



GELEX GROUP



SOCIALIST REPUBLIC OF VIETNAM

Independence - Freedom - Happiness

No. 02/2026/GELEX/BC-TVĐLHDQT

Hanoi, March 04, 2026

**REPORT ON ACTIVITIES AND EVALUATION RESULTS OF INDEPENDENT
MEMBER OF THE BOARD OF DIRECTORS MS. NGUYEN THI MINH GIANG
REGARDING THE ACTIVITIES OF THE BOARD OF DIRECTORS IN 2025**

**To: 2026 ANNUAL GENERAL MEETING OF SHAREHOLDERS
GELEX GROUP JOINT STOCK COMPANY**

As of the reporting date, the structure of the Board of Directors ("**BOD**") of GELEX Group JSC. ("**GELEX**" or the "**Company**") consists of 3 independent members out of 5 members. Below is the Information of the reporting Independent Member of the BOD, the Report on the activities of the reporting Independent Member of the BOD, and the Evaluation results of the reporting Independent Member of the BOD regarding the activities of the BOD in 2025:

1. Information of the reporting Independent Member of the BOD:

Full name	Date of appointment	Positions at GELEX
Ms. Nguyen Thi Minh Giang	27 March 2025	Independent Member of the BOD

2. Report on the activities of the reporting Independent Member of the BOD

From 27 March 2025 to 31 December 2025, I attended 4 meetings of the BOD (representing 100% attendance since my appointment). I reviewed, provided opinions and voted on matters within the BOD's authority, with a 100% approval rate for all resolutions adopted by the BOD.

As an Independent Member, I have duly performed my duties in accordance with applicable laws, the Company's Charter, and the BOD's Operating Regulations. Activities carried out during the year include:

- (i) Performing supervisory duties over the BOD's activities through meetings, discussions, and the resolution-adoption process, while also overseeing the activities of the Executive Board by monitoring the implementation of BOD's Resolutions and the delegation mechanism between the BOD and the Executive Board;
- (ii) Promoting the development of core capabilities and key human resource policies across the Group, including leading training initiatives for key executives focused on strengthening

leadership capability, strategic thinking, organizational leadership and innovation; providing direction for the design of the Future Makers program and introducing suitable experts to implement leadership development initiatives for senior and middle management across the Group; and providing professional advice to the Executive Board, particularly the Human Resources Department and the Corporate Culture implementation team, on matters relating to people strategy and organizational culture;

- (iii) Overseeing senior talent attraction and expanding networks with outstanding organizations and individuals for the Group; coordinating connections with expert networks both domestically and internationally to support the Executive Board and business units in achieving key business objectives, particularly in leadership development, culture, and organizational capability;
- (iv) Providing direction and promoting corporate culture renewal and transformation initiatives to strengthen the Company's cultural foundation and enhance internal engagement;
- (v) Ensuring independence and objectivity in the BOD's discussions and decision-making processes;
- (vi) Voting to approve the Resolutions and Decisions of the BOD in accordance with the Company's Charter and applicable laws. The list of adopted resolutions and decisions is disclosed in the 2025 Corporate Governance Report published on the Company's website;

Throughout the performance of my duties, I maintained effective coordination with other BOD members, members of the Executive Board and the Company's management levels. I highly appreciate the cooperation and support of all relevant stakeholders during 2025.

3. Evaluation results of the reporting Independent Members of the BOD regarding the activities of the BOD

- The Company's BOD currently comprises 05 members, including 03 independent members (accounting for 60% of the total BOD members), in compliance with the provisions of the Enterprises Law No. 59/2020/QH14 issued on 17 June 2020, and also in accordance with Clause 4, Article 276 of Decree 155/2020/NĐ-CP guiding the Securities Law;
- The activities performed by the BOD during 2025 were carried out in accordance with the Resolutions of the General Meeting of Shareholders ("GMS"). The BOD duly fulfilled its representative role on behalf of shareholders in overseeing the Company's management activities, providing appropriate direction and timely guidance to ensure the efficient utilization of resources in achieving targets assigned by the GMS, in compliance with applicable laws and the Company's Charter;
- The BOD assigned specific responsibilities to individual members in accordance with their areas of expertise and oversaw the operations of subsidiaries and business units across the GELEX Group;



- All members of the BOD demonstrated a high level of professionalism and accountability, with clearly defined responsibilities in safeguarding the interests of the Company and its shareholders, and exercised due care in performing their duties;
- During 2025, the BOD convened 05 regular and ad-hoc meetings to promptly address emerging matters and adopt appropriate decisions aligned with actual business conditions to safeguard the interests of the Company and its shareholders. Meetings of the BOD, which I attended, were convened and conducted with defined agendas, adequate documentation, and in compliance with the Company's Charter and applicable regulations. Meeting contents were thoroughly discussed, challenged, and carefully evaluated by members of the BOD;
- From 27 March 2025 to 31 December 2025, the BOD issued 50 Resolutions and 06 Decisions within its authority. Such resolutions and decisions were adopted either at meetings or through written resolutions in accordance with legal requirements and were duly disclosed pursuant to Circular No. 96/2020/TT-BTC;
- The BOD properly fulfilled its roles and responsibilities in directing, supporting, and supervising the Executive Board in implementing matters approved by the GMS and the BOD, ensuring legal compliance while balancing the interests of the Company and its shareholders;
- The BOD proposed various timely and effective solutions to support the Executive Board in addressing operational challenges, while maintaining effective oversight and monitoring of the Company's regulatory compliance;
- In addition, the BOD actively and regularly participated in initiatives relating to corporate culture renewal and internal communications across the Company.

Respectfully submitted to the General Meeting of Shareholders for consideration and approval of the full report.

Recipients:

- Shareholders;
- BOD;
- Information disclosure;
- Office archive.

INDEPENDENT MEMBER OF THE BOARD OF DIRECTORS
NGUYEN THI MINH GIANG