

Hanoi, ... 31/03....., 2026



**INVITATION
ANNUAL GENERAL MEETING OF SHAREHOLDERS 2026**

Dear Shareholders of Art Design & Communication Joint Stock Company

The Board of Directors of Art Design & Communication Joint Stock Company respectfully invites shareholders to attend the Company's 2026 Annual General Meeting of Shareholders with the following content:

1. Company Name: Art Design & Communication Joint Stock Company

- Stock code: ADC
- Head office address: 12A Floor, Diamond Flower Building, Lot C1, Trung Hoa – Nhan Chinh Urban Area, Yen Hoa Ward, Hanoi City, Vietnam.
- Business registration number: 0102365521

2. Time and place

- Time: 08:30, April 22, 2026
- Place: Vplace VIP Hall, 3rd Floor, Building 25T2 - N05, Nguyen Thi Thap Street, Yen Hoa Ward, Hanoi City.

3. Conditions for attending the Congress

All shareholders holding securities of Art Design & Communication Joint Stock Company according to the list of shareholders entitled to attend the 2026 Annual General Meeting of Shareholders as of March 23, 2026.

4. Congress documents, authorization and attendance issues

- Content and documents related to the 2026 Annual General Meeting of Shareholders are updated on the Website of Art Design & Communication Joint Stock Company at: <https://adc.net.vn/quan-he-co-dong/>.
 - Shareholders are requested to bring the Invitation Letter, Attendance Confirmation/ Authorization and ID Card/Citizen Identification Card/Passport/Business Registration Certificate when attending the Meeting. If the Attendance Confirmation/Authorization is lost, shareholders can obtain the Company's form published on the Website.
 - To facilitate the organization, we request that shareholders confirm their attendance at the General Meeting or authorize their attendance by phone/mail/fax to the Company before 4:00 p.m. on April 15, 2026.
 - Contact information: Ms. Tran Thi Thu Huong ; Phone: 024 73068789 ; Fax: 024 35121385
- Best regards./.

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

(signed)

Dang Viet Manh

Hà Nội, ngày tháng năm 2026



CONFIRMATION OF ATTENDANCE/AUTHORIZATION OF ATTENDANCE

(V/v Attend the 2026 Annual General Meeting of Shareholders

Art Design & Communication Joint Stock Company)

- Shareholder name:.....
- Address:.....
- ID card number/Citizen identification card/Passport/Business registration certificate:
.....Date of issue:..... Place of issue:.....
- Legal representative (for organizations):.....
- Contact address: Phone:
- Total number of shares owned:.....
- Pursuant to the Invitation to attend the 2026 Annual General Meeting of Shareholders of Art Design & Communication Joint Stock Company, I hereby confirm my attendance or authorization to attend the Meeting as follows:

(Shareholders please mark a cross (x) in the blank box in front of the choice):

- 1. Attend directly.
- 2. Authorization to attend for Mr./Ms:
ID card number/Citizen identification card/Passport:
Date of issue..... Place of issue.....
Address:..... Phone.....
- 3. Authorize attendance for the members of the Board of Directors (BOD) or the Board of Supervisors (BOS) of the Company according to the following list. (Shareholders please mark a cross (x) in the blank box in front of the choice):
 - Mr. Dang Viet Manh, BOD Chairman
 - Mr. Dinh Gia Le, BOD Chairman
 - Mr. Pham Van Thang, BOD member
 - Mr. Pham Huy Phong, BOD member
 - Ms. Nguyen Bich La, BOD member
 - Ms. Nguyen Thi Thu Hong, BOS Head
 - Mrs. Tran Thi Thu Huong, BOS member
 - Mr. Vu Duc Tinh, BOS member

The authorized representative is entitled to represent the authorizing party to attend and vote on all matters presented at the 2026 Annual General Meeting of Shareholders of Art Design & Communication Joint Stock Company, scheduled to be held on April 22, 2026.

I/We take full responsibility for this authorization and commit to strictly comply with the applicable provisions of the law and the Charter of Art Design & Communication Joint Stock Company. At the same time, I/we undertake not to raise any complaints or claims against the Company.

Authorized person
(Sign & print full name)

Shareholders
(Sign & print full name)

PROGRAMME

ANNUAL GENERAL MEETING OF SHAREHOLDERS 2026

ART DESIGN & COMMUNICATION JOINT STOCK COMPANY

Time: April 22, 2026**Place:** Vplace VIP Hall, 3rd Floor, Building 25T2 - N05, Nguyen Thi Thap Street, Yen Hoa Ward, Hanoi City.

No.	Time	Content	Effectuate
I. OPENING PROCEDURES			
1.	08:30-09:00	Register to attend the Congress.	Organizing Committee
2.	09:00-09:05	Flag salute to open the Congress.	Organizing Committee
3.	09:05-09:10	Approval of the validity of the Congress and voting procedures.	Shareholder Qualification Review Board
4.	09:10-09:15	<ul style="list-style-type: none"> - Statement of reasons. - Introduction of the delegates, the Presidium, the Secretariat, and the Vote Counting Committee. - Through the Congress Program. - Through the Regulations on organizing the Congress. 	Organizing Committee
II. CONFERENCE CONTENT			
5.	09:15-09:45	- Report on the 2025 Business Performance and the 2026 Business Plan, Strategic Orientation, and Key Objectives of the Board of Management	Director
6.	09:45-10:00	- 2025 Operational Report and 2026 Operational Plan of the Board of Directors.	Chairman of the Board of Directors
7.	10:00-10:15	- Report on the results of monitoring activities in 2025 and the 2026 operation plan of the Board of Supervisors.	Head of the Supervisory Board
8.	10:15-10:30	Speech of the Leader of Vietnam Education Publishing House	Guest Speaker
9.	10:30-11:00	Discuss	Company Shareholders
10.	11:00-11:10	Voting: The General Meeting voted to approve the following matters: 1. Approval of the groups of issues for 2025. 2. Approval of the groups of issues for 2026	Chairperson and Vote Counting Committee
III. CLOSING OF THE CONGRESS			
11.	11:10-11:20	Approval of the Minutes and Resolutions of the Congress	Secretariat
12.	11:20-11:30	Closing statement of the Congress	Chairman

CONGRESS ORGANIZING COMMITTEE



NHÀ XUẤT BẢN GIÁO DỤC VIỆT NAM
ETEP MĨ THUẬT & TRUYỀN THÔNG

Mã số/ Code: 271



THẺ BIỂU QUYẾT/ VOTING CARDS

Đại hội cổ đông thường niên CTCP Mĩ thuật và Truyền thông năm 2026/

Annual General Meeting of Shareholders of Art Design & Communication JSC 2026

TÊN CỔ ĐÔNG

Tổng số cổ phần sở hữu/ Total shares owned

(SỐ CỔ PHẦN)



NHÀ XUẤT BẢN GIÁO DỤC VIỆT NAM
CTCP MĨ THUẬT & TRUYỀN THÔNG

Mã số/ Code: 272

THẺ BIỂU QUYẾT/ VOTING CARDS

Đại hội cổ đông thường niên CTCP Mĩ thuật và Truyền thông năm 2026/

Annual General Meeting of Shareholders of Art Design & Communication JSC 2026

TÊN CỔ ĐÔNG

Tổng số cổ phần sở hữu/ Total shares owned

(SỐ CỔ PHẦN)

Hanoi,, 2026



REGULATIONS

ORGANIZING THE 2026 ANNUAL GENERAL MEETING OF SHAREHOLDERS

ART DESIGN & COMMUNICATION JOINT STOCK COMPANY

CHAPTER I

GENERAL PROVISIONS

Article 1. Scope of application

1. These regulations are used for the organization of the 2026 Annual General Meeting of Shareholders of Art Design & Communication Joint Stock Company (hereinafter referred to as “the Company”);
2. These regulations specifically stipulate the rights and obligations of the parties participating in the General Meeting, the conditions and procedures for conducting the General Meeting

Article 2. Subjects of application

Shareholders and participants are responsible for complying with the provisions of this regulation.

CHAPTER II

RIGHTS AND OBLIGATIONS OF PARTIES ATTENDING THE CONFERENCE

Article 3. Participants of the 2026 Annual General Meeting of Shareholders

- 3.1 Shareholders owning shares of the Company in the shareholder list closed on March 23, 2026.
- 3.2 Guests, consulting organizations (if any).

Article 4. Rights and obligations of shareholders

4.1. Rights of shareholders when attending the General Meeting

- 4.1.1. All shareholders of the company have the right to attend and vote on matters within the authority of the General Meeting of Shareholders;
- 4.1.2. In case of being unable to attend the General Meeting, shareholders can authorize another person to attend and vote on issues within their authority. This authorization must be made in writing according to the form posted on the Company's website;
- 4.1.3. In addition to the ballots for members of the Board of Directors and the Supervisory Board (if there is an election), each shareholder attending the General Meeting of Shareholders will also be given 01 Voting Card, on which is written the number of voting shares that the shareholder holds. This voting card is used when the shareholder wants to express his/her opinion and when the Chairman proposes to vote to approve the nomination of the Vote Counting Committee;

approve the Minutes of the shareholder qualification examination; approve the Agenda of the General Meeting; approve the Regulations on the organization of the General Meeting, approve other issues that have been discussed and/or consulted at the General Meeting and approve the content of the Minutes and Resolutions of the General Meeting of Shareholders.

- 4.1.4. Shareholders who arrive late to the General Meeting of Shareholders have the right to register immediately and then have the right to participate and vote immediately at the General Meeting, but the Chairman is not responsible for stopping the General Meeting to allow late shareholders to register and the validity of previously conducted voting sessions will not be changed.

4.2. Obligations of common shareholders when attending the General Meeting

- 4.2.1. Shareholders' attire to attend the meeting must ensure politeness and formality;
- 4.2.2. Fully participate in the General Meeting of Shareholders according to the Company's regulations. In case of being unable to attend, a representative must be authorized to attend according to regulations;
- 4.2.3 Shareholders or shareholders' representatives attending the meeting must complete the registration procedures to attend the General Meeting with the General Meeting Organizing Committee;
- 4.2.4 Comply with the conditions and procedures specified in the Company Charter and this Regulation;
- 4.2.5 Strictly comply with the regulations at the General Meeting of Shareholders, respect the working results at the General Meeting.

Article 5. Rights and obligations of the Chairman of the Congress

- 5.1 The Chairman of the Board of Directors shall preside over the General Meeting of Shareholders, or shall authorize another member of the Board of Directors to preside over the General Meeting of Shareholders convened by the Board of Directors. In case the Chairman is absent or temporarily unable to work, the remaining members of the Board of Directors shall elect one of them to chair the meeting according to the majority principle. In case no one can be elected as the chairperson, the Head of the Supervisory Board shall direct the General Meeting of Shareholders to elect the meeting chairperson from among the attendees and the person with the highest number of votes shall chair the meeting;
- 5.2 The Chairman is the person who has the right to decide on the order, procedures and events arising outside the agenda of the General Meeting of Shareholders;
- 5.3. The chairman of the meeting may postpone the meeting when there is consensus or request from the General Meeting of Shareholders with the required number of delegates present.
- 5.4. The Chairman of the meeting may take any action deemed necessary to conduct the General Meeting of Shareholders in a valid and orderly manner; or to enable the Meeting to reflect the wishes of the majority of the attending delegates.

Article 6. Rights and obligations of the Congress Secretary

- 6.1 The Secretary of the General Meeting of Shareholders is appointed by the Chairman and approved by the General Meeting of Shareholders. His/her duties include assisting the Chairman in successfully running the General Meeting, recording and making minutes of the General Meeting of Shareholders;
- 6.2 Responsible for the truthfulness, accuracy and completeness of the Minutes of the 2026 Annual General Meeting of Shareholders;
- 6.3 Perform other tasks assigned by the Presidium during the Congress's recess.

Article 7. Rights and obligations of the Vote Counting Committee

- 7.1 The Vote Counting Committee is nominated by the Chairman of the General Meeting and approved by the General Meeting of Shareholders. Members of the Vote Counting Committee may be shareholders of the Company;
- 7.2 The Vote Counting Committee is responsible for counting the Voting Cards when approving issues submitted to the General Meeting of Shareholders for voting and immediately notifying the results of the vote counting to the Presidium;
- 7.3 The Vote Counting Committee shall be responsible for the truthfulness and accuracy of the vote counting results.

CHAPTER III

CONDUCTING THE CONGRESS

Article 8. Conditions for holding the Congress

The General Meeting of Shareholders is held when the number of shareholders attending the meeting represents more than 50% of the total number of votes (Article 145 of the Law on Enterprises and Article 19 of the Company Charter).

Article 9. Congress content

According to the 2026 Annual General Meeting of Shareholders Program approved at the General Meeting.

Article 10. Voting at the Congress

- 10.1 All decisions at the General Meeting are passed directly at the General Meeting by voting for approval according to the proportion of shares of attending shareholders or authorized representatives;
- 10.2 Shareholders may only use the Voting Card to approve a specific content once. Shareholders vote for Approval, Disapproval or No opinion for each issue requiring consultation. Cases of selecting 02 or more opinions on the same issue for consultation are invalid.

CHAPTER IV

END OF CONGRESS

Article 11. Approval of the decision of the 2026 Annual General Meeting of Shareholders

- 11.1 The decision of the General Meeting of Shareholders will be passed when the number of shareholders representing 65% or more of the total votes of all shareholders attending the meeting

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agrees on the issues specified in Clause 1, Article 21 of the Company Charter, and Clause 1, Article 148 of the Enterprise Law 2020. The issues include:

- a. Types of shares and total number of shares of each type;
- b. Change of industry, profession and business field;
- c. Change the Company's management structure;
- d. Investment projects or sale of assets with a value of 35% or more of the total asset value recorded in the Company's most recent financial statements;
- e. Reorganization and dissolution of the Company.

11.2 Election of members of the Board of Directors and the Board of Supervisors (if any) must comply with the provisions of Clause 3, Article 148 of the Law on Enterprises 2020.

11.3 Other decisions of the General Meeting of Shareholders will be approved when the number of shareholders owning more than 50% of the total number of voting shares of all shareholders and shareholder representatives attending the meeting approve. Issues include:

- Approval of the reports: 2025 Operational Report and 2026 Operational Plan of the Board of Directors; Report on 2025 Operational Monitoring Results and 2026 Operational Plan of the Board of Supervisors; Report on 2025 Business Performance Results and Production and Business Plan and Directions and Tasks for 2026 of the Board of Management; 2025 Profit Distribution Plan and 2026 Dividend Payment Plan;
- Approval of audited financial statements for 2025;
- Approving the selection of the auditing unit for 2026;
- Other issues at the Congress.

Article 12. Minutes of the 2026 Annual General Meeting of Shareholders

All contents at the 2026 Annual General Meeting of Shareholders must be recorded in minutes by the Secretary of the Meeting. The minutes of the meeting must be read and approved before the closing of the meeting.

CHAPTER V

OTHER PROVISIONS

Article 13. Some other provisions

- 13.1 Shareholders attending the meeting who wish to express their opinions must obtain the consent of the Chairman of the Meeting. Shareholders should speak briefly and focus on the key issues to be discussed, in accordance with the approved agenda of the meeting. The Chairman of the Meeting will arrange for shareholders to speak in the order of registration, and at the same time answer shareholders' questions;
- 13.2 Shareholders will be disqualified from attending the General Meeting of Shareholders by the Board of Directors if they intentionally do not comply with the regulations of the meeting, cause disturbances, disrupt order, or have actions that directly affect the operation of the meeting.

CHAPTER VI
TERMS OF IMPLEMENTATION

Article 14. Validity of the Regulations

This Regulation consists of 6 chapters and 14 articles, issued by the Board of Directors of Art Design & Communication Joint Stock Company, applicable to the 2026 Annual General Meeting of Shareholders of Art Design & Communication Joint Stock Company taking place on April 22, 2026 and takes effect immediately after being approved by the General Meeting of Shareholders.

REPRESENTATIVE OF THE BOARD OF DIRECTORS

Chairman

Dang Viet Manh



Hanoi,, 2026

No. 01/Ttr-MTTT



SUBMISSION

Draft

Re: Approval of financial indicators, audited financial statements for 2025,
selection of audit unit for 2026 and reports at the congress

To: Annual General Meeting of Shareholders 2026

Art Design & Communication Joint Stock Company

Base:

- Enterprise Law No. 59/2020/QH14 was passed by the National Assembly of the Socialist Republic of Vietnam on June 17, 2020 and documents guiding the Enterprise Law;
- Securities Law No. 54/2019/QH14 was passed by the National Assembly of the Socialist Republic of Vietnam on November 26, 2019, effective from January 1, 2021 and documents guiding the Securities Law;

Respectfully submit to the General Meeting of Shareholders for approval of financial indicators, audited financial statements for 2025, selection of auditing unit for 2026 and reports at the meeting. Specifically as follows:

I. RESULTS OF BUSINESS OPERATIONS AND PROFIT DISTRIBUTION IN 2025

1. Financial indicators

- Compare the 2025 Business Production Plan

Target	Implementation 2025	Plan 2025	Ratio (I/P)
Revenue	366 billion VND	390 billion VND	93,8%
Profit	14,0 billion VND	15,3 billion VND	91,7%

- Compare business results 2025/2024

Target	Implementation 2025	Implementation 2024	Ratio (2025/2024)
Revenue	366 billion VND	414,3 billion VND	88,3%
Profit	14,0 billion VND	17,6 billion VND	79,9%

2. Profit distribution and fund allocation in 2025

Target	Amount (VND)
Profit before tax	14.025.111.434
Corporate income tax	2.955.417.289
Profit after tax	11.069.694.145
Distribution of profit after tax	
Dividend (15% / face value)	5.966.904.000
Bonus fund (5%)	553.484.707

Welfare Fund (10%)	1.106.969.415
Operating fund of Board of Directors, Supervisory Board (5%)	553.484.707
Undistributed profit after tax carried forward to next year	2.888.851.316

3. Company salary fund and Board of Directors - Supervisory Board remuneration are included in production and business expenses

	Total amount	Profit before tax	Ratio/Profit before tax
Board of Directors - Supervisory Board remuneration	1.122.008.915	14.025.111.434	8/100

II. BUSINESS PRODUCTION AND OPERATION PLAN FOR 2026

1. Target

Revenue	375 billion VND
Profit	15,1 billion VND
Dividends	15%

2. Board of Directors and Supervisory Board remuneration plan included in production and business costs

Target	Ratio: Remuneration /Profit before tax
Board of Directors - Supervisory Board remuneration	8/100

III. FINANCIAL REPORT 2025

The full text of the 2025 Audited Financial Statements is published on the ADC Website. Link: <https://adc.net.vn/bao-cao-tai-chinh-nam-2025/>

IV. AUDITING UNIT 2026

The General Meeting of Shareholders authorizes the Board of Directors to select an auditing unit that meets the standards and capacity as prescribed by the Ministry of Finance and the State Securities Commission to audit the company's financial statements.

V. REPORTS AT THE CONGRESS

Through the reports of the Board of Directors, the reports of the Supervisory Board and the reports of the Board of Management at the General Meeting.

Respectfully submit to the General Meeting of Shareholders for consideration

**BOARD OF DIRECTORS
ART DESIGN & COMMUNICATION JOINT STOCK COMPANY
CHAIRMAN**

Dang Viet Manh



No. 02/Ttr-MTTT

SUBMISSION

Draft

Re: Amendment of the Company Charter and Internal Regulations

To: Annual General Meeting of Shareholders 2026 Art Design & Communication Joint Stock Company

Base:

- Enterprise Law No. 59/2020/QH14 was passed by the National Assembly of the Socialist Republic of Vietnam on June 17, 2020 and documents guiding the Enterprise Law;
- Securities Law No. 54/2019/QH14 was passed by the National Assembly of the Socialist Republic of Vietnam on November 26, 2019, effective from January 1, 2021 and documents guiding the Securities Law;

Pursuant to the current Company Charter; based on the Company's actual business operations; we respectfully submit to the General Meeting of Shareholders for approval the following contents:

I. Amendment of the Company Charter. Amendment contents: Adjustment of 02 items:

1. Amendment of Article 3 of the Charter: The General Director is the legal representative of the Company.
2. Amendment of Article 34 of the Charter: The Company's executive management includes the General Director, Deputy General Directors, and Chief Accountant.

II. All contents of the Company Charter, Internal Regulations on Corporate Governance, Regulations on Operation of the Board of Directors, and Regulations on Operation of the Supervisory Board shall be adjusted in terms of wording as follows:

No.	Current term	Amended term
1	Director	General Director
2	Deputy Director	Deputy General Director

The draft amended Company Charter, Internal Regulations on Corporate Governance, Regulations on Operation of the Board of Directors, and Regulations on Operation of the Supervisory Board are attached to this Proposal.

III. The Board of Directors issues Decisions on Appointment

The Board of Directors issues Decisions to appoint the positions of Director and Deputy Director to General Director and Deputy General Director for current members of the Board of Management.

IV. Adjustment of Enterprise Registration Certificate and internal documents

The Executive Board shall carry out procedures for adjusting the Enterprise Registration Certificate and internal documents, ensuring compliance with legal regulations and the Company Charter.

Respectfully submitted to the General Meeting of Shareholders for consideration.

BOARD OF DIRECTORS
ART DESIGN & COMMUNICATION JOINT STOCK COMPANY
CHAIRMAN

Dang Viet Manh



VIETNAM EDUCATION PUBLISHING HOUSE
ART DESIGN & COMMUNICATION JOINT
STOCK COMPANY

SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom - Happiness

Hanoi,, 2026

Draft



BOARD OF DIRECTORS' ACTIVITIES REPORT AT THE 2026 GENERAL MEETING OF SHAREHOLDERS

Part one

2025 PERFORMANCE RESULTS

A – BOARD OF DIRECTORS

The Board of Directors of Art Design & Communication Joint Stock Company was elected to consist of 05 members:

1. Dang Viet Manh – Chairman of the Board of Directors (From April 25, 2025)
2. Dinh Gia Le – Member of the Board of Directors
3. Pham Van Thang – Member of the Board of Directors and CEO
4. Nguyen Bich La – Member of the Board of Directors and Deputy Director
5. Pham Huy Phong – Member of the Board of Directors

B – BOARD OF DIRECTORS' ACTIVITIES REPORT 2025

I – Compensation, operating expenses and other benefits

Remuneration, operating expenses and other benefits of the Board of Directors and members of the Board of Directors are included in the company's business expenses in accordance with the provisions of the law on corporate income tax and are shown in the company's financial statements.

II – Summary of Board of Directors meetings and Board of Directors decisions

In 2025, the Board of Directors held 7 meetings (official and unofficial) to decide on important issues and promptly direct and resolve difficulties and problems in production and business activities.

1. 1st session 2025

- Meeting time: 09/01/2025.
- Decide on the contents:
 - o Approval of 2024 business and production results.
 - o Some key tasks in the first quarter of 2025.

2. 2nd session 2025

- Meeting time: 05/03/2025.
- Decide on the contents:
 - o Approval of the last registration date to exercise the right to attend the 2025 Shareholders' Meeting.
 - o Approval of the last registration date to exercise the right to receive interim cash dividends for 2024.

3. 3rd session 2025

- Meeting time: 01/04/2025.
- Decide on the contents:
 - o Approval of production and business results for the first quarter of 2025.
 - o Approval of the content of the Documents before the 2025 Annual General Meeting of Shareholders.
 - o Some key tasks for the second quarter of 2025.

4. 4th session 2025

- Meeting time: 25/04/2025.
- Decide on the contents:
 - o Agree to resign from the position of Chairman of the Board of Directors of Mr. Dinh Gia Le.
 - o Elect Chairman of the Board of Directors for the term 2023 – 2028 from April 25, 2025.

5. 5th session 2025

- Meeting time: 27/06/2025.
- Decide on the contents:
 - o Approval of the selection of the auditor for 2025.
 - o Appointment of the person in charge of corporate governance.

6. 6th session 2025

- Meeting time: 09/07/2025.
- Decide on the contents:
 - o Approval of production and business results for the first 6 months of 2025
 - o Approval of the company's salary fund plan for 2025
 - o Some key tasks for the second quarter of 2025.



7. 7th Session 2025

- Meeting time: 13/10/2025.
- Decide on the contents:
 - o Approval of business performance results for the first nine (09) months of 2025.
 - o Key tasks for the fourth quarter of 2025.

III – Report on Related Party Transactions

- Transactions between the Company and members of the Board of Directors and their related persons: None.
- Transactions between the Company and other companies in which members of the Board of Directors are founding shareholders or have acted as managers within the last three (03) years prior to the transaction: None.

IV – Activities of Independent Members of the Board of Directors and Their Assessment of the Board’s Performance

1. Activities of Independent Members of the Board of Directors

- Fully attended all meetings of the Board of Directors.
- Provided independent opinions on strategy, finance, and risk control in the Company’s business operations.

2. Assessment Results by Independent Members of the Board of Directors

- The Board of Directors convened regular and ad hoc meetings in accordance with the Company’s Charter, the Regulation on organization and operation of the Board of Directors, and applicable laws.
- The Board of Directors issued Resolutions and Decisions to manage the Company’s business operations in line with its strategic direction and policies on each matter.
- The Board of Directors supervised the activities of the Board of Management in implementing the resolutions of the General Meeting of Shareholders. Such supervisory activities were conducted objectively and prudently to ensure transparency and to protect the lawful rights and interests of shareholders.

V – Monitoring results for the Board of Management

The Board of Management has performed well the assigned tasks. The company operates stably, complying with the provisions of State Law.

Part two

2026 OPERATION PLAN

Our Board of Directors, with the function of representing shareholders, sets out strategic directions and develops a master plan for 2026, specifically:

1. Continue to direct the company's development direction to maintain growth momentum.
2. Closely monitor the development of production and business situation in 2026 to make timely adjustments in direction and development orientation.
3. Orientation for the Board of Management: Actively seek and exploit to expand production and business activities; Take advantage of all opportunities, focus on investing in product development and market expansion; Complete and improve the efficiency of corporate governance; Focus on improving the quality of human resources to keep up with the operational requirements and long-term development strategy of the Company.

Based on the Resolution of the General Meeting of Shareholders today, the Board of Directors will continue to concretize it into Resolutions, and at the same time focus on directing and supervising the Board of Management to successfully implement the 2026 production and business plan.

Our Board of Directors commits to continue to make efforts to comprehensively, closely and specifically direct all production and business activities of the company to preserve capital, the rate of return on capital, dividends and shareholders' rights.

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Above is the entire content of the Board of Directors' activities in 2025 and the orientation of the 2026 operating plan.

On behalf of the Board of Directors of Art Design & Communication Joint Stock Company, I would like to sincerely thank the delegates for their attendance as well as the trust that shareholders have placed in the Board of Directors.

Wishing shareholders good health and sincerely thanking!

BOARD OF DIRECTORS

CHAIRMAN

Dang Viet Manh



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**REPORT ON PRODUCTION AND BUSINESS
ACTIVITIES
AT THE 2026 GENERAL MEETING OF SHAREHOLDERS**

Part one

BUSINESS RESULTS IN 2025

I – BUSINESS PRODUCTION CONTEXT IN 2025

2025 was assessed as an exceptionally challenging year for the Company's production and business operations, marking the most difficult period to date. However, the Management firmly believes that in the coming years, these difficulties will gradually subside, the economy will show signs of recovery, and this will create favorable conditions for the Company's operations to stabilize and resume growth.

Regarding the Design and Fine Arts segment, following the completion of textbook-related projects, the volume of professional work faced significant challenges. Nevertheless, the team of artists made considerable efforts, proactively and actively seeking new work opportunities outside the existing system, thereby achieving encouraging results and contributing to maintaining the operation of this segment.

The year 2025 also marked a period of strong workforce streamlining within the Company. From a workforce of nearly 400 employees, the Company has now reduced its headcount to approximately 300. This restructuring has helped significantly reduce costs, while production and business activities have continued to operate steadily without negative impacts from the reorganization process.

Communications, administration, and accounting were among the areas that maintained stable performance throughout 2025.

Internally, the Company has remained united. It has effectively implemented grassroots democracy regulations, organized emulation movements efficiently, taken good care of employees' material and spiritual well-being, practiced thrift, and fully ensured all policies and benefits for its members.

The achievements of 2025 are the result of solidarity and coordinated efforts across the entire Company in overcoming a difficult period. These results demonstrate the shared determination and efforts of each individual, each department, and the Company as a whole over the past year.



II – SUMMARY OF BUSINESS RESULTS 2025

The Company's main areas of operation in 2025

- Publishing and releasing Educational products.
- Design and print publications for the Education sector.
- Trading in Books – Equipment and teaching aids ; Mini play area for children.
- Communication, organization of fairs, exhibitions, introduction of commercial products.

Summary data of the company's 2025 production and business plan

1. Target:

<i>Target</i>	Implementation 2025	Plan 2025	Ratio
Revenue	366 billion VND	390 billion VND	93,8%
Profit before tax	14,0 billion VND	15,3 billion VND	91,7%

2. Compare business results 2025/2024

<i>Target</i>	Implementation 2025	Implementation 2024	Ratio (2025/2024)
Revenue	366 billion VND	414,3 billion VND	88,3%
Profit before tax	14,0 billion VND	17,6 billion VND	79,9%

III – PROFIT DISTRIBUTION AND FUNDS ESTABLISHMENT IN 2025

Target	Amount (VND)
Profit before tax	14.025.111.434
Corporate income tax	2.955.417.289
Profit after tax	11.069.694.145
<i>Distribution of profit after tax</i>	
Dividend (15% / face value)	5.966.904.000
Bonus fund (5%)	553.484.707
Welfare Fund (10%)	1.106.969.415
Operating fund of Board of Directors, Supervisory Board (5%)	553.484.707
Undistributed profit after tax carried forward to next year	2.888.851.316

IV – COMPANY SALARY FUND AND REMUNERATION OF BOD – BOS

(Production and business costs)

	Total amount	Profit before tax	Ratio/Profit before tax
Board of Directors - Supervisory Board remuneration	1.122.008.915	14.025.111.434	8/100

V – SHAREHOLDERS AND SHARES

- Number of shareholders as of March 23, 2026: 289 shareholders
- Capital structure and number of shares by type:

No.	Capital structure	Number of shares held (CP)	Equity value (VND)	Ownership ratio
Total number of shares (289)		3.977.936	39.779.360.000	100,00%
A	ORGANIZATION (4)	1.496.762	14.967.620.000	37,63%
1	<u>Domestic (3):</u>		0	0,00%
	1. Vietnam Education Publishing House	1.487.772	14.877.720.000	37,40%
	2. Other organizations (2)	90	900.000	0,00%
2	<u>Foreign (01):</u>			
	1. SBI SECURITIES CO.,LTD.	8.900	89.000.000	0,22%
B	INDIVIDUAL (285)	2.481.174	24.811.740.000	62,37%
1	<u>Domestic (282):</u>		0	0,00%
	1. Le Hoang Hai	409.645	4.096.450.000	10,30%
	2. Pham Van Thang	281.244	2.812.440.000	7,07%
	3. Nguyen Viet Hung	198.640	1.986.400.000	4,99%
	4. Pham Thi Ngoc Diep	195.780	1.957.800.000	4,92%
	5. Other shareholders (278)	1.077.000	10.770.000.000	27,07%
2	<u>Foreign (03):</u>		0	0,00%
	1. DENNIS PETER ERIC	317.925	3.179.250.000	7,99%
	2. Other shareholders (2)	940	9.400.000	0,02%

VI – SOME OTHER WORK

Continue to stabilize and develop the ADCBook Educational Equipment Center system and implement solutions to enhance the reputation and service quality of ADC as well as ADCBook. Continue to review, consolidate and perfect working processes and service styles to increase competitiveness; Strengthen communication through Website, Fanpage, other media; Organize training courses for managers and professional sales staff.

Part two

GOALS, TASKS AND TARGETS OF THE 2026 BUSINESS PLAN

I – GOAL, MISSION

1. Goal

- Continue to build and consolidate to continue developing the company to become a strong brand in the publishing market as well as the retail business of books and stationery.
- Develop new business segments, build new brands to expand scale, increase production and business efficiency.
- Maintain a stable growth rate along with perfecting and consolidating all aspects of production and business activities to ensure sustainable development.

2. Mission

- Recruit and train a team of competent and qualified editors to meet the publishing needs in a competitive market, while simultaneously training and improving the skills of the team of artists to complete the task of making books according to the plan and schedule of the Vietnam Education Publishing House. Continue to consolidate and maintain ADC as the leading brand in the field of design and illustration of educational publications.
- Focus all resources, take advantage of all opportunities to build and consolidate the publishing sector, supply books, documents, pictures, and equipment for preschool education. Closely follow and deeply research the market, diversify products, improve service quality, and diversify distribution channels to maintain and expand the market
- Continue to invest in developing the publishing sector to serve the entertainment needs, improve knowledge and skills for children as well as improve parenting knowledge for parents. Make efforts to invest and develop the ADC book brand to bring readers products that meet their needs and tastes...
- Continue to search and open new retail outlets in Hanoi while taking care to consolidate and improve service quality, maintaining ADCBook as the number one retail brand for books, stationery and school supplies in Hanoi.
- Invest in developing new distribution channels through implementing projects as well as providing books to school libraries nationwide

II – 2026 PRODUCTION AND BUSINESS PLAN TARGETS

1. Financial indicators

Revenue	375 billion VND
Profit	15,1 billion VND
Dividends	15%

2. Board of Directors – Supervisory Board remuneration (production and business costs)

Target	Ratio: Remuneration /Profit before tax
Board of Directors - Supervisory Board remuneration	8/100

3. Plan to select an audit unit 2026

The General Meeting of Shareholders authorizes the Board of Directors to select an auditing unit that meets the standards and capacity as prescribed by the Ministry of Finance and the State Securities Commission to audit the company's financial statements.

4. Plan for Amendments to the Company Charter

- + Amendment contents: Adjustment of two items:
- Amendment to Article 3 of the Charter: The General Director shall be the legal representative of the Company.
- Amendment to Article 34 of the Charter: The Company's executive officers shall include the General Director, Deputy General Directors, and the Chief Accountant.
- + Terminology adjustments in the Charter:
- Replace "Director" with "General Director".
- Replace "Deputy Director" with "Deputy General Director"

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The above is the entire content of the Company's business performance report. The above results show that in 2025, the Board of Directors and the Executive Board have properly, fully and promptly implemented the resolutions and tasks set forth by the General Meeting of Shareholders, and at the same time directed and operated all business performance activities of the Company in compliance with State laws and the Company's Charter. Ensuring revenue, profit and dividends for shareholders.

On behalf of the Company, I would like to sincerely thank the attention and support of delegates and shareholders.

Best wishes, thank you very much!

**ART DESIGN & COMMUNICATION
JOINT STOCK COMPANY
DIRECTOR**

Pham Van Thang

