have all the conditions, qualifications and capacity to participate in the position of member of the Supervisory Board and commit to perform the duties of a

member of the Supervisory Board carefully, honesty in case of being elected by the General Meeting of Shareholders.

I commit to be responsible for the accuracy and truthfulness of the content of this curriculum vitae and at the same time commit to fully comply with the obligations and responsibilities specified in the Charter of Everland Group Joint Stock Company and the law.

Sincerely!

*Hanoi, dated ..... 2026*

**Candidate**

*(Signature and full name)*



Form No.  
02/DHDCD

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

Hanoi, dated .....2026.

**NOMINATION/ APPLICATION LETTER**  
**(Candidate for replacement election of members of the Supervisory Board of Everland Group Joint Stock Company for the term 2026-2031)**

**Respectfully to: Organizing Committee of the 2026 Annual General Meeting of Shareholders of Everland Group Joint Stock Company**

I (we) am (are) a shareholder(s) of Everland Group Joint Stock Company with the following information:

No	Name	ID Card/Enterprise Registration Certificate/ Passport No.	Date of issue	Place of issue	Number of owned shares
1	.....	.....	.../.../.....	.....	.....
2	.....	.....	.../.../.....	.....	.....
3	.....	.....	.../.../.....	.....	.....
<b>Total</b>					.....

I (we) agree and consent to use all the shares listed above to nominate/self-nominate the person with the following information as a candidate for election to the Supervisory Board of Everland Group Joint Stock Company for the term 2026 - 2031 at the Company's 2026 Annual General Meeting of Shareholders:

Full name: ..... Gender: .....

Date of birth: ...../...../.....

ID card No.: .....Place of issue.....Date of issue: ...../...../.....

Permanent Residence: .....

Qualifications: .....

I (we) commit to be responsible for the accuracy, truthfulness and legality of the nomination and the above information./.

**Lưu ý:** The nomination/application letter and the candidate's documents for the election to replace a member of the Supervisory Board must be sent by registered mail to Everland Group Joint Stock Company (Address: 3rd Floor, 97-99 Lang Ha Building, Dong Da ward, Hanoi, Vietnam) or emailed to info@everland.vn before 4:00 PM on April 14, 2026.

**Attachments:**

- Candidate's curriculum vitae.

**SHAREHOLDER/GROUP OF  
SHAREHOLDERS**

(Signature and full name)



DRAFT

**EVERLAND GROUP JOINT STOCK COMPANY**

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

No: ...../2026/NQ-DHDCD

Hanoi, April 24<sup>th</sup>, 2026.

**RESOLUTION  
2026 ANNUAL GENERAL MEETING OF SHAREHOLDERS**

**2026 ANNUAL GENERAL MEETING OF SHAREHOLDERS  
EVERLAND GROUP JOINT STOCK COMPANY**

- Pursuant to the Law on Enterprises No. 59/2020/QH14 dated June 17, 2020; as amended, supplemented a number of articles of Law on Enterprise;
- Pursuant to the Law on Securities No. 54/2019/QH14 dated November 26, 2019; as amended and supplemented by Law No. 56/2024/QH15 dated November 29, 2024 amending and supplementing a number of articles of the Law on Securities, the Law on Accounting, the Law on Independent Audit, the Law on the State Budget, the Law on Management and Use of Public Assets, the Law on Tax Administration, the Law on Personal Income Tax, the Law on National Reserves, and the Law on Handling of Administrative Violations;
- Pursuant to the Regulation on organization and operation of the 2026 Annual General Meeting of Shareholders of Everland Group Joint Stock Company approved by the 2026 Annual General Meeting of Shareholders on ..... in 2026;
- Pursuant to the Meeting Minutes of the 2026 Annual General Meeting of Shareholders of Everland Group Joint Stock Company dated ..... 2026,

**DECIDES TO:**

**Article 1. Approve the following contents:**

- 1.1. Approve the Report of the General Director on the Company's business performance in 2025 and plan for 2026.
- 1.2. Approve the Report of the BOD on the performance in 2025 and the Operational plan for 2026.
- 1.3. Approve the Report of the Supervisory Board on the performance in 2025 and the orientation and tasks of the Supervisory Board for 2026.



- 1.4. Approve the Company's audited financial statements for 2025 of Everland Group Joint Stock Company with the following indicators:

No	Indicator	Amount (VND)
1	Total Assets	
2	Liabilities	
3	Equity	
4	Revenue	
5	Profit Before Tax	
6	Profit After Tax	

- 1.5. Approve the profit distribution plan for 2025 of Everland Group Joint Stock Company.

STT	NỘI DUNG	SỐ TIỀN (VND)
1	Profit After Tax for 2025	
2	Allocation of remuneration for the Board of Directors and the Supervisory Board.	
3	Remaining profit available for dividend distribution to shareholders.	

- 1.6. Approve the dividend distribution plan for 2025 of Everland Group Joint Stock Company, with the following contents:

- Dividend payout ratio: 5%.
- Source of funds for dividend payment:
- Source from undistributed profit after tax for 2025 of Everland Group Joint Stock Company at December 31<sup>st</sup>, 2026 as recorded in 2025 audited combined financial statements: .....VND
- Source from the profits after tax of subsidiaries that have been divided to the Everland Parent Company: ... VND.

- 1.7. Approve the 2026 revenue and profit plan of Everland Group Joint Stock Company according to the Report of the Board of Directors with specific targets as follows:

No	Indicator	Unit	VALUE
1	Total revenue	VND	
2	Profit After Tax	VND	
3	Total Assets	VND	

4	Expected dividend rate	%	
---	------------------------	---	--

1.7. Approve the list of audit firms selected to audit the 2026 Financial Statements of Everland Group Joint Stock Company according to the Proposal of the Supervisory Board, including:

- .....
- .....
- .....
- .....
- .....
- .....

1.8. Approve the Report on remuneration, operating expenses and benefits of members of the Board of Management, Supervisory Board and salaries of the Board of General Directors in 2024 and the remuneration of members of the Board of Directors and the Supervisory Board in 2026, as follow:

- Chairman the Board of Directors: ..... VND/month.
- Member of the Board of Directors : ..... VND/month.
- Head of the Supervisory Board : ..... VND/month.
- Supervisor : ..... VND/month.

Total remuneration in 2026 annual month: ... VND/month.

Total expected remuneration for the whole year 2026 = ... VND.

1.9. Approve the share issuance plan for dividend payment for 2025 of Everland Group Joint Stock Company according to the proposal of the Board of Directors.

1.10. Approve the change of the Company’s business lines, update the head office and the amendment and supplementation Charter of the Company

- Update of business line names and codes of Everland Group Joint Stock Company in accordance with the Vietnam Standard Industrial Classification and the Vietnam Industrial Classification System issued together with Decision No. 36/2025/QĐ-TTg dated 29 September 2025 of the Prime Minister.
- Amendment to the details of registered business lines: Maintaining the same business line name and code 6829, and removing the activity “Real estate exchanges services” from the details. The amended business line is as follows: “*Real estate activities on a fee or contract basis. Details: Real estate consultancy; Real estate brokerage services; Real estate management services. (Excluding property auction services).* – Code: 6829.”
- Addition of new business lines of the Company:

No	Name of buisness line	Code
----	-----------------------	------



1		
2		
3		
4		
5		
6		

- The updated registered head office address of the Company, according to the new administrative boundaries of Hanoi, is 3<sup>rd</sup> Floor, 97–99 Lang Ha Building, Dong Da ward, Hanoi, Vietnam.
  - Amendment to Clause 2.3 Article 2 (Name, legal form, head office, branches, representative offices, business locations and duration of operation of the Company) and Clause 4.1 Article 4 (Business objectives of the Company) of the current Charter of Everland Group Joint Stock Company to reflect the changes in business lines and the updated head office address as stated above.
- 1.11. Approve the audited report on the use of proceeds from the share offering and issuance in the Company’s charter capital increase from VND 1,050,000,000,000 to VND 2,152,498,360,000, and approval on the change to the plan for use of proceeds from the public offering of securities.
  - 1.12. Approve the election of Supervisor for the 2026-2031 term according to the Proposal of the Board of Management.
  - 1.13. Approve the list of candidates for election to the Board of Supervisors for the 2026–2031 term as proposed by the Board of Management.
  - 1.14. Approve the results of the election of Supervisor for the 2026-2031 term for Mr/Ms....

**Article 2. Approve of the authorization of the General Meeting of Shareholders as follows:**

- 2.1. The General Meeting of Shareholders authorizes the Board of Directors to decide to select one of the auditing units on the list approved by the General Meeting of Shareholders to review and audit the 2026 Financial Statements of Everland Group Joint Stock Company, and authorize the Board of Directors to actively consider and select other auditing units other than the above list to review and audit the financial statements in 2026 according to the actual requirements of the Company and report to the General Meeting of Shareholders at the latest meeting.
- 2.2. The General Meeting of Shareholders authorizes and delegates the Board of Directors to decide on the adjustment and amendment of the detailed contents of the business lines of Everland Group Joint Stock Company to ensure the continued maintenance of the maximum foreign ownership ratio at 49%.

- 2.3. The General Meeting of Shareholders authorizes the Board of Directors to assign the Chairman of the Board of Directors to sign and promulgate the amended Charter, assign the General Director to carry out the procedures for registering additional business lines of the Company according to the contents approved at the Annual General Meeting of Shareholders in 2026.
- 2.4. The General Meeting of Shareholders authorizes the Board of Directors to carry out tasks related to the share issuance for dividend payment for 2025 of Everland Group Joint Stock Company as follows:
- To decide on the detailed plan, supplement and finalize the contents of the share issuance plan and/or amend the plan when necessary to ensure the successful implementation of the issuance.
  - To organize the implementation of the share issuance plan for dividend payment in line with the Company's actual operations, applicable laws and guidance of competent authorities.
  - To carry out necessary legal procedures for the Company to implement the share issuance plan for dividend payment as approved by the General Meeting of Shareholders in accordance with applicable laws and the Company's Charter.
  - To decide on the timing of the share issuance for dividend payment after obtaining approval from the State Securities Commission in accordance with the law; to decide on the record date for determining shareholders entitled to receive share dividends; and to decide on the handling of fractional shares (if any) in accordance with the approved plan and applicable laws.
  - To assign the Chairman of the Board of Directors to sign and promulgate the amended and supplemented Charter, and to assign the General Director to carry out procedures for amending the Enterprise Registration Certificate to update the new charter capital based on the results of the share issuance for dividend payment.
  - To carry out depository registration and additional listing registration of the newly issued shares in accordance with applicable laws and the Company's actual conditions.
  - In addition to the above, the General Meeting of Shareholders authorizes the Board of Directors to proactively carry out other related tasks and procedures deemed necessary to implement the share issuance for dividend payment in accordance with the approved plan, applicable laws, and to ensure the lawful rights and interests of the Company and its shareholders.
- 2.5. The General Meeting of Shareholders authorizes the Board of Management and the Supervisory Board of Everland Group Joint Stock Company to organize the implementation and supervise the execution of the Resolution of the 2026 Annual General Meeting of Shareholders, and to report on the implementation results at the nearest General Meeting of Shareholders.

### **Article 3. Implementation**



- 3.1. This resolution was approved at the 2026 Annual General Meeting of Shareholders of Everland Group Joint Stock Company with .....% of shareholders attending and voting at the General Meeting in favor.
- 3.2. Nghị quyết này có hiệu lực kể từ ngày được ký ban hành./.

**Nơi nhận:**

- SSC; Hochiminh Stock Exchange (to report);
- VSDC (to report);
- Shareholders (to report);
- Members of the Board of Directors, the Supervisory Board
- Board of General Directors;
- Posting on the Company's website;
- For archive: Board of Directors, PC&CCD, VT.

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

**Le Dinh Vinh**