



## **INVITATION LETTER ANNUAL GENERAL MEETING OF SHAREHOLDERS 2025**

NET Detergent Joint Stock Company is pleased to announce and invite our shareholders to attend the 2025 Annual General Meeting of Shareholders as follows:

**Time: 08:30 AM, Friday, April 18, 2025.**

**Venue:** Company Office, D4 Road, Loc An – Binh Son Industrial Park, Binh Son Commune, Long Thanh District, Dong Nai Province, Vietnam.

**Agenda:**

- Approval of the Report of the Board of Directors;
- Approval of the Report of the CEO;
- Approval of the Report of the Independent Board Member in the Audit Committee;
- Approval of the Audited Financial Statements for 2024;
- Approval of the 2024 profit distribution plan;
- Approval of the business plan for 2025;
- Selection of the auditing firm for 2025;
- Approval of the remuneration plan for the Board of Directors in 2025;
- Approval of the Company's internal transactions;
- Other matters under the authority of the General Meeting of Shareholders.

**Eligibility to Attend the Meeting:**

All shareholders holding shares of NET Detergent Joint Stock Company as recorded in the shareholder list as of March 14, 2025.

**Shareholders or their authorized representatives attending the meeting must bring:** The Invitation Letter along with the Power of Attorney (if applicable); A valid Citizen Identification Card/Passport (original copy).

**Meeting Materials:**

All meeting materials are available on the Company's website: <http://www.netcovn.com.vn/quan-he-co-dong>.

**Meeting Registration:**

To facilitate the organization and reception of attendees, shareholders are kindly requested to confirm their attendance or authorize another person to attend on their behalf by sending confirmation to the Company's headquarters via postal mail or email before 04:00 PM, April 17, 2025.

*For further details regarding the meeting, please contact:*

NET Detergent Joint Stock Company – D4 Road, Loc An – Binh Son Industrial Park, Binh Son Commune, Long Thanh District, Dong Nai Province, Vietnam.

Tel: 0251 3682 107; Fax: 0251 3682 106 Ms. Nguyen Thi Thuy Hang (0933.706.732).

We sincerely announce and cordially invite you to attend.

*Dong Nai, March 28, 2025*

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

*(Signed and sealed)*

**TRUONG CONG THANG**



## POWER OF ATTORNEY

(Re: Attending the 2025 Annual General Meeting of Shareholders of NET Detergent JSC)

To: The Organizing Board of the 2025 Annual General Meeting of Shareholders

Shareholder's Name: .....

Shareholder Registration Number:..... Issue Date:..... Issuing Authority:

.....

Address: .....

Total number of shares owned: .....

By this document, I/we hereby authorize:

Mr./Mrs.: ..... Date of birth: .....

National ID/Passport Number: ..... Issue Date: ..... Issuing Authority:

.....

Address: .....

To represent me/us to attend and vote on ..... shares on all matters within the authority of shareholders at the 2025 Annual General Meeting of Shareholders of NET Detergent JSC, scheduled for April 18, 2025.

This authorization is effective from the date of signing and will expire at the conclusion of the above-mentioned meeting.

I/We assure and take full responsibility for this authorization.

....., ...../...../ 2025

**Authorized Person**  
(Signature and Full Name)

**Authorizing Person/Organization**  
(Signature and Full Name, and Seal)

.....

.....



**AGENDA**  
**OF ANNUAL GENERAL MEETING OF SHAREHOLDERS 2025**  
**NET DETERGENT JOINT STOCK COMPANY**

**Time: Friday, April 18, 2025.**

**Venue:** Company Office, D4 Road, Loc An – Binh Son Industrial Park, Binh Son Commune, Long Thanh District, Dong Nai Province, Vietnam

No.	AGENDA	PROPOSED TIMING
1.	Shareholder registration and guest welcome	08h30' - 09h00'
2.	Start the meeting: Announcement of the agenda and introduction of delegates	09h00' - 09h10'
3.	<ul style="list-style-type: none"><li>- Announcement of the result of shareholder.</li><li>- Approval of the list of the Presidium, Secretariat and Voting Committee.</li><li>- Approval of the working rules of the General Meeting.</li></ul>	09h10' - 09h25'
4.	Approval of the Meeting Agenda.	09h25' - 09h30'
5.	Report of the Board of Directors.	09h30' - 09h45'
6.	Report of the CEO.	09h45' - 09h55'
7.	Report of the Independent Board Member in the Audit Committee.	09h55' - 10h05'
8.	Proposals from the Board of Directors on: <ul style="list-style-type: none"><li>- The 2025 business plan;</li><li>- The 2024 profit distribution plan;</li><li>- Selection of the auditing firm for 2025;</li><li>- The remuneration plan for the Board of Directors in 2025;</li><li>- The Company's internal transactions;</li><li>- Other matters under the authority of the General Meeting of Shareholders</li></ul>	10h05' - 10h20'
9.	<ul style="list-style-type: none"><li>- Instructions on voting procedures;</li><li>- Voting on the Resolutions of the General Meeting.</li></ul>	10h20' - 10h35'
10.	Tea break.	10h35' - 10h55'
11.	Discussion and opinion sharing.	10h55' - 11h10'
12.	Vote Counting and Announcement of Results	11h10' - 11h20'
13.	Passing The meeting minutes & close the meeting.	11h20' - 11h30'



**WORKING PRINCIPLES**  
**AT THE ANNUAL GENERAL MEETING OF SHAREHOLDERS 2025**  
**NET DETERGENT JOINT STOCK COMPANY**  
**(April 18, 2025)**

1. The 2025 Annual General Meeting of Shareholders of NET Detergent Joint Stock Company shall be conducted in compliance with legal regulations and in accordance with the approved agenda and content.
2. Shareholders or authorized representatives attending the Meeting shall be given three (03) voting ballots, including:
  - 2.1 **Hand-raising voting ballot:** Used for voting by raising the ballot, not collected into the ballot box.
  - 2.2 **Voting Ballot No. 1:** Used to vote on pre-printed matters.
  - 2.3 **Voting Ballot No. 2:** Used for voting on any newly arising matters that require a secret ballot during the meeting.
3. Shareholders must check the number of voting ballots received and the information printed on them (especially the total number of voting rights). If there is any discrepancy, they must immediately notify the Organizing Board for correction.
4. The Presidium has the right to chair and regulate the meeting in accordance with the law, and attending shareholders are obliged to comply with legal regulations and the Presidium's decisions.
5. If a shareholder leaves before the meeting concludes, they shall be deemed to have voluntarily waived their rights and obligations at the meeting from that point onward.
6. Late-arriving shareholders shall be allowed to vote on matters arising after they have completed the registration procedures for attendance.
7. Shareholders have the right to express their opinions during the meeting or write their opinions on paper and submit them to the Secretary. The Secretary will compile and forward them to the Presidium. Shareholders are requested not to speak on matters unrelated to the approved agenda of the meeting.



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*Dong Nai, March 28, 2025*

**VOTING REGULATIONS**  
**AT THE 2025 ANNUAL GENERAL MEETING OF SHAREHOLDERS**  
**NET DETERGENT JOINT STOCK COMPANY**

- Pursuant to the 2020 Enterprises Law;
- Pursuant to the Charter of NET Detergent Joint Stock Company (“Company”) dated April 23, 2021.

NET Detergent Joint Stock Company hereby announces the Voting Regulations at the 2025 Annual General Meeting of Shareholders as follows:

**1. Voting Ballots:**

The Organizing Board shall issue two (02) types of voting ballots, including:

- 1.1. **Hand-raising voting ballot:** Used to vote on certain ordinary matters as requested by the Presidium during the meeting and will not be collected into the ballot box.
- 1.2. **Selection voting ballot (select: Approve; Disapprove; No opinion):** Used to vote on key matters presented for shareholder approval as per the reports and proposals of the Presidium and will be collected into the ballot box.

**2. Voting Methods:**

**2.1. Hand-raising Voting Ballot: Majority Vote Method.**

For certain ordinary matters such as electing the Presidium, Secretary, Voting Committee; approving the Meeting Agenda and Resolutions, shareholders or authorized representatives shall raise their hand-raising voting ballots when the Presidium sequentially calls for votes on the following options: Approve; Disapprove; No opinion.

**2.2. Selection Voting Ballot (select: Approve; Disapprove; No opinion):** Based on Share Ownership Ratio.

- 2.2.1 Shareholders or authorized representatives must mark (V) or (X) in **one of** the three boxes: Approve; Disapprove; No opinion.
- 2.2.2 If a shareholder does not mark any box or does not submit the selection voting ballot into the ballot box, it will be considered as **"No opinion"**.

**3. Valid and Invalid Voting Ballots:**

**3.1. Valid Voting Ballots:**

- Officially issued by the Organizing Board, bearing the Company’s seal, without erasures or alterations;
- Must be marked (V) or (X) in one of the three options: Approve; Disapprove; No opinion.

**3.2. Invalid Voting Ballots:**

- Not issued by the Organizing Board or altered/tampered with.

- Marking more than one option in the selection voting ballot.

#### **4. Collection, Vote Counting, and Report Procedures:**

- 4.1. After voting, shareholders or authorized attendees shall place their voting ballots into the sealed ballot box. To facilitate a swift ballot counting process, shareholders are requested not to fold or crumple the voting ballots when placing them in the box. The collection of voting ballots concludes when all attending shareholders or authorized representatives have submitted their ballots into the box or when the deadline for ballot submission, as announced by the ballot counting committee, has passed.
- 4.2. Vote counting begins immediately after ballot collection.
- 4.3. Vote counting results will be recorded in a report signed by all members of the Voting Committee and announced before the meeting closes.

#### **5. Approval of Meeting Resolutions:**

The resolution of the General Meeting shall be approved by voting if it meets the minimum approval ratio required by law and the Company's Charter:

- 5.1. For decisions regarding the types of shares and the total number of shares of each type; changes in business lines and sectors; changes in the Company's organizational and management structure; investment projects or asset sales valued at 35% or more of the Company's total assets as recorded in the latest audited consolidated financial statements: approval requires ***at least 65% of the total voting rights*** of shareholders attending in person or through authorized representatives and voting at the meeting.
- 5.2. ***Other matters: more than 50% of the total votes*** of attending shareholders or authorized representatives.

#### **6. Complaints on Voting and Vote Counting:**

- Any complaints or concerns about voting and vote counting shall be resolved by the Meeting Chairperson or the Head of the Voting Committee if raised before the Minutes of meeting is announced./.



## REPORT OF THE BOARD OF DIRECTORS

Dear Shareholders,

On behalf of the Company's Board of Directors, I would like to present to the 2025 Annual General Meeting of Shareholders the report on the Company's performance in 2024 as follows:

### 1. REPORT ON BUSINESS OPERATIONS IN 2024:

- In 2024, the Company's Board of Directors gradually directed and implemented the production and business plan, focusing on resolving key issues to help the Executive Board organize and complete the set plan targets.
  - Key achievements:
    - ✚ In terms of net revenue: reached 1,653 billion VND, equivalent to 87% of the approved 2024 plan (low-end) and a 9% decrease compared to the 2023 performance.
    - ✚ In terms of profit after tax: reached 207 billion VND, achieving 148% of the approved 2024 plan (low-end) and a 16% increase compared to the 2023 performance.

	Unit	2024	2023	Comparison of 2024/2023	
Charter capital	Billion dong	224	224	-	0%
Owner's equity	Billion dong	529	434	95	22%
Total assets	Billion dong	986	894	92	10%
Net revenue	Billion dong	1,653	1,810	-157	-9%
Profit from business operations	Billion dong	258	203	55	27%
Profit before tax (PBT)	Billion dong	258	205	53	26%
Profit After Tax (PAT) attributable to the company's shareholders	Billion dong	207	178	28	16%
Basic earnings per share	dong/share	9,225	7,966	1,259	16%

- Production and business activities are stable, and employee employment is ensured.
- Over the past year, the Company has consistently complied fully with labor safety, chemical use, fire prevention, environmental, and other legal regulations, without any significant violations.

### 2. REPORT ON THE PERFORMANCE OF THE BOARD OF DIRECTORS' FUNCTIONS AND DUTIES:

- Based on the targets approved by the 2024 Annual General Meeting of Shareholders and pursuant to the Company's Charter and the Board of Directors' Operating Regulations, the Board of Directors has conducted oversight of the Executive Board; corporate governance; production, business, and investment strategies, etc., in a careful, serious, and decisive manner, complying with legal regulations and the Company's internal regulations. All

members have a high sense of responsibility, fulfilling their roles and responsibilities to help the Board of Directors effectively implement its role in guiding the Company's development.

- The Board of Directors has also formulated business policies and strategies that closely align with market fluctuations, responding quickly and promptly to effectively address issues, bringing about overall operational efficiency for the Company and enhancing NETCO Joint Stock Company's position in the industry.

### **3. BOARD OF DIRECTORS' ASSESSMENT OF THE EXECUTIVE BOARD'S PERFORMANCE:**

- 2024 was a challenging year for production and business. The General Director and the Executive Board promptly updated and forecasted difficulties and obstacles, proposed and requested guidance from the Board of Directors; focused on proactively researching technical improvement solutions, rearranging production lines, allocating appropriate human resources, saving input raw materials and fuels for production, and improving production packaging; proactively produced goods to ensure stable supply to the market even during peak times.
- In the process of managing and operating production and business, the Executive Board has always been cautious and complied with legal regulations, the Company's Charter, and aligned with the Group's general policies.
- The Board of Directors assesses that the Executive Board has well fulfilled its functions, duties, and roles through timely and flexible production and business management solutions, consistent with the Board of Directors' policies and orientations. The directives issued by the Board of Directors were fully, quickly, and effectively implemented by the Executive Board and detailed reports were provided at periodic Board of Directors meetings with a high sense of responsibility.
- During the year, the Board of Directors of NETCO Joint Stock Company held quarterly regular meetings and sought members' opinions in writing. 100% of the meetings were conducted in accordance with procedures with the full, active participation, contribution of opinions, and voting approval of all Board of Directors members.

The Board of Directors issued a total of 09 Resolutions and Decisions to approve the following contents:

- Approved the closing of the shareholder list (last registration date) to attend the 2024 Annual General Meeting of Shareholders.
- Approved the change of the General Director and Legal Representative of the Company.
- Appointed the General Director.
- Approved the matters submitted to the 2024 Annual General Meeting of Shareholders for approval.
- Approved the 2024 internal audit plan.
- Approved related transactions.
- Approved the increase in the Vietcombank loan limit.
- Appointed a member of the Audit Committee to replace Ms. Nguyen Thi Phuong Thuy, who is no longer a member of the Company's Board of Directors.
- Approved the payment of 2023 cash dividends.



#### **4. 2025 OPERATIONAL PLAN**

- **Promote research and development of new products to boost the personal and home care product lines.**
- Continue the NET brand positioning efforts, gradually transforming its appearance and enhancing brand image value to serve and meet the needs of Vietnamese consumers.
- Promote research and development of new products to boost the personal and home care product lines.
- Other new cosmetic and chemical products will be breakthroughs in creating new demands and capitalizing on brand building and consumer demand fulfillment.
- Focus on production technology, improve the production system towards automation, reduce human labor, and increase labor efficiency.
- Develop human resource management, becoming a company with a working environment where employees can maximize their potential and contribute to the company's overall achievements.

*Dong Nai, March 28, 2025*  
**ON BEHALF OF THE BOARD  
CHAIRMAN**

*(Signed and sealed)*

**TRUONG CONG THANG**



## CEO'S REPORT

### 1. REVIEW OF PRODUCTION AND BUSINESS ACTIVITIES IN 2024:

- As predicted in previous years, the Home & Personal Care (HPC) industry is one of the attractive business sectors in Vietnam and is projected to continuously grow in the coming years, becoming a fiercely competitive playing field for domestic and foreign enterprises with strong financial potential and market positions. 2024 has clearly shown this. NETCO Joint Stock Company always faces competitive pressure from competitors, not only in the domestic market but also in the export market. This contributes to reducing the Company's revenue, especially export revenue.
- In addition, the Vietnamese economy is gradually recovering but not strongly enough, and the global economy remains unstable, causing production material prices (main raw materials, packaging) to increase abnormally, which has contributed to difficulties for the Company's production and business operations in the past year.
- At the end of 2024, NETCO Joint Stock Company achieved a net revenue of 1,653 billion VND, equivalent to 87% of the 2024 (low) plan and a 9% decrease compared to 2023. However, with many efforts from the frontline sales team, new product launch programs from marketing, and efforts to optimize and reduce costs from the supply chain, the Company has completed an important business target, which is profit. Specifically, the Company's net profit after tax reached 207 billion VND, equivalent to 148% of the 2024 (low) plan and 16% higher than the 2023 business results.

	Unit	Implementation 2024	Implementation 2023	Fluctuation Value	%
<b>Net revenue</b>	Billion dong	1,653	1,810	-157	<b>-9%</b>
<b>Profit After Tax</b>	Billion dong	207	178	28	<b>16%</b>

	Unit	Plan 2024 (*)	Implementation 2024	Implementation vs plan Giá trị	%
<b>Net revenue</b>	Billion dong	1,900	1,653	-247	<b>87%</b>
<b>Profit After Tax</b>	Billion dong	140	207	67	<b>148%</b>

(\*)Low-end 2024 business plan

#### *Some highlights of business activities in 2024:*

- Certified with BRC Certification - Global Standard for Consumer Products: Personal Care and Household, and ISO 50001:2018 Energy Management System certification.
- Implemented projects:
  - + Cleaning the roof of the detergent tower area by improving the efficiency of Cyclone 6&8 to help remove and prevent dust from the detergent tower, complying with environmental protection laws and regulations, while saving more than 28 million VND/year in tower roof cleaning labor costs and making a significant contribution to the CO2 absorption and emission reduction project in production.

+ The project to eliminate 70% of PE film in production has helped reduce plastic waste by about 21,853 kg/year and has the potential to reduce 129.15 tons of CO2 equivalent through plastic recycling.

+ Converting 100% of forklifts to electric operation.

+ Reducing 50% of CO2 from CNG gas emissions, helping to reduce 42% of CO2 compared to the current process, and serving as a premise to apply for ISO 14064-1 certification (greenhouse gas management) in 2025.

## **2. BUSINESS OBJECTIVES FOR 2025**

- The year 2025 is expected to remain challenging. Therefore, the Executive Board cautiously proposes the following targets for 2025:

<i>(Billion dong)</i>	<b>Targets 2025</b>	
	Low	Low
Net revenue	1,780	1,900
Net After-tax profit	160	200

## **3. BUSINESS STRATEGY AND PLAN FOR 2025:**

- Continue to orient ourselves as a major manufacturer in the region, participating in the global Homecare supply chain.
- Continue to strive to apply green production solutions throughout the production system for sustainable development, linking production and business with environmental protection and safety for the social community.
- Maximize the strength of the distribution channels from MASAN and NETCO to bring NET-branded products and OEM brands such as HOMEY, CHANTE, and SOPA into the cosmetics market to reach consumers widely and effectively.
- Continue to build the NET brand, focusing on creative new product development, applying advanced techniques and technologies to enhance product quality, and expanding product lines to "*Daily, we take care of the material and spiritual life of Vietnamese people*".

*Dong Nai, March 28, 2025*

**CEO**

*(Signed and sealed)*

**MAI DUC LAM**



## REPORT

### ON THE ACTIVITIES OF THE INDEPENDENT BOARD MEMBER OF THE BOARD OF DIRECTORS IN THE AUDIT COMMITTEE IN 2024

**Dear Shareholder,**

Pursuant to:

- *Enterprises Law No. 59/2020/QH14, passed by the National Assembly on June 17, 2020;*
- *Law on Securities No. 54/2019/QH14, passed by the National Assembly on November 26, 2019;*
- *The role, authority, and responsibilities of the Audit Committee are specified in the Charter of NET Detergent Joint Stock Company (“Company”);*
- *The Resolution of the 2024 Annual General Meeting of Shareholders of the Company;*
- *Operational Regulations of the Company’s Audit Committee; and*
- *The 2024 financial statements, audited by KPMG Limited Liability Company*

On behalf of the Company's Audit Committee, I would like to present to the 2025 Annual General Meeting of Shareholders the report on the Committee’s activities in 2024 as follows:

#### **1. The organizational Structure:**

Audit Committee has two (2) members, as follows:

No.	Full Name	Position
01	Mr Huynh Viet Thang	Chairman of the Audit Committee
02	Ms Luu Thanh Hong <i>(replacing Ms. Nguyen Thi Phuong Thuy, who was dismissed as of April 17, 2024</i>	Member of the Audit Committee

#### **2. Remuneration, Operating Expenses, and Other Benefits of the Audit Committee and each Members:**

In 2024, the members of the Audit Committee operated without remuneration, expenses, or any other related benefits.

#### **3. Summary of Audit Committee Meetings and Conclusions and Recommendations:**

Meetings of the Audit Committee:

No.	Member of the Audit Committee	Number of meetings attended	Rate of attendance and voting	Conclusions, Recommendations
1	Mr Huynh Viet Thang	2/2	100%	- Meeting to discuss and agree on the objectives and operational plans of the Audit Committee for 2024; finalizing the draft 2024 Internal Audit Plan prepared by the Internal Audit
2	Ms Luu Thanh Hong	2/2	100%	

				<p>Department for submission to the Board of Directors.</p> <p>- Reviewing and approving the 2024 Internal Audit Evaluation Report prepared by the Internal Audit Department for submission to the Board of Directors; assessing the implementation of the Board of Directors' resolutions; and evaluating related transactions conducted by the Company in 2024</p>
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#### 4. Results on Financial Statements, Business Operations, and Financial Status of the Company:

- Over the past year, accounting practices, including record-keeping, document storage, and bookkeeping, were conducted in compliance with Vietnamese Accounting Standards (VAS), enterprise accounting regulations, and relevant legal provisions, accurately reflecting the Company's stable and transparent financial position.
- The Company prepared its financial statements in accordance with legal regulations. The semi-annual and annual financial statements were audited by KPMG in compliance with applicable regulations.
- The key financial indicators achieved in 2024 are as follows:

Targets	2024	2023	Increase/(Decrease)	%
	(VND billion)	(VND billion)	(VND billion)	
Net Revenue	1,653	1,810	(157)	-9%
Cost of Goods Sold (COGS)	1,226	1,333	(107)	-8%
Gross Profit	427	477	(50)	-10%
Selling Expenses	143	244	(101)	-41%
General & Administrative Expenses	32	38	(6)	-16%
Net Financial Income	6	9	(3)	-29%
Net Profit After Corporate Income Tax	207	178	28	16%

EPS	2024	2023	Increase	%
	(dong/share)	(dong/share)	(dong/share)	
	9,225	7,966	1,259	

Targets	Actual 2024	Plan 2024 (*)	Compared to the Plan	%
	(VND billion)	(VND billion)	(VND billion)	
Net Revenue	1,653	1,900	(247)	-13%
Net Profit After Corporate Income Tax	207	140	67	48%

(\*) 2024 Business Plan – Lower Target

## **5. Report on Related-Party Transactions:**

- Apart from remuneration, salary, and bonus transactions disclosed in the audited 2024 financial statements, no other transactions have arisen between the Company and members of the Board of Directors, the General Director, other executives of the Company, and their related parties.
- Transactions involving the purchase and sale of goods and services between the Company and entities where members of the Board of Directors, the General Director, or other executives of the Company are founding members or related companies in the past three years.
- In 2024, NET Detergent Joint Stock Company engaged in transactions with the following companies: Masan Consumer Corporation, Masan Brewery Distribution One Co., Ltd., WinCommerce General Commercial Services JSC, Bien Hoa Chemical Plant – Southern Basic Chemicals JSC, Southern Chemicals Import-Export JSC, MEATDeli Sài Gòn Co., Ltd., Mobicast Joint Stock Company, MEATDeli HN Co., Ltd. – Ha Nam 02 Branch, Masan Industrial One Member Co., Ltd., and Masan Brewery MB Co., Ltd.

## **6. Assessment of the Company's Internal Control System and Risk Management.**

- The Company maintains a reliable and effective risk management and internal control framework. Its quality management system, covering food safety and hygiene, energy and environmental management, and occupational health and safety, operates in full compliance with applicable standards. All implemented standards have been successfully maintained with valid certifications. No significant legal risks arose during the year.
- In 2024, the Company's Internal Audit Department ("IAD") conducted internal audits in accordance with the Audit Plan approved by the Board of Directors, focusing on SHE management and inventory management. For certain audit findings, the Executive Board immediately implemented corrective action plans while the IAD was conducting its audit at the factory. As a result, all identified issues were successfully resolved.

## **7. Oversight Results on the CEO and Other Executives**

- The Executive Board regularly held meetings to discuss business operations and, based on the timely guidance of the Board of Directors, made appropriate production and business decisions to implement the resolutions and decisions of the General Meeting of Shareholders and the Board of Directors.
- During the management and operational activities, no significant violations or material errors were recorded by regulatory authorities or relevant agencies.

## **8. Evaluation of the Coordination Between the Audit Committee, the Board of Directors, the CEO, and Shareholders**

- In 2024, the Audit Committee received strong cooperation and support from the Board of Directors, the CEO, and the Company's management team, enabling it to effectively carry out its duties. The Committee was provided with full and timely access to reports and documents related to corporate governance, business operations, and the financial position of the Company.

## **9. Audit Committee's Work Plan for 2025**

- Perform monitoring and oversight functions on the Board of Directors' directives, the Executive Board's management activities, and assess the legitimacy, compliance, transparency, and prudence in corporate governance and operations.

- Supervise the quality of services provided by the independent auditor in auditing the Company's year-end financial statements for 2025.
- Carry out other tasks as stipulated in the Audit Committee's Operating Regulations.

This report summarizes the performance of the Audit Committee in 2024 and outlines the direction for 2025, respectfully submitted to the General Meeting of Shareholders.

Respectfully.

*Dong Nai, March 28, 2025*

**On behalf of the Audit Committee**

**Chairman**

**Independent Member of the Board of Directors**

*(Signed and sealed)*

**HUYNH VIET THANG**



**PROPOSAL**  
**THE 2025 ANNUAL GENERAL MEETING OF SHAREHOLDERS**  
*(Re: 2025 business plan)*

**To: The General Meeting of Shareholders**

- Pursuant to the 2020 Enterprise Law;
- Pursuant to the Charter of NET Detergent Joint Stock Company (“Company”) dated April 23, 2021;
- Pursuant to the Resolution of the Board of Directors of Company No. 02/NQ-HĐQT-NET/2025 dated March 28, 2025

We would like to present the General Meeting of Shareholders to approve the 2025 business plan of Company as follows:

<i>(Billion dong)</i>	<b>Targets 2025</b>	
	Low	Low
Net revenue	1,780	1,900
Net After-tax profit	160	200

We respectfully submit to the 2025 Annual General Meeting of Shareholders for review and approval./.

*Dong Nai, March 28, 2025*  
**ON BEHALF OF THE BOARD**  
**CHAIRMAN**

*(Signed and sealed)*

**TRUONG CONG THANG**





## **PROPOSAL**

### **THE 2025 ANNUAL GENERAL MEETING OF SHAREHOLDERS**

*Re: the profit distribution plan for 2024*

- Pursuant to the 2020 Enterprise Law;
- Pursuant to the Charter of NET Detergent Joint Stock Company (“Company”) dated April 23, 2021;
- Pursuant to the audited financial statements for the year 2024 of the Company, audited by KPMG LLC;
- Pursuant to the Resolution of the Board of Directors of Company No. 02/NQ-HĐQT-NET/2025 dated March 28, 2025

Respectfully submitted to the 2025 Annual General Meeting of Shareholders: A summary of the business performance in 2024 and the profit distribution plan for 2024:

#### **1. Business Performance in 2024:**

<b>Targets</b>	<b>dong</b>
Net Revenue in 2024	1,652,661,909,097
Total Profit Before Corporate Income Tax in 2024	258,305,595,266
<b>Total Profit After Corporate Income Tax in 2024</b>	<b>206,624,387,590</b>

**2. Accumulated Profit After Corporate Income Tax Until the End of the Previous Year:**  
69,389,036,412 dong.

**3. Accumulated Profit After Corporate Income Tax Until the End of 2024 (Undistributed):**  
276,013,424,002 dong.

#### **4. Profit Distribution Plan Submitted to the 2025 General Meeting of Shareholders for Consideration and Approval:**

- Dividend payment for 2024 in Cash:
    - + Dividend distribution for 2024: 65% of charter capital (equivalent to 6,500 VND per share) 145,589,431,000 dong.
    - + Payment time: within 6 months from the date of approval by the General Meeting of Shareholders.
    - + Authorize the Chairman of the Board of Directors, after approval by the General Meeting of Shareholders, to decide on relevant matters and carry out dividend payment procedures in compliance with legal regulations..
  - Remaining Undistributed Profit After Corporate Income Tax: **130,423,993,002** dong.
- We respectfully submit to the 2025 Annual General Meeting of Shareholders for review and approval.

*Dong Nai, March 28, 2025*  
**ON BEHALF OF THE BOARD**  
**CHAIRMAN**  
*(Signed and sealed)*

**TRUONG CONG THANG**



## **PROPOSAL**

### **THE 2025 ANNUAL GENERAL MEETING OF SHAREHOLDERS**

*(Re: Approval of the selection of the audit firm for the financial statements for the fiscal year 2025)*

#### **To: The General Meeting of Shareholders**

- Pursuant to the 2020 Enterprise Law;
- Pursuant to the Charter of NET Detergent Joint Stock Company (“Company”) dated April 23, 2021;
- Pursuant to the Resolution of the Board of Directors of Company No. 02/NQ-HĐQT-NET/2025 dated March 28, 2025

The Audit Committee would like to present General Meeting of Shareholders approve the authorization for the Chairman of the Board of Directors or the CEO of the Company to decide on the selection of the audit firm for the financial statements for the fiscal year 2025 with one of the following companies:

- KPMG Vietnam LLC;
- Deloitte Vietnam LLC;
- PricewaterhouseCoopers Vietnam LLC;
- Ernst & Young Vietnam LLC.

We respectfully submit to the 2025 Annual General Meeting of Shareholders for review and approval./.

*Dong Nai, March 28, 2025*

**ON BEHALF OF THE AUDIT COMMITTEE  
CHAIRMAN**

*(Signed and sealed)*

**HUYNH VIET THANG**



## **PROPOSAL**

### **THE 2025 ANNUAL GENERAL MEETING OF SHAREHOLDERS**

*(Re: the remuneration plan for the Board of Directors for 2025)*

**To: The General Meeting of Shareholders**

- Pursuant to the 2020 Enterprise Law;
- Pursuant to the Charter of NET Detergent Joint Stock Company (“Company”) dated April 23, 2021; and
- Pursuant to the Resolution of the Board of Directors of Company No. 02/NQ-HĐQT-NET/2025 dated March 28, 2025

We would like to present the General Meeting of Shareholders to approve the the remuneration plan for the members of the Board of Directors for 2025 as follows:

- Chairman: 05 million VND per month.
- Member: 04 million VND per person per month.

We respectfully submit to the 2025 Annual General Meeting of Shareholders for review and approval./.

*Dong Nai, March 28, 2025*  
**ON BEHALF OF THE BOARD  
CHAIRMAN**

*(Signed and sealed)*

**TRUONG CONG THANG**



## **PROPOSAL**

### **THE 2025 ANNUAL GENERAL MEETING OF SHAREHOLDERS**

*(Re: Transactions between the Company and Masan HPC Co., Ltd. and/or any other company that is an affiliated company of Masan HPC Co., Ltd.)*

**To: The General Meeting of Shareholders**

- Pursuant to the 2020 Enterprise Law;
- Pursuant to the Charter of NET Detergent Joint Stock Company (“Company”) dated April 23, 2021;
- Pursuant to the Resolution of the Board of Directors of Company No. 02/NQ-HĐQT-NET/2025 dated March 28, 2025

Respectfully submitted to the General Meeting of Shareholders for review and approval:

1. Approval of the purchase, sale, and processing of detergent products between NET Detergent Joint Stock Company and Masan HPC Co., Ltd. and/or any other company that is an affiliated company of Masan HPC Co., Ltd. from July 1, 2025 to June 30, 2026, in compliance with legal regulations, the Company's Charter, and ensuring business efficiency (profitability).
2. Authorization for the Chairman of the Board of Directors and/or the General Director of the Company to implement the resolution.

*Dong Nai, March 28, 2025*  
**ON BEHALF OF THE BOARD  
CHAIRMAN**

*(Signed and sealed)*

**TRUONG CONG THANG**

**NET DETERGENT  
JOINT STOCK COMPANY**

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

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Số: 01/NQ-ĐHĐCĐ-NET/2025

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*Dong Nai, April 18, 2025*

**RESOLUTION  
OF THE 2025 ANNUAL GENERAL MEETING OF SHAREHOLDERS  
NET DETERGENT JOINT STOCK COMPANY**

**THE GENERAL MEETING OF SHAREHOLDERS**

- Pursuant to the 2020 Enterprises Law;
- Pursuant to the Charter of NET Detergent Joint Stock Company (“Company”) dated April 23, 2021; and
- Pursuant to the Meeting Minutes of the 2025 Annual General Meeting of shareholder No. of NET Detergent Joint Stock Company dated April 18, 2025.

**RESOLVED**

**Article 1.** To approve the Board of Directors' Report on corporate governance and the performance results of the Board of Directors in 2024.

**Article 2.** To approve the Chief Executive Officer’s Report (CEO) on the Company's management in 2024 and its development orientation.

**Article 3.** To approve the report on the activities of the independent member of the Board of Directors in the Audit Committee in 2024.

**Article 4.** To approve the 2024 audited financial statements of the Company, audited by KPMG Limited.

**Article 5.** To approve the 2025 business plan of the Company:

<i>(Billion dong)</i>	<b>Targets 2025</b>	
	Low	Low
Net revenue	1,780	1,900
Net After-tax profit	160	200

**Article 6.** To approve the 2025 profit distribution plan:

- Dividend Payment for 2024 in Cash:
- + Dividend distribution for 2024: 65% of charter capital (equivalent to 6,500 VND per share) 145,589,431,000 dong.
- + Payment time: within 6 months from the date of approval by the General Meeting of Shareholders.

- + Authorize the Chairman of the Board of Directors, after approval by the General Meeting of Shareholders, to decide on relevant matters and carry out dividend payment procedures in compliance with legal regulations.
- Remaining Undistributed Profit After Corporate Income Tax: **130,423,993,002** dong.

**Article 7.** To approve the authorization for the Chairman of the Board of Directors or the CEO of the Company to decide on the selection of the audit firm for the financial statements for the fiscal year 2025 with one of the following companies:

- KPMG Vietnam LLC;
- Deloitte Vietnam LLC;
- PricewaterhouseCoopers Vietnam LLC;
- Ernst & Young Vietnam LLC.

**Article 8.** To approve the remuneration plan for the members of the Board of Directors for 2025 as follows:

- Chairman: 5 million VND per month.
- Member: 4 million VND per person per month.

**Article 9.** To approve the purchase, sale, and processing of detergent products between NET Detergent Joint Stock Company and Masan HPC Co., Ltd. and/or any other company that is an affiliated company of Masan HPC Co., Ltd. from July 1, 2025, to June 30, 2026, in compliance with legal regulations, the Company's Charter, and ensuring business efficiency (profitability).

Authorization for the Chairman of the Board of Directors and/or the General Director of the Company to implement the resolution.

**Article 10.** The Board of Directors and the Management of the Company are responsible for the implementation of this Resolution.

**Article 11.** This Resolution shall take effect from the date of signing./.

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

**TRUONG CONG THANG**