

SOCIALIST REPUBLIC OF VIETNAM
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CONFIRMATION/AUTHORIZATION LETTER
FOR ATTENDING THE 2026 ANNUAL GENERAL MEETING OF SHAREHOLDERS
To: SIBA HIGH-TECH MECHANICAL GROUP JOINT STOCK COMPANY



Full name/Name of organization:.....
ID Card/Business Registration No:..... Date of issue..... Place of issue.....
Address:.....
Authorized representative (if any):
Number of Shares Owned:.....(In words:.....)

Hereby confirm:

- Registering to attend the 2026 Annual General Meeting of Shareholders.
- Not attending the meeting and authorizing the following individual/organization:

Full name/Name of organization:.....
ID Card/Business Registration Number:.....Date of issue.....Place of issue.....
Address:.....
Number of Authorized Shares:

In case the shareholder is unable to attend and cannot authorize another person, the shareholder may authorize the Company's Board of Directors as per the list below:

No.	Full Name	Position	Number of Shares Authorized
1	Truong Sy Ba	Chairman of the Board	
2	Nguyen Van Phu	Board Member	
3	Nguyen Van Duc	Board Member	
4	Phan Le Hoang Trung	Board Member	
5	Tran Ngoc Long	Board Member	

The authorized person has the right to attend and vote on all matters at the 2026 Annual General Meeting of Shareholders of SIBA High-Tech Mechanical Group Joint Stock Company on April 24, 2026. The authorized person may not delegate this authorization to another individual.

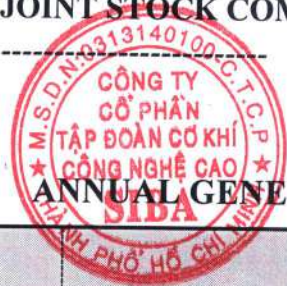
We take full responsibility for this authorization and commit to strictly complying with the current laws and regulations of SIBA High-Tech Mechanical Group Joint Stock Company.

Sincerely,

....., date ... month ... year 2026.

AUTHORIZED PARTY
(Signature, full name, and stamp if applicable)

CONFIRMATION OF THE SHAREHOLDER/AUTHORIZING PARTY
(Signature, full name, and stamp if applicable)



Ho Chi Minh City, March 31, 2026

MEETING AGENDA

ANNUAL GENERAL MEETING OF SHAREHOLDERS 2026

Time	Content
8h30 - 9h00	<p>Reception and Shareholder Eligibility Check:</p> <ul style="list-style-type: none"> - Welcoming delegates, verifying shareholder eligibility, and distributing meeting documents.
9h00 – 09h30	<p>Opening of the Meeting:</p> <ul style="list-style-type: none"> - Official opening of the AGM. - Announcement of shareholder eligibility verification results and confirmation of meeting conditions in accordance with legal regulations and the Company's Charter. - Introduction of the Presidium and Secretariat. - Approval of the Meeting Agenda and Regulations.
09h30 -10h15	<p>Reports and Presentations by the Board of Directors, Supervisory Board, Executive Board, and Related Departments/Individuals:</p> <ul style="list-style-type: none"> - Report of the Board of Management (BOM) on business performance in 2025 and the business plan for 2026. - Report of the Board of Directors (BOD) on activities in 2025 and orientation for 2026. - Report of the Board of Supervisory (BOS) on activities in 2025 and plan for 2026. - Proposal of the BOD on the approval of the audited Financial Statements for 2025. - Proposal of the BOD on remuneration payment for the BOD and SB in 2025 and the remuneration plan for 2026. - Proposal of the BOD on profit distribution. - Proposal of the SB on the selection of an independent auditing firm to audit and review the Financial Statements for 2026. - Proposal of the BOD on the approval of related party transactions to be conducted in 2026. - Proposal of the BOD on amendments to the Charter of Organization and Operation. - Other related matters.
10h15 -10h45	<ul style="list-style-type: none"> - Discussion, Q&A session, and voting on matters presented at the meeting.
<p>Break: 30-minute refreshment break for shareholders.</p>	
11h15 – 11h25	<ul style="list-style-type: none"> - Report on the Voting Results of the AGM Agenda Items - Approval of Meeting Minutes and AGM Resolution 2026.
11h25 – 11h30	<ul style="list-style-type: none"> - Closing of the Meeting.

Note: All documents related to the Annual General Meeting of Shareholders 2026 will be distributed to shareholders during the meeting and published on the company's website at <https://siba.com.vn/>

Ho Chi Minh City, March 24, 2026

**REGULATION ON ORGANIZATION AND WORKING RULES
OF THE 2026 ANNUAL GENERAL MEETING OF SHAREHOLDERS**

To provide guidance to shareholders on attending the General Meeting of Shareholders and exercising their voting rights, the Board of Directors respectfully submits to the General Meeting of Shareholders for approval the Working Regulations of the 2026 Annual General Meeting of Shareholders as follows:

I. GENERAL PROVISIONS

- These Regulations set forth the procedures for organizing the 2026 Annual General Meeting of Shareholders of Siba High-Tech Mechanical Group Joint Stock Company; and the rights and obligations of shareholders attending the General Meeting of Shareholders. All shareholders holding shares of the Company and other attendees of the General Meeting of Shareholders shall be responsible for complying with these Regulations.
- The Organizing Committee shall send the invitation letter and meeting materials to the addresses registered by shareholders with the Company, and simultaneously publish relevant documents relating to the General Meeting of Shareholders on the Company's website (<https://siba.com.vn/>). Shareholders may access the Company's website to download and review the meeting materials in advance and submit written comments to the Organizing Committee for consolidation or for direct discussion at the General Meeting of Shareholders.
- The General Meeting of Shareholders shall be conducted when shareholders attending represent more than 50% of the total voting shares.
- Shareholders and their authorized representatives attending the General Meeting of Shareholders must be seated in the designated positions or areas as arranged by the Organizing Committee.
- Smoking in the meeting hall is prohibited; private conversations are not allowed; mobile phones must be set to silent mode during the General Meeting.
- Filming and photography at the General Meeting are not permitted, except as authorized by the Organizing Committee.

II. RIGHTS AND OBLIGATIONS OF SHAREHOLDERS ATTENDING THE GENERAL MEETING OF SHAREHOLDERS

1. Rights of attending shareholders::

- Shareholders and their authorized representatives whose names appear on the list of shareholders as at the record date for the right to attend the 2026 Annual General Meeting of Shareholders (March 24, 2026).



- Shareholders who are unable to attend the General Meeting of Shareholders may authorize another individual to attend on their behalf. The authorized representative may not further authorize a third party to attend. The power of attorney must be made in accordance with the form prescribed by the Company.
- Shareholders and their authorized representatives arriving after the scheduled time may register upon arrival and thereafter participate in voting; however, the validity of any voting conducted prior to their arrival at the General Meeting of Shareholders shall remain unaffected.
- Shareholders attending the General Meeting of Shareholders shall be provided with Voting Cards and Ballots (indicating the shareholder code and the number of voting shares of such shareholder). The value of the Voting Cards and Ballots corresponds to the proportion of the total voting shares owned or duly authorized to such shareholder out of the total voting shares of shareholders attending the General Meeting of Shareholders.

2. Obligations of attending shareholders:

- Upon attending the General Meeting of Shareholders, shareholders must present the invitation letter, Citizen Identification Card/Passport/Enterprise Registration Certificate, and the power of attorney (in case of authorization) to the Shareholder Eligibility Verification Committee, and shall be issued a Voting Card clearly stating the full name, shareholder code, and the number of shares owned or represented by such shareholder.
- Comply with the provisions of these Working Regulations, follow the direction of the Chairperson of the General Meeting, and respect the outcomes of the General Meeting.
- Bear their own travel and accommodation expenses during the General Meeting.
- Exercise voting on matters presented at the General Meeting of Shareholders.

III. VOTING ON MATTERS AT THE GENERAL MEETING OF SHAREHOLDERS

1. Principles:

- All matters included in the agenda of the General Meeting of Shareholders shall be approved through open voting by all attending shareholders using Voting Cards and Ballots.
- Voting Cards and Ballots shall be issued by the Company, affixed with the Company's seal, and distributed to shareholders and their authorized representatives at the General Meeting of Shareholders. Such Voting Cards and Ballots shall clearly indicate the full name of the shareholder, shareholder code, and the number of voting shares held or represented by such shareholder.

2. Voting Methods:

2.1 Voting Card:

- Printed on white paper, Voting Cards are used for voting on matters requiring immediate approval at the General Meeting of Shareholders, including:
 - + Approval of the Working Regulations of the 2026 Annual General Meeting of

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Shareholders;

- + Approval of the composition of the Presidium of the General Meeting;
 - + Approval of the agenda;
 - + Approval of the composition of the Secretariat and the Vote Counting Committee;
 - + Approval of the Minutes and the Resolution of the General Meeting of Shareholders;
 - + Approval of other matters (if any).
- Shareholders and their authorized representatives shall vote (agree, disagree, abstain) on each matter by directly raising their Voting Cards at the General Meeting.
 - When voting at the General Meeting, shareholders voting in favor shall raise their Voting Cards. Members of the Vote Counting Committee shall record the shareholder code and the corresponding number of voting shares of each approving shareholder. Similarly, under the direction of the Chairperson, shareholders voting against or abstaining shall raise their Voting Cards in turn.
 - Shareholders may change their voting decision by raising their Voting Cards multiple times for each matter. The Organizing Committee shall record the shareholder's final indication as the official vote for each matter at the General Meeting.
 - Immediately after the completion of voting on the matters presented at the General Meeting, the Vote Counting Committee shall count the Voting Cards and announce the results before the General Meeting.

2.2 Voting Ballot:

- Printed on yellow paper, Ballots are used for voting on reports and proposals included in the meeting agenda.
- Shareholders and their authorized representatives shall cast their votes by marking (X) or (✓) in the corresponding box (agree, disagree, abstain) for each report or proposal stated in the Ballot.
- For each matter, shareholders may cast only one vote. Ballots with more than one mark or without any mark for a matter shall be deemed invalid for that matter.
- Shareholders may change their voting decision by crossing out the previously selected mark and marking another box.
- A valid Ballot must bear the signature of the shareholder, authorized representative, or proxy attending the General Meeting of Shareholders.

3. Voting Rules:

Each ordinary share shall carry one (01) voting right. Matters submitted to the General Meeting of Shareholders shall be approved as follows:

- With the affirmative vote of more than 50% of the total voting shares of attending shareholders, applicable to ordinary matters (including reports of the Board of Directors, the Board of Management, and the Supervisory Board; audited financial statements; profit distribution; remuneration of the Board of Directors and the Supervisory Board; selection of the independent auditor; report on use of proceeds; and other matters in accordance with the Charter).
- With the affirmative vote of 65% or more of the total voting shares of attending shareholders, applicable to special matters as prescribed in the Charter (including, for example: amendments to the Charter; capital increase; issuance of shares or convertible bonds; merger, consolidation, division or separation; transfer of material assets; and related party transactions exceeding prescribed thresholds).

IV. DISCUSSION AT THE GENERAL MEETING OF SHAREHOLDERS

- Discussions shall only be conducted within the allotted time and within the scope of matters presented in the agenda of the 2026 Annual General Meeting of Shareholders.
- Shareholders and their authorized representatives wishing to speak must register their questions or opinions in the Question Form and submit it to the Secretariat.
- The Secretariat shall arrange the Question Forms of shareholders in the order of registration and submit them to the Chairperson of the General Meeting.
- Based on the Question Forms compiled, arranged, and submitted by the Secretariat to the Presidium, the Chairperson or a person designated by the Chairperson shall respond to the questions and opinions of shareholders and their authorized representatives.

V. RESPONSIBILITIES OF THE CHAIRPERSON

1. To preside over the General Meeting in accordance with the approved agenda, rules, and Working Regulations. The Chairperson shall act in accordance with the principles of democratic centralism and make decisions based on the majority.
2. To guide the General Meeting in discussing and voting on matters included in the meeting agenda and any issues arising during the course of the General Meeting.
3. The Chairperson shall have the authority to take necessary measures to ensure that the General Meeting is conducted in a reasonable, orderly manner, in compliance with the approved agenda, and reflective of the will of the majority of attendees.
4. Decisions of the Chairperson regarding procedural matters or events arising outside the agenda of the General Meeting shall be final and binding.

The Chairperson shall have the following rights:

- To require all attendees to comply with security checks or other security measures.
- To request competent authorities to maintain order at the meeting; and to require any persons who fail to comply with the authority of the Chairperson, deliberately disrupt order, obstruct the normal progress of the meeting, or fail to comply with security requirements to leave the General Meeting of Shareholders.

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- The Chairperson shall have the right to adjourn a General Meeting of Shareholders that has met the required quorum to another time or to change the venue of the meeting in the following circumstances:
 - + The meeting venue does not have sufficient seating capacity for all attendees;
 - + The facilities at the meeting venue do not ensure that attending shareholders can participate in discussions and voting;
 - + There are attendees engaging in obstruction or disorderly conduct that may prevent the meeting from being conducted in a fair and lawful manner.
- The maximum adjournment period shall not exceed three (03) days from the originally scheduled date of the meeting

VI. RESPONSIBILITIES OF THE SECRETARIAT

1. To fully and accurately record all proceedings of the General Meeting and all matters approved or noted by shareholders and their authorized representatives in the Minutes of the General Meeting.
2. To prepare the Minutes and the Resolution on matters approved at the General Meeting of Shareholders.

VII. HANDLING OF UNSUCCESSFUL ORGANIZATION OF THE 2026 ANNUAL GENERAL MEETING OF SHAREHOLDERS

1. In the event that the required quorum is not met within thirty (30) minutes from the scheduled opening time of the General Meeting as specified in Section I of these Regulations, the convener shall cancel the meeting.
2. The General Meeting of Shareholders must be reconvened within thirty (30) days from the initially scheduled date of the first meeting. The second General Meeting of Shareholders shall be conducted only when attending shareholders represent at least 33% of the total voting shares.
3. In the event that the second meeting cannot be held due to failure to meet the required quorum within thirty (30) minutes from the scheduled opening time, the third General Meeting of Shareholders may be convened within twenty (20) days from the scheduled date of the second meeting. In this case, the meeting shall be conducted regardless of the total number of voting shares represented by attending shareholders, shall be deemed valid, and shall have the authority to decide on all matters intended to be approved at the Annual General Meeting of Shareholders.

VIII. MINUTES OF THE GENERAL MEETING OF SHAREHOLDERS

All matters discussed at the General Meeting of Shareholders must be recorded by the Secretariat in the Minutes of the General Meeting. The Minutes of the General Meeting of Shareholders must be read by the Secretariat and approved by the shareholders and their authorized representatives prior to the closing of the General Meeting.

The above constitutes the entire Working Regulations of the 2026 Annual General Meeting of Shareholders of Siba High-Tech Mechanical Group Joint Stock Company, respectfully submitted

to shareholders and their authorized representatives for consideration and approval.

Respectfully submitted./.

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

Recipients:

- *Shareholders;*
- *BOD, BOM, SB;*



[Signature]
Truong Sy Ba



**REPORT
ON BUSINESS PERFORMANCE IN 2025
AND BUSINESS PLAN FOR 2026**

PART I

BUSINESS PERFORMANCE RESULTS IN 2025

I. GENERAL OVERVIEW OF THE ECONOMIC ENVIRONMENT IN 2025

In 2025, the global macroeconomic landscape exhibited two clear trends: sustained growth alongside increasing risks and uncertainties, particularly stemming from geopolitical tensions, rising public debt burdens, and trade protectionism. Overall, the global economy maintained its upward trajectory, albeit with less robust growth momentum compared to the pre-pandemic period. According to forecasts by international organizations, global economic growth is expected to range from 2.5% to 3.2%.

In Vietnam, the economy in 2025 was affected by the slowdown in global consumer demand; however, it continued to maintain positive growth momentum, supported by strong domestic fundamentals. The Government continued to prioritize macroeconomic stability, promote public investment, and attract high-quality foreign direct investment (FDI) inflows. Nevertheless, domestic enterprises, particularly in the mechanical engineering and supporting industries, faced challenges from fluctuating raw material costs and increasing pressure for digital transformation to meet international green standards. The shortage of highly skilled labor and intense competition from imported goods also remained significant challenges.

Amid such a volatile environment, the Company proactively monitored market developments to adopt appropriate and flexible strategies. Under the decisive direction of the Management, the Company focused on streamlining its organizational structure, optimizing operating costs, and enhancing the application of technology in production. Supported by a robust governance system and timely strategic adjustments, the Company maintained stable business operations and successfully achieved its set objectives.

II. BUSINESS PERFORMANCE RESULTS IN 2025

1. Summary of Business Performance Results

Based on consolidated figures:

Unit: billion VND

No.	Indicator	Actual 2024	Actual 2025	Change (%) vs. 2024
1	Total assets	1,022	1,552	51.78%
2	Shareholder equity	577	618	7.21%
3	Net revenue	3,147	1,618	-48.58%
4	Gross profit from sales and service provision	92	119	28.94%

5	Profit before tax	51	47	-7.87%
6	Profit after tax	44	39	-11.60%

2. Assessment of Business Performance Results

2.1 Net Revenue

Total net revenue of the Company in 2025 reached VND 1,618 billion, representing a decrease of 48.58% compared to 2024 (VND 3,147 billion). This decline was mainly attributable to a significant decrease in revenue from the trading segment.

Unit: VND billion

No.	Revenue Breakdown	2024	2025	Change (%)
1	Revenue from sale of goods (trading sector)	2,285	815	-64.34%
2	Revenue from service provision (mechanical fabrication – construction)	860	796	-7.44%
3	Energy	1.66	7.07	326.21%
Total		3,147	1,618	-48.58%

Trading Segment – Strategic Decline: Trading revenue in 2025 reached VND 815 billion, decreasing by VND 1,470 billion (-64.34%) compared to 2024 (VND 2,285 billion). However, this decline did not adversely affect the Company’s cash flow or financial position. This is because the Company is implementing a strategic shift in its business focus from trading activities to higher value-added segments such as mechanical engineering & construction and energy.

Mechanical Engineering & Construction Segment: Revenue from mechanical engineering and construction services reached VND 796 billion, down 7.44% compared to the previous year (VND 860 billion). Despite the slight decline in revenue, gross profit increased by 28.94%, reflecting the effectiveness of the Company’s industry restructuring strategy:

- Strengthening investment in production: Expanding production capacity and applying advanced technologies to enhance product quality.
- Enhancing marketing and customer acquisition: Expanding both domestic and international markets, leveraging opportunities from free trade agreements (FTAs).
- Capitalizing on industry demand growth: The development trend of the manufacturing industry in Vietnam provides favorable conditions for the Company to expand its market share.

Energy Segment – Rapid Growth with Strong Potential: Revenue from electricity sales in 2025 reached VND 7.1 billion, representing an increase of 326% compared to the previous year (VND 1.7 billion). This strong growth is driven by:

- Growth of renewable energy: The Vietnamese Government continues to encourage investment in clean energy, creating favorable conditions for the Company to expand its scale.
- Long-term potential: This segment has significant growth potential and is expected to make an increasing contribution to the Company’s revenue in the coming years.

2.2 Production Costs

In 2025, the total production and business costs of SIBA GROUP reached VND 1,578 billion, representing a decrease of 49.4% compared to 2024 (VND 3,121 billion). This reduction reflects the Company’s efforts to control and optimize costs amid the implementation of its industry restructuring

strategy, reducing its exposure to the agricultural trading segment and focusing on high-tech mechanical engineering.

However, despite the overall decline in total costs, the proportion of certain cost items relative to revenue showed an increasing trend. This was primarily due to the industry transition process, which requires significant investments in production, research and development (R&D), and market expansion activities.

Unit: Billion VND

No.	Indicator	2024 Value	% of Revenue	2025 Value	% of Revenue
1	Cost of Goods Sold:	3,054	97.07%	1,499	92.64%
1.1	Trading Goods (Agricultural Commodities):	2,280	72.45%	808	49.96%
1.2	Finished Goods and Services (High-tech Mechanical Engineering):	774	24.59%	687	42.46%
1.3	Electricity Sales	0.88	0.03%	3.63	0.22%
2	Financial Expenses:	22.31	0.71%	20.43	1.26%
3	Selling Expenses:	14.92	0.47%	22.57	1.39%
4	General and Administrative Expenses (G&A):	29.51	0.94%	36.23	2.24%
	Total Costs	3,121.12	99.19%	1,578.21	97.54%

a. Cost of Goods Sold (COGS) – High proportion but being optimized

Cost of Goods Sold (COGS) accounts for a significant proportion of SIBA GROUP's total operating costs due to the nature of its trading and manufacturing activities. In 2025, COGS amounted to VND 1,499 billion, equivalent to 92.64% of net revenue, representing a decrease of 50.9% compared to 2024.

COGS breakdown by segment:

- Trading segment: COGS reached VND 808 billion, down 64.5% compared to 2024, in line with the sharp decline in revenue from this segment. This reflects a deliberate adjustment in the Company's business strategy.
- High-tech mechanical engineering segment: COGS reached VND 687 billion, decreasing by 11.2%, while the COGS-to-revenue ratio declined from 89.9% in 2024 to 86.3% in 2025. This improvement was primarily driven by expanded production scale, increased investment in technology, and enhanced competitiveness in the mechanical engineering sector.
- Energy segment (electricity sales): COGS amounted to VND 3.63 billion, up 311% compared to 2024, but still accounted for a relatively small proportion of total operating costs.

Assessment:

- The reduction in trading COGS is a positive signal, helping the Company mitigate risks and improve operational efficiency.
- The decline in the COGS-to-revenue ratio in the mechanical engineering segment reflects the impact of production expansion and process improvements, representing necessary investments to support sustainable growth.
- Profit margins in the mechanical engineering segment still require further improvement, as

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the COGS-to-revenue ratio, although reduced from 89.9% in 2024 to 86.3% in 2025, remains relatively high.

b. Financial Expenses – Stable but requiring control of interest expenses

Financial expenses in 2025 amounted to VND 20.4 billion, decreasing by 8.4% compared to the previous year. Of this, interest expenses accounted for the majority, primarily arising from loans obtained to finance the construction of the Vmeco High-tech Mechanical Engineering Plant in Bac Lieu and to support working capital.

Assessment:

- Financial expenses remained under control; however, the Company should adopt an appropriate borrowing strategy to optimize cash flows.
- The efficiency of debt utilization should be closely monitored to ensure that revenue from business operations is sufficient to cover interest expenses.

c. Selling Expenses – Reasonable Increase for Market Expansion

Selling expenses in 2025 increased by 51.2%, reaching VND 22.6 billion. The main drivers include:

- Personnel expenses: VND 16.1 billion
- Project warranty expenses: VND 2.6 billion
- Outsourced service expenses: VND 2.6 billion

Assessment:

- The increase in selling expenses reflects the Company’s strategy to expand its market presence.
- These expenditures are expected to generate long-term benefits by supporting revenue growth and enhancing brand recognition

d. General and Administrative Expenses (G&A) – Significant increase due to business expansion

General and administrative expenses in 2025 increased by 22.8%, reaching VND 36 billion, mainly due to:

- Personnel expenses: VND 15.6 billion, supporting the expansion of business operations
- Outsourced service expenses: VND 14 billion

Assessment:

- The increase in G&A expenses is inevitable as the Company expands its operations; however, strict cost control is necessary to ensure efficient capital utilization.

2.3 Gross Profit

In 2025, SIBA GROUP’s total gross profit reached VND 119.1 billion, representing an increase of 28.94% compared to 2024. The gross profit structure by segment showed a clear shift, reflecting the Company’s industry restructuring strategy in 2025.

Unit: VND billion

Segment	2024	2025	Growth (%)	2025 Contribution (%)
Trading (Agricultural Commodities)	5.1	6.4	25%	5.3%

Mechanical Engineering & Construction	86.5	109.3	26%	91.8%
Energy (Electricity Sales)	0.8	3.4	343%	2.9%
Total Gross Profit	92.3	119.1	29%	100.0%

a. Mechanical Engineering & Construction Segment – Key Growth Driver

- Gross profit reached VND 109 billion, up 26% compared to 2024.
- This segment accounted for 91.8% of total gross profit, confirming its role as the core pillar in the Company’s profit structure, in line with strategic direction.
- **Key drivers of growth:**
 - + Enhancements in production technology, enabling cost optimization and improved profit margins.
 - + Strong market demand for mechanical engineering products, particularly in heavy industry and infrastructure development.
- **Assessment:**
 - + Strengths: The mechanical engineering segment is demonstrating sustainable growth, reflecting the effectiveness of the Company’s investment and expansion strategy.
 - + Challenges: Profit margins may be impacted by rising input material costs driven by geopolitical tensions. The Company should continue investing in automation and optimizing production management, with the objective of further reducing production costs.

b. Trading Segment – Significant Decline with Planned Full Exit in 2026

- Gross profit reached VND 6.4 billion, accounting for only 5.3% of total gross profit, indicating that the Company is no longer reliant on this segment.
- Reasons for the decline:
 - + Scale-down of agricultural trading activities in line with the restructuring strategy.
 - + Volatility in agricultural input prices, increasing margin risks.
 - + Intense competition in the trading sector, adversely affecting operational efficiency.
- **Assessment:**
 - + Strengths: Reducing reliance on trading helps mitigate risks associated with agricultural market volatility.
 - + Challenges: The Company must ensure that the transition does not negatively impact cash flows and its existing customer base..

c. Energy Segment – Promising but Still Limited in Scale

- Gross profit reached VND 3.4 billion, representing an increase of 343% compared to 2024.
- This segment accounted for a relatively small proportion (2.9%) of total gross profit.
- Key factors:
 - + Renewable energy projects are being expanded, but the current scale remains modest.
 - + The electricity market is highly competitive, and selling prices may not yet meet expectations.
- **Assessment:**
 - + Strengths: Renewable energy represents a long-term trend; with the right investment strategy, this segment has strong growth potential.

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- + Challenges: Further investment is required to expand generation capacity and optimize operational efficiency.

Conclusion:

SIBA GROUP is undergoing a critical phase of strategic transformation. The profit structure has shifted positively, reflecting the success of the Company's industry restructuring efforts. With continued investment in the right direction, the Company is well-positioned to achieve sustainable growth in the coming years.

With a well-aligned restructuring strategy, SIBA GROUP has established a solid foundation for long-term growth. The Company should continue to invest in high-tech mechanical engineering, optimize costs, and further develop the energy segment to enhance operational efficiency and drive future profitability.

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PART II
BUSINESS PLAN FOR 2026

1. Key Targets of the 2026 Business Plan

Projected Revenue and Profit for 2026

Unit: Billion VND

Indicator	2025 Actual	2026 Plan	% Change vs. 2025
Net Revenue	1,618	1,840	13.7%
Profit After Tax	39	61	57.2%
Profit After Tax/Net Revenue Ratio	2.39%	3.30%	

Net Revenue: The 2026 target is VND 1,840 billion, representing an increase of 13.7% compared to the 2025 actual figure (VND 1,618 billion). This growth is driven by the Company's strategic focus on high-margin sectors such as mechanical engineering and renewable energy.

Profit After Tax: The Company targets a growth of 57.2%, reaching VND 61 billion (compared to VND 39 billion in 2025).

In 2025, the company does not plan to increase its charter capital.

2. Implementation Plan for the 2026 Business Plan

2.1 Growth and Investment in the Mechanical Engineering Sector

High-tech Mechanical Engineering Plant in Ho Chi Minh City:

The plant was completed and commenced operations in Q1 2026, with substantial production capacity. Once fully ramped up, it is expected to generate approximately VND 1,000 billion in annual revenue from mechanical engineering products.

Investment in strategic products:

The plant will manufacture key products such as air handling and cleanroom systems, fabricated metal products, and livestock equipment, including silo systems and automated feeding solutions.

2.2 Measures to Improve Profitability

Production cost optimization: SIBA GROUP will continue investing in automated production lines to reduce labor costs and enhance operational efficiency. The adoption of advanced technologies, including sheet metal processing systems and automated production lines, will help optimize material usage and minimize labor dependency.

Enhancement of sales processes: The Company will strengthen its distribution system through online channels and strategic partners to reduce marketing costs and improve sales efficiency.

Expansion of distribution channels: In addition to traditional partner channels, the Company will expand its presence through digital distribution platforms and contract manufacturing for major partners. Participation in international exhibitions will enhance brand recognition and support export growth.

2.3 Financial Plan and Investment Capital

Bank financing: The Company has signed a syndicated loan agreement and completed the disbursement of VND 400 billion from four Taiwanese banks to finance the high-tech mechanical

engineering plant in Ho Chi Minh City. This funding will support further expansion of production capacity.

Convertible bond issuance: The Company is in the process of preparing for the issuance of VND 200 billion in convertible bonds with a tenor of three years, expected in Q2 2026. The proceeds will be used to restructure existing debt and ensure sufficient working capital for future business operations.

Capital allocation strategy: The Company will ensure efficient utilization of both debt and equity capital, prioritizing key projects and research & development to enhance productivity and operational efficiency.

2.4 Human Resources and Governance Development

Employee development: The Company will continue to strengthen its workforce through professional and soft skills training programs, while focusing on recruiting and retaining high-quality personnel for key projects such as the mechanical engineering plant and renewable energy initiatives.

Cost management and operational efficiency: The Company will improve management processes, optimize administrative and selling expenses, and enhance productivity through the application of digital tools in operations, production, and project management.

Based on the results achieved in 2025, the Company's Management will continue to closely follow and fully implement the directives and resolutions of the Board of Directors. The focus will be on executing key initiatives to successfully achieve the 2026 business plan, ensuring stable employment and income for employees, maintaining steady operations, and striving for sustainable growth and improved efficiency.

This concludes the report on the Company's business performance in 2025 and the business plan for 2026. The Board of Management respectfully submits this report to the General Meeting of Shareholders for consideration and approval.

Sincerely,

Recipients:

- *The 2026 Annual General Meeting of Shareholders;*
- *BOD, SB, BOM, HR.*



Nguyen Van Duc

**REPORT OF THE BOARD OF DIRECTORS
(On 2025 Performance and 2026 Business Plan)**

To: The 2026 Annual General Meeting of Shareholders

In accordance with the roles and responsibilities of the Board of Directors as stipulated in the Company's Charter, internal regulations, and corporate governance rules as approved by the General Meeting of Shareholders, the Board of Directors hereby presents its report on performance in 2025 and the orientation for 2026 to the General Meeting of Shareholders as follows:

I. ACTIVITIES OF THE BOARD OF DIRECTORS

1. Composition of the Board of Directors

The Board of Directors currently consists of five (05) members as follows:

No.	Full Name	Position
1	Truong Sy Ba	Chairman of the Board of Directors
2	Nguyen Van Duc	Member of the Board of Directors
3	Phan Le Hoang Trung	Member of the Board of Directors
4	Tran Ngoc Long	Independent Member of the Board of Directors
5	Nguyen Van Phu	Non-executive Member of the Board of Directors

2. Activities of the Board of Directors

In 2025, the Board of Directors of Siba Group Joint Stock Company ("SIBA GROUP" or the "Company") fully performed its roles and responsibilities in accordance with applicable laws, the Company's Charter, and the resolutions of the General Meeting of Shareholders. The Board played a key role in providing strategic direction and exercising comprehensive oversight of the Company's operations during a period of transformation and investment expansion.

During the year, the Board of Directors held both regular and ad hoc meetings to review and decide on matters within its authority, including medium- and long-term development strategies, business plans, the investment in the high-tech mechanical engineering plant in Ho Chi Minh City, as well as capital mobilization and utilization plans to support production expansion. All submissions to the Board were carefully prepared to ensure thorough deliberation and decision-making, taking into account investment efficiency, resource allocation, and associated risks.

The Board focused on guiding the strategic transformation of SIBA GROUP toward higher value-added activities, prioritizing the development of high-tech mechanical engineering while gradually expanding into renewable energy-related sectors. At the same time, the Board directed the Management to implement measures aimed at improving operational efficiency, optimizing costs, and enhancing profit margins.

In addition to its strategic role, the Board actively supervised the Management through regular monitoring of business plan execution, progress of key projects—particularly the high-tech mechanical engineering plant—as well as the Company’s debt utilization and financial position. The Board maintained ongoing communication, providing guidance and direction to support the Management in addressing arising issues and ensuring that operations were carried out in line with approved plans.

Amid the Company’s expansion and increased investment activities, the Board placed strong emphasis on risk management and financial control to ensure a balance between growth objectives and operational safety. Decisions related to capital raising, including bank borrowings and the planned issuance of convertible bonds, were made on a prudent basis, with careful consideration of their impact on the Company’s financial structure and shareholders’ interests.

Overall, in 2025, the Board of Directors of SIBA GROUP effectively fulfilled its role in strategic direction, oversight, and support to the Management, contributing to stable operations, gradual improvement in performance, and laying a solid foundation for the Company’s growth plans in 2026 and beyond.

3. Evaluation by the Board of Directors of the Performance of the Management and Other Management Units

In 2025, the Board of Management and other management units of Siba Group Joint Stock Company (“SIBA GROUP” or the “Company”) demonstrated strong proactiveness and determination in implementing the resolutions of the General Meeting of Shareholders and the Board of Directors. Their efforts contributed to maintaining stable business operations and gradually realizing the Company’s strategic orientations.

The Management focused resources on executing key programs and initiatives, most notably the completion and commissioning of the high-tech mechanical engineering plant in Ho Chi Minh City. The timely delivery and operation of this project reflects the Management’s capability in execution and resource coordination, while establishing a solid foundation for expanding production scale and enhancing competitiveness in the coming years.

At the same time, management units continued to improve operational processes, production organization, and market development in line with the direction of the Board of Directors. Coordination across departments was strengthened, supporting the effective implementation of business plans. The Management also demonstrated flexibility in adapting to market developments while ensuring the continuity and stability of the Company’s operations.

The Board of Directors acknowledges the efforts made by the Management in gradually improving operational efficiency. Going forward, the Board requires continued focus on the following key priorities:

- Enhancing the efficiency of invested projects, particularly the high-tech mechanical engineering plant, to accelerate contributions to revenue and profitability;

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- Strengthening cost management, improving production efficiency, and enhancing profit margins;
- Improving the quality of planning, forecasting, and execution to ensure alignment between objectives and resources;
- Further enhancing governance systems, operational processes, and management capabilities to meet the requirements of the next development phase.

Overall, the Board of Directors assesses that the Management and relevant units have effectively fulfilled their roles in executing strategic directions. However, further improvements in management quality and execution efficiency are required to achieve the Company's growth objectives for 2026 and beyond.

4. Activities of the Independent Member of the Board of Directors and Evaluation of the Board of Directors, the Management, and Other Management Units

4.1 Composition of the Independent Member of the Board of Directors

- The Company currently has one (01) Independent Member of the Board of Directors, in compliance with applicable requirements for listed companies under the Law on Enterprises, the Law on Securities, the Company's Charter, and its internal corporate governance regulations.
- The current Independent Member of the Board of Directors is Mr. Tran Ngoc Long.

4.2. Activities of the Independent Member of the Board of Directors

- In 2025, the Independent Member of the Board of Directors fully performed his roles and responsibilities in accordance with applicable laws and the Company's Charter, with a focus on ensuring independence and objectivity in corporate governance, as well as safeguarding the legitimate rights and interests of shareholders, particularly minority shareholders.
- The Independent Member actively participated in all meetings of the Board of Directors, reviewed materials in advance, and provided opinions on key matters such as strategic direction, business plans, project investments, capital mobilization, and significant transactions. These opinions were formed based on prudent assessments of efficiency, risk levels, and long-term impacts on the Company's operations.
- In addition, the Independent Member carried out oversight of the Management through regular review of periodic reports and direct engagement with the Management regarding the implementation of business plans, progress of key projects, capital utilization efficiency, and cost management. Particular attention was given to the assessment of key risks, including financial, operational, and market risks, in order to provide timely and appropriate recommendations.
- Throughout the performance of his duties, the Independent Member maintained independence in judgment and opinions, while closely coordinating with the Board of Directors and the Management to enhance governance quality, operational efficiency, and transparency of the Company.

4.3. Evaluation of the Board of Directors

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- In 2025, the Board of Directors fully performed its roles in strategic direction and oversight in accordance with applicable laws and the Company's Charter. Board meetings were held regularly and in a timely manner, focusing on key matters such as development strategy, major project investments, and capital mobilization plans.
- The Board proactively guided the transformation of the Company's business structure toward higher value-added sectors, particularly high-tech mechanical engineering and renewable energy, in line with market trends and the Company's capabilities. At the same time, oversight was strengthened over key projects, including the investment in and commissioning of the high-tech mechanical engineering plant, which serves as a foundation for future growth.
- However, further improvements are required in enhancing the quality of oversight, with a stronger linkage between strategy, planning, and execution outcomes. In addition, the Company should continue to refine its performance evaluation metrics and early risk warning mechanisms.

4.4 Evaluation of the Management and Management Structure

The Board of Management and management structure actively implemented the resolutions of the General Meeting of Shareholders and the Board of Directors, maintaining stable business operations and gradually improving performance.

The Company successfully completed the investment in and commissioning of the high-tech mechanical engineering plant, while expanding its business activities and product portfolio in line with its strategic direction. Overall, management demonstrated proactiveness and flexibility in responding to a volatile market environment.

However, during this phase of expansion, the Company is facing increasing cost pressures, higher requirements for capital efficiency, and greater demands on management capabilities. Accordingly, the Management should continue to:

- Enhance operational efficiency and optimize costs;
- Further strengthen governance systems, internal controls, and digitalization of operations;
- Ensure closer alignment between business planning and cash flow management

4.5 Assessment of Financial Position and Key Risks

In the context of the Company accelerating its investment activities and utilizing financial leverage, key risk factors requiring close attention include:

- Financial risks: pressure from interest expenses, debt repayment obligations, and foreign exchange risks related to foreign borrowings;
- Operational risks: initial utilization efficiency of the new plant may fall short of expectations during the early stages of operation;
- Market risks: volatility in input material prices and increasing competitive intensity.

The identification, monitoring, and management of these risks should be carried out in a systematic manner to ensure the Company's financial stability and operational efficiency.

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4.6 Other Matters and Recommendations

From an independent perspective, the Independent Member of the Board of Directors recommends that the Company should:

- Continue focusing on high-performing core business areas to improve the quality of growth;
- Enhance governance systems toward greater transparency, modernization, and alignment with measurable performance indicators;
- Strengthen control over capital utilization, particularly with respect to borrowings and capital raising activities;
- Develop and implement an enterprise risk management system to improve resilience against market fluctuations.

4.7 Conclusion of the Independent Member of the Board of Directors

Based on the independent assessment, it is evident that the Board of Directors and the Management are aligned with the Company's strategic direction, gradually shifting toward higher value-added sectors and building a solid foundation for future growth.

As the Company enters a new phase of investment and expansion, enhancing governance quality, strengthening risk management, and ensuring efficient capital utilization will be critical factors in achieving the 2026 business plan and supporting sustainable long-term development.

II. REPORT ON THE IMPLEMENTATION OF DIRECTIVES AND TASKS IN 2025

Pursuant to the Resolution of the 2025 Annual General Meeting of Shareholders, the Board of Directors of Siba Group Joint Stock Company ("SIBA GROUP" or the "Company") organized, directed, and supervised the Management in implementing the assigned objectives and tasks.

Amid a volatile market environment and the Company's ongoing business transformation, the Board closely monitored developments and proactively issued timely and appropriate directions and decisions to ensure stable business operations, gradually improve efficiency, and move toward sustainable development:

1. Implementation of the 2025 Business Plan

The Company's 2025 business performance has been fully presented in the audited 2025 Financial Statements and the report of the Board of Management submitted to the General Meeting of Shareholders.

In 2025, the Company did not fully achieve the net revenue and profit after tax targets as approved by the General Meeting of Shareholders. This was primarily due to the ongoing restructuring of the Company's business operations in line with its approved strategic direction, including the scaling down and planned exit from the trading segment in order to reallocate resources toward higher-performing core businesses.

Despite not meeting the overall targets, the Company's key business segments recorded positive improvements in revenue quality and profit margins. This reflects the initial effectiveness of

the restructuring process and affirms the appropriateness of the strategic direction set by the Board of Directors, providing a solid foundation for improved performance in the coming years.

2. Direction, Management, and Implementation of Key Tasks

The Board of Directors focused on directing the Management to implement key tasks in accordance with the Resolution of the General Meeting of Shareholders, including:

Guiding the restructuring of business operations toward higher value-added sectors, particularly high-tech mechanical engineering and related fields;

Directing the investment and completion of the high-tech mechanical engineering plant in Ho Chi Minh City, laying the foundation for expanding production capacity in the next phase;

Enhancing cost management, optimizing production activities, and improving resource utilization efficiency;

Closely monitoring the Company's financial position, cash flows, and capital utilization to ensure a balance between investment needs and financial safety;

Instructing the Management to proactively respond to market fluctuations, maintain stable operations, and gradually improve business performance.

3. Remuneration of the Board of Directors and the Supervisory Board

In accordance with the Resolution of the 2025 Annual General Meeting of Shareholders, the total remuneration paid to the Board of Directors and the Supervisory Board in 2025 amounted to VND 702,000,000.

The payment of remuneration was carried out in compliance with the Resolution of the General Meeting of Shareholders and applicable regulations.

4. Selection of the Independent Auditor

The Board of Directors selected NVA Auditing Company Limited as the independent auditor to audit the Company's 2025 Financial Statements, ensuring compliance with legal regulations and enhancing transparency in financial disclosures.

5. Transactions with Related Parties, Internal Persons, and Their Related Persons in 2025

The Board of Directors notes that in 2025, all transactions between the Company and its internal persons, related persons of internal persons, and other related parties were conducted in the ordinary course of business and have been fully disclosed in the audited 2025 Financial Statements.

These transactions include procurement of raw materials, provision of services, processing contracts, and other routine economic transactions directly supporting the Company's production, operations, and business development. The Board confirms that all such transactions were conducted in compliance with applicable laws and corporate governance principles.

The Board of Directors also instructed the Management to closely monitor and control related-party transactions to ensure that:

- All transactions are conducted on normal commercial terms, at reasonable prices, and in line with market conditions;

- No conflicts of interest arise, nor any adverse impact on the interests of the Company and its shareholders;
- All transactions are transparently and fully recorded in accounting records and audited financial statements, ensuring accurate and objective disclosure.

Overall, the Board of Directors assesses that transactions with internal persons and related parties in 2025 were conducted in support of normal business operations, contributing to operational continuity and improved efficiency, while strictly complying with applicable legal regulations.

6. Other Matters

The Board of Directors carried out and fulfilled other duties in accordance with applicable laws, the Company's Charter, and internal regulations, ensuring compliance with corporate governance requirements applicable to public and listed companies.

7. Overall Assessment

In 2025, the Board of Directors effectively fulfilled its role in directing, guiding, and supervising the Company's operations in accordance with the Resolution of the General Meeting of Shareholders. Although business results did not fully meet the planned targets due to the strategic transformation process, the Company achieved initial positive outcomes in restructuring its operations and improving the quality of growth.

This serves as an important foundation for the Company to further enhance operational efficiency and achieve its objectives in 2026 and the years ahead.

III. ORIENTATION OF THE BOARD OF DIRECTORS FOR 2026

Based on the business performance in 2025 and the 2026 business plan, and in the context of ongoing economic volatility, increasing competition, and emerging opportunities in high-tech mechanical engineering and renewable energy, the Board of Directors identifies 2026 as a pivotal year to strengthen the Company's foundation and create momentum for sustainable growth in the next phase.

On this basis, the Board of Directors respectfully submits to the General Meeting of Shareholders for approval the key orientations and initiatives for 2026 as follows:

1. Focus on Selective Growth and Enhancing Profit Quality

The Board of Directors orients the Company toward sustainable growth, with a clear priority on efficiency over scale:

- Focusing resources on high-margin core businesses, particularly high-tech mechanical engineering and renewable energy, while gradually restructuring and reducing exposure to lower-performing activities;
- Stabilizing operations of the high-tech mechanical engineering plant, maximizing capacity utilization, and establishing it as a key driver of revenue and profit growth in the coming years;

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- Developing the product portfolio toward higher technical content and value-added offerings, strengthening partnerships with major clients, and expanding into new markets, particularly export markets.

- The Board of Directors requires that revenue growth be closely aligned with margin improvement, ensuring enhanced overall efficiency of business operations.

2. Enhancing Operational Efficiency, Optimizing Costs, and Improving Profit Margins

The Board of Directors endorses a coordinated approach to enhance operational performance:

- Promote investment in technology and automation in production to optimize labor and material costs while boosting workforce productivity.

- Improve and digitize the management system, strengthen internal controls, and closely monitor production, selling, and administrative expenses.

- Optimize business operations by developing efficient distribution channels, particularly digital channels and strategic partner networks; enhance sales efficiency and reduce marketing costs.

- Establish and monitor key management indicators such as profit margins, capital efficiency, asset turnover, and cash flow.

The overarching goal is to strengthen competitive capabilities, improve profit margins, and ensure sustainable profit growth.

3. Prudent Financial Management to Ensure Capital Safety and Efficiency

Amid increased investment and use of financial leverage, the Board of Directors identifies financial management as a critical factor:

- Closely supervise the use of borrowed funds, particularly loans for high-tech mechanical plant investments, ensuring proper, effective, and cash-flow-aligned usage.

- Implement a convertible bond issuance plan to enhance capital structure efficiency, balance the interests of the Company and shareholders, and mitigate dilution risks.

- Strictly control financial risks, including interest rate risk, foreign exchange risk, debt repayment pressure, and liquidity risk.

- Manage cash flow prudently, prioritizing business operations, ensuring payment capability, and maintaining a solid financial foundation.

4. Implementation

The Board of Directors assigns the General Director to:

- Develop a detailed implementation plan based on the policies approved by the General Meeting of Shareholders;

- Execute coordinated solutions to achieve the 2026 business plan;

- Periodically report to the Board of Directors on progress, promptly proposing adjustments aligned with actual developments.

– The Board of Directors will strengthen oversight to ensure that the Company’s activities are implemented in accordance with strategic directions, effectively, and in compliance with legal regulations.

Conclusion

The Board of Directors has identified 2026 as a pivotal year in the Company’s medium- and long-term development roadmap, with a consistent strategic focus on driving selective growth by concentrating resources on high-performing core business areas, while simultaneously enhancing profit quality and competitive capabilities. At the same time, the Company will continue to prioritize operational optimization, technology adoption, and management system improvements to improve profit margins and capital efficiency.

Alongside growth objectives, the Board of Directors places particular emphasis on prudent financial management, strict risk control, and ensuring cash flow safety amid the Company’s expanded investments and use of financial leverage. The implementation of capital-raising and utilization plans will be closely monitored to maintain a balanced approach between growth targets and sustainability.

With these strategic directions, the Board of Directors is confident that the Company will strengthen its operational foundation, enhance business performance, and lay the groundwork for stable and sustainable development in the coming periods, thereby increasing value for shareholders and other stakeholders.

This concludes the Board of Directors’ report on the Company’s operations in 2025 and the operational plan for 2026.

The Board of Directors submits this report to the General Meeting of Shareholders for consideration and approval.

Recipients:

- *The 2026 Annual General Meeting of Shareholders;*
- *BOD, SB, BOM, HR.*

ON BEHALF OF THE BOARD OF DIRECTORS



Trương Sy Ba

No.: 03/2026/BC-BKS

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

To the General Meeting of Shareholders,

Based on:

Pursuant to the Enterprise Law No. 59/2020/QH14, passed by the National Assembly of the Socialist Republic of Vietnam on June 17, 2020, and its amendments, supplements, and guiding documents (“Enterprise Law”);

- Pursuant to the Securities Law No. 54/2019/QH14, passed by the National Assembly on November 26, 2019, and its amendments, supplements, and guiding documents (“Securities Law”);*
- Pursuant to Decree No. 155/2020/ND-CP dated December 31, 2020, detailing the implementation of certain provisions of the Securities Law (“Decree 155”);*
- Pursuant to Decree No. 245/2025/ND-CP dated September 11, 2025, amending and supplementing certain provisions of Decree 155/2020/ND-CP (“Decree 245”);*
- Pursuant to the Charter of Organization and Operations of Siba High-Tech Mechanical Group JSC (“Company Charter”).*

2025 was a year of significant changes in the Company’s development orientation, particularly in the restructuring of operations and expanded investment in key business areas. In this context, the Board of Supervisors (BOS) actively performed its supervisory role, closely monitoring the activities of the Board of Directors (BOD) and Board of Management (BOM), focusing on key areas such as financial performance, investment efficiency, risk management, and legal compliance. Based on the supervision results, the BOS reports the following:

I. ACTIVITIES OF THE BOARD OF SUPERVISORS IN 2025

In 2025, the BOS comprised three members, fully compliant with the Company Charter, as follows:

No.	Name	Position	Start Date	Qualification
1	Đào Đức Tuấn	Head of BOS	April 26, 2024	Bachelor
2	Nguyễn Thị Lệ Thương	Member	Jan 17, 2022	Bachelor
3	Trương Đức Nam	Member	April 25, 2024	Master

The BOS carried out supervisory activities in accordance with the Enterprise Law, the Company Charter, and the resolutions of the General Meeting of Shareholders, aiming to strengthen independent, proactive, and practical oversight of Company operations.



Given that 2025 was a year of business restructuring and commissioning of the high-tech mechanical plant, the BOS focused its supervision on key areas including finance, investment, operations, and compliance. Specifically, the BOS:

- Reviewed and analyzed periodic financial statements (quarterly, semi-annual, annual), focusing on revenue, profit, profit margins, cash flows, asset–liability structure, and unusual fluctuations;
- Closely monitored the implementation of the business plan, especially revenue fluctuations across business segments (trade, mechanical engineering, and energy) during restructuring;
- Supervised investment activities, focusing on progress, commissioning, and operation of the high-tech mechanical plant;
- Monitored financial management, including cash flow, receivables and payables, inventory, and the use of borrowed capital;
- Attended BOD meetings, reviewed meeting materials to track decision-making and implementation;
- Engaged directly with the BOM and functional departments to update information, clarify arising issues, and provide timely control opinions;
- Checked compliance with laws, the Company Charter, and internal regulations, including information disclosure, related-party transactions, and financial obligations.

BOS activities were continuous, systematic, and ensured independence, objectivity, and in-depth supervision.

II. SUPERVISION RESULTS FOR 2025

1. Supervision of the Board of Directors (BOD)

The BOD currently has five members, fully compliant with the Company Charter:

No.	Name	Position	Start Date
1	Trương Sỹ Bá	Chairman	April 25, 2024
2	Nguyễn Văn Phú	Non-Executive Member	Jan 17, 2022
3	Nguyễn Văn Đức	Member & CEO	Feb 8, 2022
4	Phan Lê Hoàng Trung	Member & Deputy CEO	Jan 17, 2022
5	Trần Ngọc Long	Independent Member	Jan 17, 2022

The BOS observes that the BOD fully performed its governance duties. Resolutions and decisions were issued within authority, in compliance with law and the Company Charter.

In 2025, the BOD focused on:

- Strategic direction for restructuring, reducing the trading segment;
- Developing high-margin core business areas such as mechanical fabrication & construction and energy;
- Directing the commissioning and operation of the high-tech mechanical plant;
- Reviewing and approving matters related to finance, investment, and capital mobilization.

Decisions were made by balancing efficiency and risk, consistent with market conditions and the Company's long-term development orientation.

2. Supervision of the Board of Management (BOM)

The BOS assessed that the BOM implemented BOD resolutions seriously and consistently.

In 2025, the BOM:

- Maintained stable business operations amid restructuring;
- Adjusted business activities to reduce the trading segment;
- Completed and commissioned the high-tech mechanical plant as planned;
- Gradually improved mechanical segment efficiency through higher profit margins.

The BOS noted that during investment expansion and model transition, there is a need to:

- Strengthen cost control;
- Improve capital utilization efficiency;
- Enhance risk management in investment and operations.

3. Coordination Between BOS, BOD, and BOM

The BOS actively participated in BOD meetings and monthly operational briefings to monitor business activities. Based on this, it provided recommendations within its responsibilities.

The BOS maintained close coordination with the BOD and BOM, working in the Company's and shareholders' best interests. Support from the BOD, BOM, and relevant departments facilitated the BOS in fulfilling its duties.

4. Business Operations, Finance, and Other Indicators in 2025

4.1 Business Performance

Based on financial and management reports and supervision results:

- The restructuring toward high-value segments reduced total revenue but aligned with the Company's long-term strategy;
- Revenue composition shifted, reducing reliance on trading and increasing mechanical and energy segments;
- Operational efficiency improved, with higher profit margins in mechanical operations;
- Investments, particularly the high-tech mechanical plant, began generating returns and laying foundations for future revenue and profit growth;
- Energy segment growth showed long-term potential despite small scale.

Overall, 2025 was a transition year with positive initial results in quality and efficiency, establishing a foundation for sustainable growth.

4.2 Financial Position and Statements

- Financial statements were prepared in accordance with accounting standards and legal requirements;

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- Financial indicators fairly reflected the Company’s position, business results, and cash flows;
- No material errors or fraud affecting shareholder rights were detected.
The BOS specifically monitored:
 - Revenue decline due to trading reduction;
 - Improved mechanical profit margins;
 - Cash flows and financial balance during investment.

4.3 Related-Party Transactions

- Transactions were disclosed in audited financial statements and management reports;
- Transactions were normal business operations;
- Carried out transparently without transfer pricing or fictitious revenue/costs.

4.4 Legal Compliance and Corporate Governance

- Full, timely information disclosure;
- Compliance with governance regulations for public/listed companies;
- Fulfilled financial obligations to the State.
- No significant violations were noted.

III. BOS SELF-ASSESSMENT FOR 2025

The BOS self-assessed that it fully fulfilled its duties, with highlights:

- Deepened supervision, analyzing substance beyond documents;
- Focused on key areas, especially finance, investment, and restructuring;
- Provided proactive recommendations enhancing governance and risk control;
- Maintained independence and objectivity while coordinating effectively with BOD and BOM.

Areas for improvement:

- Systematize supervision methodology;
- Enhance use of financial and risk analysis tools;
- Strengthen internal control capacity in line with Company growth.

IV. 2026 BOS WORK PLAN

In 2026, the BOS will align supervision with the Company’s strategy and key risks:

- Business plan supervision: Track revenue and profit indicators; evaluate mechanical and energy segments;
- Investment and operations supervision: Monitor performance of the high-tech mechanical plant and energy projects; compare actual results with plans;
- Finance and capital supervision: Monitor borrowed and raised capital (including bonds if issued); control cash flows and financial obligations;

- Restructuring supervision: Assess effectiveness of business structure changes, reducing trading and expanding core segments;
- Compliance and transparency supervision: Ensure compliance with laws, Charter, disclosure, and related-party transactions;
- Internal control system improvement: Propose enhancements to internal controls, risk management, and management efficiency.

Conclusion

2025 was a pivotal year in the Company's strategic transformation. While revenue scale decreased due to restructuring, operational efficiency improved, and a foundation for long-term growth was established.


The BOS will continue enhancing supervision quality, strengthening risk management, and collaborating with the BOD and BOM to achieve sustainable development targets in 2026 and beyond.

On behalf of the BOS, I sincerely thank the AGM, BOD, BOM, and Company departments for their trust and support, enabling the BOS to fulfill its responsibilities. Wishing the Annual General Meeting every success.

Recipients:

- *2026 Annual General Meeting of Shareholders;*
- *BOD, BOM;*
- *BOS Records.*

On behalf of the Board of Supervisors



Dao Duc Tuan



**SIBA HIGH-TECH MECHANICAL
GROUP JOINT STOCK COMPANY**

No: 04/2026/TTr-HĐQT

SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom - Happiness

Ho Chi Minh City, March 31, 2026

PROPOSAL

(Re: Approval of the 2025 Audited Financial Statements)

To: The Annual General Meeting of Shareholders of Siba High-Tech Mechanical Group JSC

Based on:

- Enterprise Law No. 59/2020/QH14, passed by the National Assembly of the Socialist Republic of Vietnam on June 17, 2020, and its amendments, supplements, and guiding documents (“Enterprise Law”);
- Securities Law No. 54/2019/QH14, passed by the National Assembly on November 26, 2019, and its amendments, supplements, and guiding documents (“Securities Law”);
- Decree No. 155/2020/ND-CP dated December 31, 2020, detailing the implementation of certain provisions of the Securities Law (“Decree 155”);
- Decree No. 245/2025/ND-CP dated September 11, 2025, amending and supplementing certain provisions of Decree 155/2020/ND-CP (“Decree 245”);
- Charter of Organization and Operations of Siba High-Tech Mechanical Group JSC (“Company Charter”);

The Board of Directors (“BOD”) respectfully submits to the 2026 Annual General Meeting of Shareholders (“AGM”) for approval the Company’s 2025 audited financial statements of Siba Group (“SBG” / “the Company”), as follows:

The 2025 audited financial statements (including both separate and consolidated statements) were audited by **NVA Auditing Co., Ltd.** in accordance with applicable standards, reviewed by the Company’s Board of Supervisors, and published on the Company’s website (<http://siba.com.vn>), including:

- Management Report from the **Board of Management (BOM)**
- Independent Auditor’s Report
- Balance Sheet as of December 31, 2025
- Statement of Profit or Loss for 2025
- Cash Flow Statement
- Notes to the Financial Statements

The BOD respectfully proposes that the AGM review and approve the 2025 audited financial statements.

We sincerely thank the AGM for its consideration

Recipients:

- As stated above;
- BOD, BS, BOM, HR

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



[Signature]
Trương Sy Ba

No: 05/2026/TTr-HĐQT

Ho Chi Minh City, March 31, 2026

PROPOSAL

(Re: Remuneration Report for the BOD and BOS in 2025 and Remuneration Plan for 2026)

To: The Annual General Meeting of Shareholders of Siba High-Tech Mechanical Group JSC

Based on:

- Enterprise Law No. 59/2020/QH14, passed by the National Assembly of the Socialist Republic of Vietnam on June 17, 2020, and its amendments, supplements, and guiding documents (“Enterprise Law”);
- Securities Law No. 54/2019/QH14, passed by the National Assembly on November 26, 2019, and its amendments, supplements, and guiding documents (“Securities Law”);
- Decree No. 155/2020/ND-CP dated December 31, 2020, detailing the implementation of certain provisions of the Securities Law (“Decree 155”);
- Decree No. 245/2025/ND-CP dated September 11, 2025, amending and supplementing certain provisions of Decree 155/2020/ND-CP (“Decree 245”);
- Charter of Organization and Operations of Siba High-Tech Mechanical Group JSC (“Company Charter”);

The Board of Directors (“BOD”) respectfully submits to the AGM for review and approval the report on remuneration paid to the BOD and Board of Supervisors (“BOS”) in 2025 and the proposed remuneration plan for 2026, as follows:

1. Remuneration Paid to the BOD and BOS in 2025:

No.	Position	Quantity	Remuneration Paid
1	Chairman of the BOD	01	9.000.000 VND/person/month
2	BOD Members	04	9.000.000 VND/person/month
3	Head of the SB	01	4.500.000 VND/person/month
4	SB Members	02	4.500.000 VND/person/month
	Total	08	58.500.000 VND/month for 08 people

Total remuneration paid for 2025: VND 702,000,000 (Seven hundred and two million VND)

2. Remuneration Plan for the BOD and BOS in 2026:

The BOD proposes the following remuneration plan for 2026:

No.	Position	Quantity	Proposed Remuneration 2026
1	Chairman of the BOD	01	9.000.000 VND/person/month
2	BOD Members	04	9.000.000 VND/person/month
3	BOS Head	01	4.500.000 VND/person/month
4	BOS Members	02	4.500.000 VND/person/month
	Total	08	58.500.000 VND/month for 08 people

Total planned remuneration for 2026: VND 702,000,000 (Seven hundred and two million VND)

The BOD respectfully submits this for the AGM’s review and approval.

We sincerely thank the AGM for its consideration.

ON BEHALF OF THE BOARD OF DIRECTORS

CHAIRMAN

Recipients:

- As above;
- BOD, BOS, HR.



Truong Sy Ba

No: 06/2026/TTr-HĐQT

Ho Chi Minh City, March 31, 2026

PROPOSAL

(Re: Distribution of After-Tax Profit)

To: The Annual General Meeting of Shareholders of Siba High-Tech Mechanical Group JSC

Based on:

- Enterprise Law No. 59/2020/QH14 passed by the National Assembly of the Socialist Republic of Vietnam on June 17, 2020, and its amendments, supplements, and guiding documents ("Enterprise Law");
- Securities Law No. 54/2019/QH14 passed by the National Assembly of the Socialist Republic of Vietnam on November 26, 2019, and its amendments, supplements, and guiding documents ("Securities Law");
- Decree No. 155/2020/ND-CP dated December 31, 2020, detailing the implementation of certain articles of the Securities Law ("Decree 155") and Decree No. 245/2025/ND-CP dated September 11, 2025, amending and supplementing certain provisions of Decree 155/2020/ND-CP ("Decree 245");
- Charter on organization and operation of Siba High-Tech Mechanical Group JSC ("Company Charter");

The Board of Directors respectfully submits to the General Meeting of Shareholders for approval the after-tax profit distribution plan for 2025 as follows:

No.	Description	Amount (VND)	Notes
1	Undistributed after-tax profit according to the 2025 audited separate financial statements	120,792,011,610	
	Undistributed after-tax profit for 2025	41,830,843,314	
	Undistributed after-tax profit as of 31/12/2024	78,961,168,296	
2	Distribution of post-tax profit	0	
	- Dividend payment	0	
	- Development investment fund	0	
	- Reward and welfare fund	0	
	- Reward fund for management and executive board	0	
3	Retained earnings	120,792,011,610	

The above is the profit distribution plan of Siba High-Tech Mechanical Group JSC. The Board of Directors respectfully submits it to the General Meeting of Shareholders for review and approval.

Recipients

Recipients:

- As above;
- BOD, BOS, BOM, HR.

ON BEHALF OF THE BOARD OF DIRECTORS
CHAIRMAN



Truong Sy Ba

SIBA HIGH-TECH MECHANICAL
GROUP JOINT STOCK COMPANY

SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom - Happiness

No: 07/2026/TTr-BKS

Ho Chi Minh City, March 31, 2026

PROPOSAL

(Re: Selection of Independent Auditors for the 2026 Financial Statements)

To: The Annual General Meeting of Shareholders of Siba High-Tech Mechanical Group JSC

Based on:

- Enterprise Law No. 59/2020/QH14, passed by the National Assembly of the Socialist Republic of Vietnam on June 17, 2020, and its amendments, supplements, and guiding documents (“Enterprise Law”);
- Securities Law No. 54/2019/QH14, passed by the National Assembly on November 26, 2019, and its amendments, supplements, and guiding documents (“Securities Law”);
- Decree No. 155/2020/ND-CP dated December 31, 2020, detailing the implementation of certain provisions of the Securities Law (“Decree 155”);
- Decree No. 245/2025/ND-CP dated September 11, 2025, amending and supplementing certain provisions of Decree 155/2020/ND-CP (“Decree 245”);
- Charter of Organization and Operations of Siba High-Tech Mechanical Group JSC (“Company Charter”).;

The Board of Supervisors (“BOS”) respectfully submits to the AGM for approval the following list of independent audit firms to conduct the audit and review of the Company’s financial statements in 2026:

- Ernst & Young Vietnam LLC
- Deloitte Vietnam LLC
- Nhan Tam Vietnam Audit LLC
- NVA Audit LLC

The BOS proposes that the AGM authorize the Board of Directors (“BOD”) to select a specific audit firm from the above list.

In case the BOD cannot reach an agreement with any of the above firms regarding timing or fees, the AGM authorizes the BOD to select another independent audit firm from the list of public-interest audit firms approved by the State Securities Commission to perform the audit of the Company’s 2026 financial statements.

The BOS respectfully submits this proposal to the AGM for consideration and approval.
Sincerely,

Recipients:

- As above;
- BOD, BOS, BOM, HR

ON BEHALF OF THE SUPERVISORY BOARD



Dao Duc Tuan

**SIBA HIGH-TECH MECHANICAL
GROUP JOINT STOCK COMPANY**

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

No: 08/2026/TTr-HDQT

Ho Chi Minh City, March 31, 2026

PROPOSAL

(Re: Approval of contracts/transactions with insiders and related parties requiring BOD approval of Siba High-Tech Mechanical Group JSC)

To: The Annual General Meeting of Shareholders of Siba High-Tech Mechanical Group JSC

Based on:

- Enterprise Law No. 59/2020/QH14, passed by the National Assembly of the Socialist Republic of Vietnam on June 17, 2020, and its amendments, supplements, and guiding documents ("Enterprise Law");
- Securities Law No. 54/2019/QH14, passed by the National Assembly on November 26, 2019, and its amendments, supplements, and guiding documents ("Securities Law");
- Decree No. 155/2020/ND-CP dated December 31, 2020, detailing the implementation of certain provisions of the Securities Law ("Decree 155");
- Decree No. 245/2025/ND-CP dated September 11, 2025, amending and supplementing certain provisions of Decree 155/2020/ND-CP ("Decree 245");
- Charter of Organization and Operations of Siba High-Tech Mechanical Group JSC ("Company Charter");

The Board of Directors ("BOD") of Siba High-Tech Mechanical Group JSC ("Company") proposes the 2026 Annual General Meeting of Shareholders to approve the following contracts/transactions with insiders and related parties:

1. Approval of transactions between the Company and insiders/related parties in 2025, as disclosed in the audited 2025 financial statements.
2. Approval of signing and execution of contracts/transactions in 2026 between the Company and:
 - Related Parties of the Company; or
 - Insiders of the Company and their Related Parties, under the following conditions:
 - Estimated value of contracts/transactions: less than (<) 35% of total assets of the Company as stated in the most recent financial statements.
 - Type of contracts/transactions: as defined in Appendix 01 attached.
 - The BOD and the General Director are authorized and responsible for organizing the signing and execution of contracts/transactions between the Company and Related Parties, or between the Company and Insiders and their Related Parties under this provision.

The BOD respectfully submits this proposal to the AGM for review and approval.

Sincerely

Recipients:

- As above;
- BOD, BOS, BOM, HR.

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



Truong Sy Ba

Appendix 01: MAIN CONTENT OF CONTRACTS/TRANSACTIONS WITH INSIDERS AND RELATED PARTIES

No.	Main Content	Insiders and Related Parties
1	1.1/ Contracts/transactions: loans, borrowings, financial support, guarantees, asset pledges, and other secured transactions; 1.2/ Contracts/transactions: investments, business cooperation, transfer/receipt of capital contributions/shares	1/ Parent Company: Siba Holdings JSC and its related parties 2/ Subsidiaries: VMECO Bac Lieu Clean Energy LLC, OCOBA Food JSC
2	2.1/ Purchase/sale of goods, construction (steel trusses, farm frames, furniture...); 2.2/ Lease/borrow/rent/lend of facilities; 2.3/ Service/construction contracts (design consultancy, supervision...)	3/ BAF Vietnam Agriculture JSC and its subsidiaries 4/ Tan Long Group JSC and its related parties 5/ A An Food JSC and its subsidiaries
3	Contracts/transactions for daily and routine business operations (collecting/paying on behalf, offsetting payables/receivables...)	6/ Insiders: BOD members, BOS members, General Director, Deputy General Directors, Chief Accountant, Head of Corporate Governance, other department heads, and their related parties 7/ Other Related Parties of the Company

Notes:

- “Related Party” means an individual or organization with a relationship as defined in Clause 46, Article 4 of the 2019 Securities Law.
- “Insider” means an individual or organization as defined in Point a, Clause 45, Article 4 of the 2019 Securities Law.



No: 09/2026/TTr-HDQT

Ho Chi Minh City, March 31, 2026

PROPOSAL

(Re: Amendments to the Charter of Organization and Operations)

To: The Annual General Meeting of Shareholders of Siba High-Tech Mechanical Group JSC

Based on:

- Enterprise Law No. 59/2020/QH14, passed by the National Assembly of the Socialist Republic of Vietnam on June 17, 2020, and its amendments, supplements, and guiding documents (“Enterprise Law”);
- Securities Law No. 54/2019/QH14, passed by the National Assembly on November 26, 2019, and its amendments, supplements, and guiding documents (“Securities Law”);
- Decree No. 155/2020/ND-CP dated December 31, 2020, detailing the implementation of certain provisions of the Securities Law (“Decree 155”);
- Decree No. 245/2025/ND-CP dated September 11, 2025, amending and supplementing certain provisions of Decree 155/2020/ND-CP (“Decree 245”);
- Charter of Organization and Operations of Siba High-Tech Mechanical Group JSC (“Company Charter”);

The Board of Directors (“BOD”) proposes the 2026 Annual General Meeting of Shareholders to approve the following amendments to the Company’s Charter of Organization and Operations:

Content	Before Amendment	After Amendment
Content of Clause 2, Article 22	– Issuance of bonds (including private placement bonds and public offering bonds) in the following forms: convertible bonds, secured bonds, bonds attached with warrants...;	– Issuance of bonds in the following forms: convertible bonds, bonds attached with warrants...;
Point d, Clause 2, Article 27	d. Decide the selling price of the Company’s shares and bonds;	d. Decide the selling price of shares; đ. Decide the bond issuance plan, bond selling price, type of bonds, total value, and offering timing of the Company’s bonds, including both privately placed bonds and publicly offered bonds (except for convertible bonds and bonds attached with warrants which will be decided by the General Meeting of Shareholders)

The BOD respectfully submits this proposal to the AGM for consideration and approval.
Recipients,

Recipients:

- As above;
- BOD, BOS, BOM, HR.

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



Truong Sy Ba



SIBA GROUP

CTCP TẬP ĐOÀN CƠ KHÍ CÔNG NGHỆ CAO SIBA// SIBA HIGH-TECH MECHANICAL GROUP JOINT STOCK COMPANY

Địa chỉ/Address: 99A1 Cộng Hòa, Phường Tân Sơn Nhất, TP Hồ Chí Minh, Việt Nam//99A1 Cong Hoa, Tan Son Nhat Ward, Ho Chi Minh City, Vietnam

Điện thoại//Phone: 028 3811 0480

Website: https://siba.com.vn/

GCNĐKDN//BRC: Số 0313140100 do Sở Kế hoạch và Đầu tư TP.Hồ Chí Minh cấp// No. 0313140100 issued by the Department of Planning and Investment of Ho Chi Minh City.

DRAFT

PHIẾU BIỂU QUYẾT// VOTING FORM

CỔ ĐÔNG//SHAREHOLDER: Nguyễn Văn A

MÃ CỔ ĐÔNG//SHAREHOLDER CODE: 555

SỐ ĐKSH//REGISTRATION NUMBER: 000111222333

CP BIỂU QUYẾT// VOTING SHARES: 123456 cổ phần/ shares



Table with 5 columns: STT// No, Nội dung// Subject, Đồng ý// Agree, Không đồng ý// Disagree, Không có ý kiến// No opinion. It contains 10 rows of voting items.

Cổ đông/đại diện cổ đông (ký, ghi rõ họ tên) Shareholder/Shareholder Representative (Signature, full name)



SIBA GROUP

CTCP TẬP ĐOÀN CƠ KHÍ CÔNG NGHỆ CAO SIBA// SIBA HIGH-TECH MECHANICAL GROUP JSC

Địa chỉ//Address: 99A1 Cộng Hòa, Phường Tân Sơn Nhất, TP Hồ Chí Minh, Việt Nam//99A1 Cong Hoa, Tan Son Nhat Ward, Ho Chi Minh City, Vietnam

Điện thoại//Phone: 028 3811 0480

Website: <https://siba.com.vn/>

GCNĐKDN//BRC: Số 0313140100 do Sở Kế hoạch và Đầu tư TP.Hồ Chí Minh cấp// No. 0313140100 issued by the Department of Planning and Investment of Ho Chi Minh City.



DRAFT

THẺ BIỂU QUYẾT// VOTING CARD

CÓ ĐỒNG// SHAREHOLDER: Nguyễn Văn A

SỐ ĐKSH//REGISTRATION NUMBER: 000111222333

CP BIỂU QUYẾT// VOTING SHARES: cổ phiếu

Ghi chú//Note:

- 01 cổ phiếu thông thường tương đương với 01 quyền biểu quyết//01 common share is equivalent to 01 voting right.
- Tổng số lượng cổ phần sở hữu bằng tổng số lượng quyền biểu quyết//The total number of shares owned is equal to the total number of voting rights.
- Thẻ biểu quyết này chỉ có giá trị tại phiên họp ĐHĐCĐ thường niên năm 2026 ngày 24/04/2026 của Công ty cổ phần Tập đoàn Cơ khí Công nghệ cao Siba//This voting card is only valid for the 2026 Annual General Meeting of Shareholders on April 24, 2026, of Siba High-Tech Mechanical Group Joint Stock Company.

MÃ CỔ ĐỒNG// SHAREHOLDER CODE:

555

**SIBA HIGH-TECH MECHANICAL
GROUP JOINT STOCK COMPANY**

SOCIALIST REPUBLIC OF VIETNAM

Independence - Freedom - Happiness

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DRAFT

No:/2026/BB-ĐHĐCĐ-SBG

Ho Chi Minh City, April 24, 2026

MINUTES OF THE 2026 ANNUAL GENERAL MEETING OF SHAREHOLDERS

SIBA HIGH-TECH MECHANICAL GROUP JOINT STOCK COMPANY

COMPANY INFORMATION

Company name: SIBA HIGH-TECH MECHANICAL GROUP JOINT STOCK COMPANY

- **Head office:** 99A1 Cong Hoa, Tan Son Nhat Ward, Ho Chi Minh City

- **Business Registration Certificate No.:** 0313140100 issued by the Ho Chi Minh City Department of Planning and Investment, first issued on February 12, 2015.

II. TIME, VENUE, AND PURPOSE OF THE GENERAL MEETING

1. Time and Venue

- **Time:** The meeting commenced at 09:00 AM on April 24, 2026.

- **Venue:** Pearl Hall – Tan Son Nhat Hotel, 200-202 Hoang Van Thu, Duc Nhuan Ward, Ho Chi Minh City, Vietnam.

2. Purpose of the Meeting

- The purpose of the 2026 Annual General Meeting of Shareholders is to discuss and approve the reports of the Board of Directors, the Board of Supervisors, and the Board of Management; the 2025 financial statements; the remuneration of the Board of Directors and the Board of Supervisors; and other matters for discussion.

III. ATTENDANCE OF THE GENERAL MEETING

1. Chairing Committee

- Mr.: (Chairman)

- Mr.: (Member)

- Mr.: (Member)

- Mr.: (Member)

- Mr.: (Member)

2. Secretariat Committee

- Ms.: (Head of Secretariat)

- Ms.: (Member)

3. Shareholder Eligibility Verification & Vote Counting Committee

- Mr.: (Head of Committee)

- Mr.: (Member)

- Mr.: (Member)

4. Shareholders of the Company according to the shareholder list attending the General Meeting on April 24, 2026

IV. PROCEEDINGS OF THE ANNUAL GENERAL MEETING

1. Opening Procedures

- The Organizing Committee conducted registration of delegates attending the Meeting.



- The Organizing Committee invited the representative of the Shareholder Eligibility and Vote Counting Committee, Mr., to read the Minutes of Shareholder Eligibility Check with the following information:

- + Total number of shares with voting rights of the Company: 49,999,983 shares;
- + Total number of shareholders of the Company (according to the list as of the last registration date March 24, 2026): 354 shareholders;
- + Total number of shareholders attending the Meeting (either directly or by proxy) as of 09:00 on April 24, 2026: ... shareholders, representing ... shares with voting rights, accounting for ...% of the total shares with voting rights of the Company.

- The Shareholder Eligibility Committee declared that the 2026 Annual General Meeting of Shareholders was duly convened in accordance with the Company's Charter.

- The Organizing Committee announced the purpose of holding the Meeting and introduced the Chairing Committee, which was approved by the General Meeting with 100% of the voting shares present.

- The Organizing Committee introduced the Secretary Committee and Vote Counting Committee, which were approved by the General Meeting with 100% of the voting shares present.

- The Organizing Committee introduced the list of invited guests.

- The representative of the Chairing Committee presented the agenda, contents of the Meeting, and the Rules of Procedure of the 2026 Annual General Meeting, which were approved by the General Meeting with 100% of the voting shares present.

2. Discussion at the Meeting

2.1 Contents presented before the Meeting

Individuals assigned presented reports and proposals related to the contents submitted to the General Meeting of Shareholders.

2.2 Shareholders' opinions

....

3. Voting on the General Meeting's Agenda

At ...h... minutes, the total number of shareholders attending directly and by proxy was ... shareholders, representing ... shares, equivalent to ...% of the total voting shares outstanding.

Voting method: ballot collection

No.	Voting Content	Number of Voting Shares	% of Voting Shares Attending	Agree		Disagree		No Opinion	
				Number of Shares	Voting Percentage	Number of Shares	Voting Percentage	Number of Shares	Voting Percentage
1									
2									
3									
4									
5									
6									
7									
8									
9									

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4. Voting Results

Approved: Items in Section 3 of Part IV.

Not approved: None.

5. Closing Procedures of the General Meeting

The Secretary of the General Meeting read the draft of the Minutes and the Resolutions for approval.

The General Meeting of Shareholders unanimously approved the full text of the Minutes and Resolutions on-site with 100% of the voting rights in favor.

The meeting concluded at 11:30 AM on April 24, 2026.

**SECRETARY OF THE GENERAL
MEETING
(Signature)**

**CHAIRPERSON OF THE GENERAL
MEETING
(Signature)**



DRAFT

RESOLUTION

**2026 ANNUAL GENERAL MEETING OF SHAREHOLDERS
SIBA HIGH-TECH MECHANICAL GROUP JOINT STOCK COMPANY**

- Pursuant to the Law on Enterprises No. 59/2020/QH14 passed by the National Assembly of the Socialist Republic of Vietnam on June 17, 2020;
- Pursuant to the Law on Securities No. 54/2019/QH11 passed by the National Assembly of the Socialist Republic of Vietnam on November 26, 2019;
- Pursuant to the Charter of Organization and Operation of Siba High-Tech Mechanical Group Joint Stock Company;
- Pursuant to the Minutes of the 2026 Annual General Meeting of Shareholders of Siba High-Tech Mechanical Group Joint Stock Company.

RESOLVES

Article 1: Approval of the Board of Management’s Report on 2025 Business Performance and 2026 Business Plan.

The Board of Management presented the revenue and profit targets for 2026, which were unanimously approved by the GMS, as follows:

(Unit: Billion VND)

Criteria	Actual 2025	Plan 2026	% Change compared to 2025
Charter capital			
Net revenue			
Net profit after tax			
Net profit after tax/Net revenue			

Article 2: Approval of BOD Report on 2025 activities and 2026 plan.

Article 3: Approval of BOS Report on 2025 activities and 2026 plan.

Article 4: Approval of BOD Proposal No. 04/2026/Prop-BOD regarding approval of 2025 audited financial statements.

Article 5: Approval of BOD Proposal No. 05/2026/Prop-BOD regarding remuneration for BOD and BOS in 2025 and remuneration plan for 2026.

No.	Position	Quantity	Proposed Remuneration 2026
1	Chairman of the BOD	01	9.000.000 VND/person/month
2	BOD Members	04	9.000.000 VND/person/month
3	BOS Head	01	4.500.000 VND/person/month
4	BOS Members	02	4.500.000 VND/person/month
	Total	08	58.500.000 VND/month for 08 people

Article 6: Approve Proposal No. 06/2026/TTr-BOD of the BOD on the Profit Distribution Plan.

No.	Description	Amount (VND)	Notes
1	Undistributed after-tax profit according to the 2025 audited separate financial statements		
	<i>Undistributed after-tax profit for 2025</i>		
	<i>Undistributed after-tax profit as of 31/12/2024</i>		
2	Distribution of post-tax profit		
	- Dividend payment		
	- Development investment fund		
	- Reward and welfare fund		
	- Reward fund for management and executive board		
3	Retained earnings		

Article 7: Approve Proposal No. 07/2026/TTr-BOS of the BOS on selecting an independent audit firm to audit and review the financial statements for 2026.

The General Meeting of Shareholders authorizes the BOD to select one of the following audit firms for auditing and reviewing the financial statements of Siba High-Tech Mechanical Group Joint Stock Company in 2026:

- Ernst & Young Vietnam Co., Ltd.
- Deloitte Vietnam Co., Ltd.
- Nhan Tam Audit Co., Ltd.
- NVA Audit Co., Ltd.

Article 8: Approve Proposal No. 08/2026/TTr-BOD of the BOD on approving the principle of transactions with insiders and related parties in 2026.

1. Approval of related-party transactions between the company and insiders/related parties in 2025, as disclosed in the 2025 audited financial statements.

2. Approve the execution of contracts and transactions in 2026 between the Company and its Related Parties; or between the Company and Insiders and Related Parties of Insiders under the following cases:

- Expected value of contracts/transactions: less than (<) 35% of the total assets of the Company as stated in the most recent financial statements.
- Type of contract/transaction: contracts/transactions as defined in Appendix 01 attached.
- Authorize the BOD and General Director to proactively organize the signing and execution of contracts and transactions between the Company and its Related Parties; or between the Company and Insiders and Related Parties of Insiders according to this Article

Article 9: Approve Proposal No. 09/2026/TTr-BOD on amending the Company's Charter.

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Content	Before Amendment	After Amendment
Content of Clause 2, Article 22	– Issuance of bonds (including private placement bonds and public offering bonds) in the following forms: convertible bonds, secured bonds, bonds attached with warrants...;	– Issuance of bonds in the following forms: convertible bonds, bonds attached with warrants...;
Point d, Clause 2, Article 27	d. Decide the selling price of the Company's shares and bonds;	d. Decide the selling price of shares; đ. Decide the bond issuance plan, bond selling price, type of bonds, total value, and offering timing of the Company's bonds, including both privately placed bonds and publicly offered bonds (except for convertible bonds and bonds attached with warrants which will be decided by the General Meeting of Shareholders)

Article 10: Implementation Provisions.

This Resolution was approved by the GMS and is effective from 24/04/2026.

The BOD, General Director, BOS, and relevant departments and individuals of Siba High-Tech Mechanical Group Joint Stock Company are responsible for implementing the tasks assigned by the GMS in this Resolution to ensure the interests of the shareholders and comply with the laws.

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

Recipients:

- Shareholders (published on the company website);
- SSC, HOSE (for reporting);
- BOD, BOS, BOM, HR;

Truong Sy Ba

