GELEX GROUP	**SOCIALIST REPUBLIC OF VIETNAM**
GELEX	**Independence - Freedom - Happiness**
No. 01/2026/GELEX/BC-TVĐLHĐQT	*Hanoi, March , 2026*

REPORT ON ACTIVITIES AND EVALUATION RESULTS OF INDEPENDENT MEMBER OF THE BOARD OF DIRECTORS MR. NGUYEN TRONG HIEN 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 03 independent members out of 5 members. Below is Information of the reporting Independent Member of the BOD, the Report on the activities of the reporting Independent Members 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
Mr. Nguyen Trong Hien	18 June 2020	Chairman of the BOD, Independent Member of the BOD

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

During 2025, I attended all 05 out of 05 meetings of the BOD (representing 100% attendance). 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 and Chairman of the BOD, 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) Requesting the Audit Committee and the Internal Audit Department to report on the internal audit results;

(iii) Requesting the establishment of an Enterprise Risk Management framework for the Company's operations;

(iv) Ensuring independence and objectivity in the BOD's discussions and decision-making processes;

(v) Organizing the BOD's activities in line with its authority and its role in strategic direction and oversight of management;

(vi) Overseeing compliance with applicable laws, the Company's Charter, the Resolutions of the General Meeting of Shareholders ("GMS") and the Resolutions of the BOD;

(vii) Facilitating discussions and ensuring that all opinions are duly considered prior to the adoption of the Resolutions of the BOD;

(viii) Leading the development of the internal governance documentation under the authority of the BOD and the GMS to promulgate, amend, or supplement;

(ix) Promoting the adoption of international best governance practices and digital transformation; sponsoring initiatives on corporate culture renewal, human resource development and learning organization development; supporting the formulation of long-term strategic direction at both Group and business unit levels;

(x) Overseeing the development of new business areas, international partnerships, M&A and strategic investments, international capital mobilization and restructuring activities; promoting ESG (Environmental, Social and Governance) practices;

(xi) 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 Board of Directors during 2025 were carried out in accordance with the Resolutions of the 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 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;
- In 2025, the BOD issued 62 Resolutions and 08 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

CÔNG TY CỔ PHẦN TẬP ĐOÀN GELEX THÀNH PHỐ HÀ NỘI

NGUYEN TRONG HIEN