

REPORT
**ACTIVITIES OF THE BOARD OF SUPERVISORS IN 2025 AND
2026 OPERATIONAL PLAN**

To: Shareholders of DamiK Group Joint Stock Company

Performing duties as prescribed in the Enterprise Law, the Charter of DamiK Group Joint Stock Company, the Organization and Operation Regulations of the Board of Supervisors, and current regulations, the Board of Supervisors respectfully reports to the General Meeting of Shareholders the following main contents:

PART I

ACTIVITIES OF THE BOARD OF SUPERVISORS IN 2025

1. Personnel and remuneration of the Board of Supervisors

a. Organizational structure of the Board of Supervisors

In 2025, the Board of Supervisors maintained a total of 03 members. This includes 01 Head of the Board and 02 supervisors as follows:

No	Name	Position	Start date as a member of the Board of Supervisors	Date no longer a member of the Board of Supervisors
1	Pham Thanh Nhan	Head of the Board of Supervisors	28/05/2022	
2	Phạm Thị Thu Hà	Member of the Board of Supervisors	28/05/2022	
3	Nguyễn Thị Huyền	Member of the Board of Supervisors	28/05/2022	

b. Remuneration, operating expenses, and other benefits

In 2025, the Board of Supervisors did not receive remuneration for supervisory activities in 2025 and proposes not to receive remuneration for the activities of the Board of Supervisors in 2026.

In addition, the activities of the Board of Supervisors did not incur any significant expenses, nor does the Board of Supervisors have any other benefits in the company.

2. Activities of the Board of Supervisors in 2025

- In 2025, the Board of Supervisors held 03 meetings to deploy the tasks of the Board of Supervisors. Specifically:

No	Time	Meeting content	Number of members attending
1	31/03/2025	Reviewing the 2024 Financial Statements and Deploying the operational direction of the Board of Supervisors for 2025	3/3
2	10/04/2025	Deploying the supervision of content preparation for the 2025 Annual General Meeting of Shareholders	3/3
3	30/06/2025	Summarizing the activities of the first 6 months and deploying tasks for the last 6 months of 2025	3/3

- The Board of Supervisors inspected and supervised the Board of Directors and the Board of Management regarding the implementation of the General Meeting of Shareholders' resolutions, and the Board of Directors' decisions, and simultaneously deployed periodic and regular inspection and supervision of the company's activities.

- Reviewed the content and checked the legality of the Company's legal documents such as: Company Charter, Internal regulations on governance, Operation regulations of the Board of Directors, Information disclosure regulations, and provided opinions to the Board of Directors on these legal documents.

- Inspected the accuracy and validity of accounting vouchers and books, participated in working with the independent audit firm to clarify issues arising during the audit process. As of December 31, 2025, the Board of Supervisors has not found any abnormal issues in the business and financial operations of the Company.

- Proposed to the Board of Directors the selection of an audit firm and reviewed the report of the independent audit organization, and simultaneously submitted it to the General Meeting of Shareholders for consideration.

PART II

EVALUATION OF THE ACTIVITIES OF THE BOARD OF DIRECTORS, BOARD OF MANAGEMENT AND APPRAISAL OF THE 2025 FINANCIAL STATEMENTS

1. For the activities of the Board of Directors

- The Board of Directors has fully implemented the resolutions of the General Meeting of Shareholders. The Board of Directors directed the company's activities in accordance with legal regulations, the Charter, and the Resolutions set out by the General Meeting of Shareholders.

- Meetings of the Board of Directors took place in a timely manner, following correct order and procedures.

- The Board of Supervisors also did not receive any requests for inspection or complaints from any shareholder/group of shareholders regarding the contents of the General Meeting of Shareholders' resolutions, the executive activities of the Board of Management, as well as the management activities of the Board of Directors.

2. For executive management activities of the Board of Management

- The Board of Management performed exactly within the scope of responsibilities and powers prescribed in the company's charter; operating under the orientation of the Board of Directors.

- Resolutions and decisions of the General Meeting of Shareholders and the Board of Directors were deployed by the Board of Management in a timely manner, meeting requirements and ensuring compliance with the law.

- The operational processes of the Company's Board of Management were carried out on the basis of compliance with the Enterprise Law and current regulations, and compliance with the requirements of the governance system. The Board of Supervisors basically agrees with the assessments of business and financial activities in the reports of the Company's Board of Management and the audit firm.

- Implementation results in 2025:

+ Net revenue reached 69.96% of the plan; specifically, in 2025, the company's net revenue reached VND 211.27 billion.

+ Completed 5.76% of the annual profit plan with profit after tax reaching VND 414.5 million.

- The Board of Supervisors evaluates the results of the Company's production and business activities in 2025 as noteworthy; in the context of challenging macroeconomic factors and industry conditions, this is a commendable effort by the Board of Management and the Company's employees.

3. Appraisal of financial statements

The Company has prepared and published periodic Financial Statements in accordance with the provisions of the law. The Board of Supervisors has appraised and agreed on the contents of the 2025 financial statements prepared by the Board of Management and the company's accounting department, which were audited by Vietnam Auditing and Valuation Company Limited – Hanoi Branch with an unqualified approval opinion.

4. Evaluation report on transactions between the company, subsidiaries, and companies in which the public company holds 50% or more of the charter capital with members of the Board of Directors, the General Director, other executives of the enterprise, and related persons of such subjects; transactions between the company and a company in which a member of the Board of Directors, the General Director,

or other executives of the enterprise is a founding member or enterprise manager within the latest 03 years prior to the time of transaction:

These transactions have been disclosed by the Company in the 2025 Corporate Governance Report and the audited 2025 financial statements. The content of the transactions is mainly the provision of services and goods. The transactions have been disclosed and approved in accordance with the provisions of the law and the Company's Charter. For details, please refer to the 2025 Corporate Governance Report and the audited 2025 Financial Statements.

5. Evaluation results of the operational coordination between the Board of Supervisors, the Board of Directors, the General Director, and shareholders:

- The Board of Supervisors always coordinates closely with the Board of Directors, the General Director, and other managers in the process of performing its functions and duties; the Board of Directors, the General Director, and other managers have provided necessary documents and information to the Board of Supervisors, respecting the independence and objectivity of the Board of Supervisors.

- The Board of Supervisors regularly exchanges and coordinates with the Board of Directors, the General Director, and other managers in the process of deploying the Company's related works.

- The Board of Supervisors was invited to participate fully in the meetings of the Board of Directors and the Board of Management and contributed many opinions to the governance and administration of the Company. The provision and exchange of information between the Board of Directors and the Board of Management are continuous, and arising issues are resolved promptly.

- All meeting minutes of the Board of Supervisors are sent to the Board of Directors as prescribed, and the operational plans and supervision programs are promptly notified by the Board of Supervisors to the Board of Directors and the General Director.

- The Board of Supervisors and the Company's shareholder relations department have smooth coordination in receiving and processing feedback accurately and promptly for shareholders. In 2025, the Company did not receive any complaints from shareholders regarding the provision of information on the Company's operations.

PART III

SOME RECOMMENDATIONS OF THE BOARD OF SUPERVISORS

To continue maintaining and developing, successfully completing the 2026 targets, and simultaneously enhancing openness and transparency, limiting errors and risks in the process of managing the company's production and business activities, the Board of Supervisors recommends to the Board of Directors and the Board of Management the following contents:

- Regarding organizational operations: Perfect and comply with the company's organizational and operational regulations, study and promulgate a detailed decentralization system within the Board of Management.

- Build internal regulatory documents and strongly deploy digitalization in management to limit risks and violations.

- Standardize and perfect the process system to effectively control the operational

process. Continue to study, consider supplementing, and amending mandatory internal documents such as: The Company's Charter and internal Regulations suitable for each management level, each department/division/unit to be appropriate and more proactive at work, while still complying with the provisions of current laws.

- Consider building flexible methods and mechanisms, empowering the Board of Directors in the use of capital in investment activities in the context of Vietnam's macroeconomic factors changing rapidly, where opportunities and challenges always exist for the Company in 2026.

- The Company needs to build specific operational and investment plans, set business result targets for 2026 and subsequent years to suit the general economic situation of Vietnam and the Company's operational situation in particular, ensuring the safe and sustainable development of the Company.

PART IV

OPERATION PLAN OF THE BOARD OF SUPERVISORS FOR 2026

To complete the supervisory duties as prescribed in the Enterprise Law and the Company's Charter, the Board of Supervisors submits to the General Meeting the working plan of the Board of Supervisors in 2026 as follows:

- Continue to perform the duty on behalf of shareholders to inspect and supervise the executive and management activities of the Board of Directors and the Board of Management, inspect the reasonableness, legality, and honesty in the management and administration of production and business activities, and the management of the Company's capital, materials, and assets;

- Focus on risk management, taking prevention and deterrence as the main goals to ensure the company's operations comply with the provisions of the law and the charter;

- Strengthen the supervision of the management of the company's operating and investment costs;

- Focus on inspecting the company's annual, semi-annual, and quarterly financial statements before submitting them to the Board of Directors for review and approval; Discuss difficulties and outstanding issues discovered from the interim or final audit results as well as any issues that the independent auditor wishes to discuss;

- Maintain close coordination in operations with the Board of Directors, the Board of Management, and departments within the Company;

- Coordinate with the Company's Board of Management and departments to successfully complete the planned targets and tasks approved by the General Meeting of Shareholders;

- Support shareholders with information upon legitimate requests to protect shareholders' interests;

- Perform other tasks as requested by the General Meeting of Shareholders.

The above is the report of the Board of Supervisors on the activities in 2025 and the operational directions for 2026, respectfully submitted to the General Meeting of Shareholders for consideration and approval.

Thank you very much!

**ON BEHALF OF
BOARD OF SUPERVISORS
HEAD**

A handwritten signature in blue ink, consisting of stylized, overlapping loops and a long horizontal stroke extending to the right.

PHAM THANH NHAN