



CỘNG HOÀ XÃ HỘI CHỦ NGHĨA VIỆT NAM  
Độc lập - Tự do - Hạnh phúc  
THE SOCIALIST REPUBLIC OF VIETNAM  
Independence - Freedom - Happiness

Ninh Bình, ngày 28 tháng 04 năm 2026  
Ninh Bình, April 28, 2026

**CÔNG BỐ THÔNG TIN ĐỊNH KỲ**  
**PERIODIC INFORMATION DISCLOSURE**

**Kính gửi/To:** Ủy ban Chứng khoán Nhà nước/ *State Securities Commission*  
Sở Giao dịch Chứng khoán thành phố Hồ Chí Minh/  
*Hochiminh Stock Exchange*

1. Tên tổ chức/*Name of organization:* Công ty cổ phần Đầu tư và Xây lắp Trường Sơn/  
*Truong Son Investment and Construction Joint Stock Company.*

- Mã chứng khoán/ *Stock code:* TSA.

- Địa chỉ/*Address:* Khu công nghiệp Châu Sơn, Phường Châu Sơn, Tỉnh Ninh Bình/  
*Chau Son Industrial Park, Chau Son Ward, Ninh Binh Province.*

- Điện thoại liên hệ/*Tel.:* 0226.221.0666

2. Nội dung thông tin công bố/*Contents of disclosure:*

Biên bản họp, Nghị quyết và tài liệu họp Đại hội đồng cổ đông thường niên năm 2026  
đính kèm/ *Minutes, Resolutions, and accompanying meeting documents of the 2026*  
*Annual General Meeting of Shareholders.*

3. Thông tin này đã được công bố trên trang thông tin điện tử của công ty vào ngày  
28/04/2026 tại đường dẫn <http://www.truongsonhn.com.vn/> /*This information was*  
*published on the company's website on April 28, 2026, as in the link*  
<http://www.truongsonhn.com.vn/>

Chúng tôi xin cam kết các thông tin công bố trên đây là đúng sự thật và hoàn toàn chịu  
trách nhiệm trước pháp luật về nội dung các thông tin đã công bố/*We hereby certify that*  
*the information provided is true and correct and we bear the full responsibility to the*  
*law.*

**Tài liệu đính kèm/Attached  
documents:**

BBH, NQ và tài liệu họp  
ĐHĐCĐ TN 2026 đính kèm/  
*Minutes, Resolutions, and*  
*accompanying meeting*  
*documents AGM 2026*

**Đại diện tổ chức/ Organization representative**  
Người UQ CBTT/ *Person authorized to disclose*  
*information*

**Đặng Thị Chinh**

Ninh Binh, April 28<sup>th</sup> 2026

**MEETING MINUTES**  
**ANNUAL GENERAL MEETING OF SHAREHOLDERS 2026**  
**TRUONG SON INVESTMENT AND CONSTRUCTION JOINT STOCK**  
**COMPANY**

**Company's name:** Truong Son Investment and Construction Joint Stock Company

**Headquarters:** Chau Son Industrial Park, Chau Son Ward, Ninh Binh Province.

**Certificate of Enterprise Registration:** No 0700210210, registered for the first time on August 29<sup>th</sup> 2002 issued by the Department of Planning and Investment of Ha Nam Province, registered for the 18<sup>th</sup> amendment on August 12<sup>rd</sup>, 2026.

Today, on April 28<sup>th</sup> 2026, at 14h00' in the Headquarters's Hall, the 2026 Annual General Meeting of Shareholders of Truong Son Investment and Construction Joint Stock Company is conducted with the following agenda:

**I. PART 1: OPENING OF THE GENERAL MEETING OF SHAREHOLDERS**

**1. Participants**

**Shareholders and Shareholders' representative**

The total number of shareholders and shareholder representatives eligible to attend the 2026 Annual General Meeting of Shareholders is **263** shareholders, owning and representing a total of **40.424.994** shares, equivalent to **100%** of the total voting shares of the Company.

The General Meeting has heard **Ms. Tran Thi Thanh Huong** – Head of the Shareholder Eligibility Verification Committee announce the results of the verification of shareholder eligibility and shareholder representatives attending the meeting as follows:

The total number of shareholders and shareholder representatives entitled to attend the 2026 Annual General Meeting of Shareholders is **263** shareholders, owning and representing a total of **40.424.994** voting shares, equivalent to **40.424.994** votes, accounting for **100%** of the total voting shares of the Company.

The total number of shareholders and shareholder representatives actually attending the 2026 Annual General Meeting of Shareholders is 45 delegates, owning or representing **23.968.818 voting rights**, equivalent to **59,29%** of the total voting shares of Truong Son Investment and Construction Joint Stock Company.

*\*This English translation is equivalent to and consistent with the original Vietnamese version. In case of any discrepancies or differences in interpretation between the Vietnamese and English versions, the Vietnamese version shall prevail.*



According to the provisions of the Enterprise Law 2020 and the Company's Charter, the 2026 Annual General Meeting of Shareholders of Truong Son Investment and Construction Joint Stock Company has met all the necessary conditions to proceed. Shareholders and shareholder representatives attending the meeting have the right to vote based on the number of shares they own or represent.

## **2. Opening of the General Meeting**

The General Meeting has carried out the following procedures:

- Stating the reasons for convening the General Meeting and introducing the participants.
- Introducing **Mr. Nguyen Van Truong** – Chairman of the Board of Directors as the Chairperson of the meeting.
- The Chairperson of the General Meeting introduces the Presidium, the Secretariat, and proposes the Voting Committee for the General Meeting to elect.

### **2.1. The Presidium**

The General Meeting approved the Presidium consisting of four members:

Mr: Nguyen Van Truong	- Chairman
Mr: Doan Van Thanh	- Member
Mr: Dang Van Thuyet	- Member
Mr: Nguyen Xuan Chinh	- Member

### **2.2. The Secretariat**

The General Meeting approved the Secretariat consisting of two members.

Mr: Tran Thi Thanh Huong	- Chairman
Ms: Phan Thi Ngoc My	- Member

### **2.3. The Vote Counting Committee**

The General Meeting approved the Vote Counting Committee consisting of three members:

Mr: Le Son Tung	- Chairman
Ms: Do Thu Huyen	- Member
Ms: Nguyen Thi Thu	- Member

The General Meeting voted to approve the composition of the Presidium, the Secretariat, and the Vote Counting Committee by a show of hands, with an approval rate of 100% of the total voting shares held by shareholders or authorized representatives (23.968.818 voting shares).

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### 3. Agenda and Regulations of the General Meeting

The Organizing Committee of the General Meeting presents and seeks opinions:

- The agenda of the 2026 Annual General Meeting of Shareholders.
- The working regulations and voting principles.
- Regulations on nomination and candidacy for members of the Board of Directors and the Supervisory Board.

The General Meeting proceeded with voting on the Meeting Agenda, Working Regulations, and Voting Principles, Regulations on nomination and candidacy for members of the Board of Directors and the Supervisory Board by a show of hands, achieving approval rate of 100% of the voting shares of shareholders/authorized representatives (23.968.818 voting shares).

## II. PART 2: MATTERS PRESENTED AT THE GENERAL MEETING

1. Mr. Dang Van Thuyet – A member of the Presidium presented to the General Meeting:

- + Report on the performance of the Board of Directors in 2025 and the plan for 2025;

2. Mr. Doan Van Thanh – A member of the Presidium presented to the General Meeting:

- + Report on the performance of the General Director Board in 2025 and the plan for 2026;

3. Mrs Chu Hai Yen – Head of the Board of Supervisors presented to the General Meeting:

- + Report on the performance of the Supervisory Board in 2025 and the plan for 2026;

4. Mr. Nguyen Xuan Chinh – A member of the Presidium presented to the General Meeting:

- + Approval of the audited financial statements for the year 2025;
- + Approval of the profit distribution plan for the year 2025;
- + Approval of the authorization for the Board of Directors to select the auditing firm for the year 2026;

5. Mr. Doan Van Thanh – A member of the Presidium presented to the General Meeting:

- + Approval of the election of members of the Board of Directors for the 2026–2031 term;
- + Approval of the election of members of the Supervisory Board for the 2026–2031 term;
- + Approval of the amendment and supplementation of the Company's Charter;

6. Mr. Dang Van Thuyet – A member of the Presidium presented to the General Meeting:

- + Approval of the payment of 2025 dividends in cash;

*\*This English translation is equivalent to and consistent with the original Vietnamese version. In case of any discrepancies or differences in interpretation between the Vietnamese and English versions, the Vietnamese version shall prevail.*

- + Approval of the proposal for share issuance under the Employee Stock Ownership Plan (ESOP).
- + Approval of Authorization for the Board of Directors to decide on certain matters within the authority of the General Meeting of Shareholders.

### **III. PART 3: DISCUSSIONS OF SHAREHOLDERS**

The discussion section is attached in the Appendix to these Minutes.

### **IV. PART 4: THE GENERAL MEETING CONDUCTED VOTING AND THE VOTING RESULTS ARE AS FOLLOWS:**

1. Mr. Le Son Tung - Head of the Vote Counting Committee presented the voting procedures and methods, stating that votes would be cast directly into the ballot box using the Voting Ballot.
  - Each attending shareholder is issued one Voting Ballot (for each issue) and two (02) voting cards (for the election of members of the Board of Directors and the Supervisory Board) indicating the total number of voting rights.
  - Total number of shareholders/representatives participating in the voting: 45 delegates.
  - Total number of Voting Ballots distributed to attending shareholders: 45 Voting Ballots.
  - Total number of Voting Ballots collected: 45 Voting Ballots.
  - Total number of blue voting cards distributed to attending shareholders: 45 voting cards;
  - Total number of blue voting cards collected: 45 voting cards;
  - Total number of yellow voting cards distributed to attending shareholders: 45 voting cards;
  - Total number of yellow voting cards collected: 45 voting cards.
2. Mr. Le Son Tung - Head of the Vote Counting Committee announces the voting results at the General Meeting (with the vote counting minutes attached).

#### **Matter 1: Report on the performance of the Board of Directors in 2025 and the plan for 2026 (Attached with Report No. 40/BC-TSA)**

- + Total number of votes in favor: **23.968.818 votes**, accounting for **100%** of the total votes of the shareholders attending the meeting and voting.
- + Total number of votes against: **0 votes**, accounting for **0%** of the total votes of the shareholders attending the meeting and voting.
- + Total number of abstentions: **0 votes**, accounting for **0%** of the total votes of the shareholders attending the meeting and voting.

*\*This English translation is equivalent to and consistent with the original Vietnamese version. In case of any discrepancies or differences in interpretation between the Vietnamese and English versions, the Vietnamese version shall prevail.*

**Matter 2: Report on the performance of the General Director Board in 2025 and the plan for 2026 (Attached with Report No. 41/BC-TSA)**

- + Total number of votes in favor: **23.968.818 votes**, accounting for **100%** of the total votes of the shareholders attending the meeting and voting.
- + Total number of votes against: **0 votes**, accounting for **0%** of the total votes of the shareholders attending the meeting and voting.
- + Total number of abstentions: **0 votes**, accounting for **0%** of the total votes of the shareholders attending the meeting and voting.

**Matter 3: Approved Report on the activities of the Supervisory Board in 2025 and the plan for 2026 (Attached Report No. 42/BC-TSA).**

- + Total number of votes in favor: **23.968.818 votes**, accounting for **100%** of the total votes of the shareholders attending the meeting and voting.
- + Total number of votes against: **0 votes**, accounting for **0%** of the total votes of the shareholders attending the meeting and voting.
- + Total number of abstentions: **0 votes**, accounting for **0%** of the total votes of the shareholders attending the meeting and voting.

**Matter 4: Approved of the audited financial statements for the year 2025 (Attached Proposal No. 43/TTr-TSA).**

- + Total number of votes in favor: **23.968.818 votes**, accounting for **100%** of the total votes of the shareholders attending the meeting and voting.
- + Total number of votes against: **0 votes**, accounting for **0%** of the total votes of the shareholders attending the meeting and voting.
- + Total number of abstentions: **0 votes**, accounting for **0%** of the total votes of the shareholders attending the meeting and voting.

**Matter 5: Approved of the profit distribution plan for the year 2025 (Attached Proposal No. 44/TTr-TSA).**

- + Total number of votes in favor: **23.968.818 votes**, accounting for **100%** of the total votes of the shareholders attending the meeting and voting.
- + Total number of votes against: **0 votes**, accounting for **0%** of the total votes of the shareholders attending the meeting and voting.
- + Total number of abstentions: **0 votes**, accounting for **0%** of the total votes of the shareholders attending the meeting and voting.

**Matter 6: Approved of the authorization for the Board of Directors to select the auditing firm for the year 2026 (Attached Proposal No. 45/TTr-TSA).**

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- + Total number of votes in favor: **23.968.818 votes**, accounting for **100%** of the total votes of the shareholders attending the meeting and voting.
- + Total number of votes against: **0 votes**, accounting for **0%** of the total votes of the shareholders attending the meeting and voting.
- + Total number of abstentions: **0 votes**, accounting for **0%** of the total votes of the shareholders attending the meeting and voting.

**Matter 7: Election of members of the Board of Directors for the 2026–2031 term (Attached Proposal No. 46/TTr-TSA).**

Voting method: Cumulative voting.

Number of Board members to be elected: 05 members (including 01 independent member).

Total number of votes (maximum):  $23.968.818 * 5 = 119.844.090$  votes.

Votes received by each candidate are as follows:

No.	Name of candidate	Number of votes received	Percentage
1	Nguyen Van Truong	24.219.340	101,05%
2	Dang Van Thuyet	23.998.340	100,12%
3	Nguyen Xuan Chinh	23.598.340	98,46%
4	Doan Van Thanh	23.896.340	99,70%
5	Dang Tran Thanh	23.975.340	100,03%

**Matter 8: Election of members of the Supervisory Board for the 2026–2031 term (Attached Proposal No. 47/TTr-TSA).**

Voting method: Cumulative voting.

Number of Supervisory Board members to be elected: 03 members.

Total number of votes (maximum):  $23.968.818 * 3 = 71.906.454$  votes.

Votes received by each candidate are as follows:

No.	Name of candidate	Number of votes received	Percentage
1	Chu Hai Yen	23.897.340	99,71%
2	Nguyen Van Thoa	23.897.340	99,71%
3	Dang Thi Thanh Huyen	23.897.340	99,71%

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**Matter 9: Approval of the amendment and supplementation of the Company's Charter (Attached Proposal No. 48/TTr-TSA).**

- + Total number of votes in favor: **23.968.818 votes**, accounting for **100%** of the total votes of the shareholders attending the meeting and voting.
- + Total number of votes against: **0 votes**, accounting for **0%** of the total votes of the shareholders attending the meeting and voting.
- + Total number of abstentions: **0 votes**, accounting for **0%** of the total votes of the shareholders attending the meeting and voting.

**Matter 10: Approval of the payment of 2025 dividends in cash (Attached Proposal No. 49/TTr-TSA).**

- + Total number of votes in favor: **23.968.818 votes**, accounting for **100%** of the total votes of the shareholders attending the meeting and voting.
- + Total number of votes against: **0 votes**, accounting for **0%** of the total votes of the shareholders attending the meeting and voting.
- + Total number of abstentions: **0 votes**, accounting for **0%** of the total votes of the shareholders attending the meeting and voting.

**Matter 11: Approval of the proposal for share issuance under the Employee Stock Ownership Plan (ESOP) (Attached Proposal No. 50/TTr-TSA).**

- + Total number of votes in favor: **23.968.818 votes**, accounting for **100%** of the total votes of the shareholders attending the meeting and voting.
- + Total number of votes against: **0 votes**, accounting for **0%** of the total votes of the shareholders attending the meeting and voting.
- + Total number of abstentions: **0 votes**, accounting for **0%** of the total votes of the shareholders attending the meeting and voting.

**Matter 12: Approved the Authorization for the Board of Directors to decide on certain matters within the authority of the General Meeting of Shareholders. (Attached with Proposal No. 51/TTr-TSA)**

- + Total number of votes in favor: **23.968.818 votes**, accounting for **100%** of the total votes of the shareholders attending the meeting and voting.
- + Total number of votes against: **0 votes**, accounting for **0%** of the total votes of the shareholders attending the meeting and voting.
- + Total number of abstentions: **0 votes**, accounting for **0%** of the total votes of the shareholders attending the meeting and voting.

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**V. PART V: APPROVAL OF THE MEETING MINUTES, RESOLUTIONS OF THE 2026 ANNUAL GENERAL MEETING OF SHAREHOLDERS, AND CLOSING OF THE MEETING**

Mr. Tran Van Truong – On behalf of the Secretariat, read the draft meeting minutes and the draft Resolution of the General Meeting with the following approved contents:

*The General Meeting approved matters 1, 2, 3, 4, 5, 6, 7, 8, 9, 10, 11 and 12 with an approval voting rate of 100% of the total votes of all shareholders/authorized representative attending and voting at the meeting.*

The General Meeting unanimously approved the full text of the Minutes and the Resolution of the 2026 Annual General Meeting of Shareholders by a show of hands, with an approval voting rate of 100% of the total votes of shareholders/proxies (... votes).

The Chairman of the General Meeting – Mr. Nguyen Van Truong – declared the meeting adjourned.

This minutes was prepared at 16h00 on 28/04/2026 at the 2026 Annual General Meeting of Shareholders of Truong Son Investment and Construction Joint Stock Company.

**HEAD OF THE SECRETARIAT**

*Truong*

**Tran Van Truong**



**Nguyen Van Truong**

## APPENDIX TO THE DISCUSSION AT THE GENERAL MEETING

*(Attached is the Minutes of the 2026 Annual General Meeting of Shareholders)*

### QUESTIONS

1. (Shareholder xxx xxx Quy) The Board of Directors has outlined a plan to implement a concrete component manufacturing project. What are the Company's advantages in this field?
2. (Shareholder xxx xxx xxx Ngoc) The 2026 business plan projects a profit margin of 3.53%. Has the Company taken into account the increase in input material prices and fuel prices?

### ANSWER SECTION

The Chairman of the Board of Directors of the Company, Mr. Nguyen Van Truong, responded to shareholders:

1. According to reports and assessments from independent organizations, in the coming years, the demand and growth rate of infrastructure in Hanoi will be enormous; therefore, the demand for concrete components such as large-diameter sewer pipes is an urgent item for the development of Hanoi's infrastructure.

With Truong Son's advantages and experience in the field of manufacturing prestressed concrete columns and piles, we are completely confident in our ability to successfully produce high-quality concrete components in sufficient quantities to meet market demand.

2. When setting out the production and business plan with a profit margin of over 3%, the leadership of Truong Son Company has taken into account the risks and complex developments of the Middle East conflict, transportation costs, as well as the increase in the price of raw materials and minerals.

The economic and social situation in 2025 and subsequent years is extremely unpredictable, but with the strong determination of the leadership team and employees of Truong Son Company, we will achieve double-digit growth in 2026.





TRUONG SON

SOCIALIST REPUBLIC OF VIETNAM

Independence - Freedom - Happiness

Ninh Binh, April 28<sup>th</sup> 2026

## VOTE COUNTING MINUTES

### 2026 ANNUAL GENERAL MEETING OF SHAREHOLDERS

We were elected by the General Meeting of Shareholders of Truong Son Investment and Construction Joint Stock Company, convened on April 28, 2026, to serve as the Vote Counting Committee, consisting of:

1. **Mr.: Le Son Tung** – **Head of the Committee**
2. **Ms.: Do Thu Huyen** – **Member**
3. **Ms.: Nguyen Thi Thu** – **Member**

The Vote Counting Committee has duly performed its duties and unanimously records the minutes as follows:

- Total number of shareholders entitled to attend the meeting: **263 shareholders**, owning and representing a total of **40.424.994 voting shares**, equivalent to **40.424.994 voting ballots**.

- Total number of shareholders/proxies actually at 15h:35 PM attending and voting at the 2026 Annual General Meeting of Shareholders: **45 delegates**, owning or representing **23.968.818 voting shares**, equivalent to **23.968.818 voting ballots**, accounting for **59,29% of the total voting ballots**.

#### I. The General Meeting of Shareholders voted on the following matters

**Matter 1:** Report on the performance of the Board of Directors in 2025 and the plan for 2026;

**Matter 2:** Report on the performance of the General Director Board in 2025 and the plan for 2026;

**Matter 3:** Report on the activities of the Supervisory Board in 2025 and the plan for 2026;

**Matter 4:** Approval of the audited financial statements for the year 2025;

**Matter 5:** Approval of the profit distribution plan for the year 2025;

**Matter 6:** Approval of the authorization for the Board of Directors to select the auditing firm for the year 2026;

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**Matter 7:** Approval of the election of members of the Board of Directors for the 2026–2031 term;

**Matter 8:** Approval of the election of members of the Supervisory Board for the 2026–2031 term;

**Matter 9:** Approval of the amendment and supplementation of the Company's Charter;

**Matter 10:** Approval of the payment of 2025 dividends in cash;

**Matter 11:** Approval of the proposal for share issuance under the Employee Stock Ownership Plan (ESOP);

**Matter 12:** Approval of Authorization for the Board of Directors to decide on certain matters within the authority of the General Meeting of Shareholders.

## II. Vote Counting Results

### Voting Method:

- Each attending shareholder was issued **01 voting ballot** (for each matter) and 02 voting cards (election of Board of Directors' member and Board of Supervisor's member), indicating the total number of votes corresponding to the total number of common shares they own/represent by proxy.

- Total number of shareholders/proxies participating in the vote: 45 delegates, owning or representing **23.968.818 voting shares**, equivalent to **23.968.818 voting ballots**.

- Shareholders/proxies directly placed their voting ballots into the ballot box prepared by the Meeting Organizing Committee.

- The total number of voting ballots issued to the shareholders actually attending the General Meeting is: 45 voting ballots, corresponding to 45 delegates participating in the voting at the General Meeting, owning or representing **23.968.818 voting shares**, equivalent to **23.968.818 votes**.

- The total number of voting ballots collected is: 45 voting ballots, corresponding to 45 delegates participating in the voting at the General Meeting, owning or representing **23.968.818 voting shares**, equivalent to **23.968.818 votes**.

***The election of members of the Board of Directors and the Supervisory Board for the 2026–2031 term is conducted using the cumulative voting method, whereby:***

- The total number of blue voting cards (for the election of members of the Board of Directors) distributed to attending shareholders: 45 voting cards, corresponding to 45 attendees participating in voting at the General Meeting, representing or holding **23.968.818 voting shares**, equivalent to **23.968.818 voting rights**.

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- The total number of blue voting cards collected: 45 voting cards, corresponding to 45 attendees participating in voting at the General Meeting, representing or holding **23.968.818** voting shares, equivalent to **23.968.818** voting rights.

- The total number of yellow voting cards (for the election of members of the Supervisory Board) distributed to attending shareholders: 45 voting cards, corresponding to 45 attendees participating in voting at the General Meeting, representing or holding **23.968.818** voting shares, equivalent to **23.968.818** voting rights.

- The total number of yellow voting cards collected: 45 voting cards, corresponding to 45 attendees participating in voting at the General Meeting, representing or holding **23.968.818** voting shares, equivalent to **23.968.818** voting rights.

- **Voting method:** Voting is conducted by ballot directly at the Meeting (for all matters except the election of members of the Board of Directors and the Supervisory Board), and by cumulative voting (for the election of members of the Board of Directors and the Supervisory Board).

+ Direct voting by ballot paper at the General Meeting for voting issues

+ Cumulative voting for the election of Board of Directors members for the 2026-2031 term

+ Cumulative voting for the election of Supervisory Board members for the 2026-2031 term

**Voting results for each matter are as follows:**

**Matter 1: Report on the performance of the Board of Directors in 2025 and the plan for 2026;**

+ Total number of valid ballots: **23.968.818 ballots**, accounting for **100%** of the total voting ballots of the shareholders attending the meeting and voting.

+ Total number of invalid ballots: **0 ballots**, accounting for **0%** of the total voting ballots of the shareholders attending the meeting and voting.

+ Total number of ballots in favor: **23.968.818 ballots**, accounting for **100%** of the total voting ballots of the shareholders attending the meeting and voting.

+ Total number of ballots against: **0 ballots**, accounting for **0%** of the total voting ballots of the shareholders attending the meeting and voting.

+ Total number of abstention ballots: **0 ballots**, accounting for **0%** of the total voting ballots of the shareholders attending the meeting and voting

*\*This English translation is equivalent to and consistent with the original Vietnamese version. In case of any discrepancies or differences in interpretation between the Vietnamese and English versions, the*

**Matter 2: Report on the performance of the General Director Board in 2025 and the plan for 2026;**

- + Total number of valid ballots: **23.968.818 ballots**, accounting for **100%** of the total voting ballots of the shareholders attending the meeting and voting.
- + Total number of invalid ballots: **0 ballots**, accounting for **0%** of the total voting ballots of the shareholders attending the meeting and voting.
- + Total number of ballots in favor: **23.968.818 ballots**, accounting for **100%** of the total voting ballots of the shareholders attending the meeting and voting.
- + Total number of ballots against: **0 ballots**, accounting for **0%** of the total voting ballots of the shareholders attending the meeting and voting.
- + Total number of abstention ballots: **0 ballots**, accounting for **0%** of the total voting ballots of the shareholders attending the meeting and voting

**Matter 3: Approved Report on the activities of the Supervisory Board in 2025 and the plan for 2026;**

- + Total number of valid ballots: **23.968.818 ballots**, accounting for **100%** of the total voting ballots of the shareholders attending the meeting and voting.
- + Total number of invalid ballots: **0 ballots**, accounting for **0%** of the total voting ballots of the shareholders attending the meeting and voting.
- + Total number of ballots in favor: **23.968.818 ballots**, accounting for **100%** of the total voting ballots of the shareholders attending the meeting and voting.
- + Total number of ballots against: **0 ballots**, accounting for **0%** of the total voting ballots of the shareholders attending the meeting and voting.
- + Total number of abstention ballots: **0 ballots**, accounting for **0%** of the total voting ballots of the shareholders attending the meeting and voting

**Matter 4: Approved of the audited financial statements for the year 2025;**

- + Total number of valid ballots: **23.968.818 ballots**, accounting for **100%** of the total voting ballots of the shareholders attending the meeting and voting.
- + Total number of invalid ballots: **0 ballots**, accounting for **0%** of the total voting ballots of the shareholders attending the meeting and voting.
- + Total number of ballots in favor: **23.968.818 ballots**, accounting for **100%** of the total voting ballots of the shareholders attending the meeting and voting.
- + Total number of ballots against: **0 ballots**, accounting for **0%** of the total voting ballots of the shareholders attending the meeting and voting.

+ Total number of abstention ballots: **0 ballots**, accounting for **0%** of the total voting ballots of the shareholders attending the meeting and voting

**Matter 5: Approved of the profit distribution plan for the year 2025;**

+ Total number of valid ballots: **23.968.818 ballots**, accounting for **100%** of the total voting ballots of the shareholders attending the meeting and voting.

+ Total number of invalid ballots: **0 ballots**, accounting for **0%** of the total voting ballots of the shareholders attending the meeting and voting.

+ Total number of ballots in favor: **23.968.818 ballots**, accounting for **100%** of the total voting ballots of the shareholders attending the meeting and voting.

+ Total number of ballots against: **0 ballots**, accounting for **0%** of the total voting ballots of the shareholders attending the meeting and voting.

+ Total number of abstention ballots: **0 ballots**, accounting for **0%** of the total voting ballots of the shareholders attending the meeting and voting

**Matter 6: Approved of the authorization for the Board of Directors to select the auditing firm for the year 2026;**

+ Total number of valid ballots: **23.968.818 ballots**, accounting for **100%** of the total voting ballots of the shareholders attending the meeting and voting.

+ Total number of invalid ballots: **0 ballots**, accounting for **0%** of the total voting ballots of the shareholders attending the meeting and voting.

+ Total number of ballots in favor: **23.968.818 ballots**, accounting for **100%** of the total voting ballots of the shareholders attending the meeting and voting.

+ Total number of ballots against: **0 ballots**, accounting for **0%** of the total voting ballots of the shareholders attending the meeting and voting.

+ Total number of abstention ballots: **0 ballots**, accounting for **0%** of the total voting ballots of the shareholders attending the meeting and voting

**Matter 7: Election of members of the Board of Directors for the 2026–2031 term**

Voting method: Cumulative voting.

Number of Board members to be elected: 05 members (including 01 independent member).

Total number of votes (maximum):  $23.968.818 \times 5 = 119.844.090$  votes.

Votes received by each candidate are as follows:

No.	Name of candidate	Number of votes received	Percentage
1	Nguyen Van Truong	24.219.340	101,05%
2	Dang Van Thuyet	23.998.340	100,12%
3	Nguyen Xuan Chinh	23.598.340	98,46%
4	Doan Van Thanh	23.896.340	99,70%
5	Dang Tran Thanh	23.975.340	100,03%

**Matter 8: Election of members of the Supervisory Board for the 2026–2031 term**

Voting method: Cumulative voting.

Number of Supervisory Board members to be elected: 03 members.

Total number of votes (maximum):  $23.968.818 \times 3 = 71.906.454$  votes.

Votes received by each candidate are as follows:

No.	Name of candidate	Number of votes received	Percentage
1	Chu Hai Yen	23.897.340	99,71%
2	Nguyen Van Thoa	23.897.340	99,71%
3	Dang Thi Thanh Huyen	23.897.340	99,71%

**Matter 9: Approval of the amendment and supplementation of the Company's Charter;**

+ Total number of valid ballots: **23.968.818 ballots**, accounting for **100%** of the total voting ballots of the shareholders attending the meeting and voting.

+ Total number of invalid ballots: **0 ballots**, accounting for **0%** of the total voting ballots of the shareholders attending the meeting and voting.

+ Total number of ballots in favor: **23.968.818 ballots**, accounting for **100%** of the total voting ballots of the shareholders attending the meeting and voting.

+ Total number of ballots against: **0 ballots**, accounting for **0%** of the total voting ballots of the shareholders attending the meeting and voting.

+ Total number of abstention ballots: **0 ballots**, accounting for **0%** of the total voting ballots of the shareholders attending the meeting and voting

**Matter 10: Approval of the payment of 2025 dividends in cash;**

+ Total number of valid ballots: **23.968.818 ballots**, accounting for **100%** of the total voting ballots of the shareholders attending the meeting and voting.

- + Total number of invalid ballots: **0 ballots**, accounting for **0%** of the total voting ballots of the shareholders attending the meeting and voting.
- + Total number of ballots in favor: **23.968.818 ballots**, accounting for **100%** of the total voting ballots of the shareholders attending the meeting and voting.
- + Total number of ballots against: **0 ballots**, accounting for **0%** of the total voting ballots of the shareholders attending the meeting and voting.
- + Total number of abstention ballots: **0 ballots**, accounting for **0%** of the total voting ballots of the shareholders attending the meeting and voting

**Matter 11: Approved for the issuance of shares under the employee stock option program;**

- + Total number of valid ballots: **23.968.818 ballots**, accounting for **100%** of the total voting ballots of the shareholders attending the meeting and voting.
- + Total number of invalid ballots: **0 ballots**, accounting for **0%** of the total voting ballots of the shareholders attending the meeting and voting.
- + Total number of ballots in favor: **23.968.818 ballots**, accounting for **100%** of the total voting ballots of the shareholders attending the meeting and voting.
- + Total number of ballots against: **0 ballots**, accounting for **0%** of the total voting ballots of the shareholders attending the meeting and voting.
- + Total number of abstention ballots: **0 ballots**, accounting for **0%** of the total voting ballots of the shareholders attending the meeting and voting

**Matter 12: Approved the Authorization for the Board of Directors to decide on certain matters within the authority of the General Meeting of Shareholders.**

- + Total number of valid ballots: **23.968.818 ballots**, accounting for **100%** of the total voting ballots of the shareholders attending the meeting and voting.
- + Total number of invalid ballots: **0 ballots**, accounting for **0%** of the total voting ballots of the shareholders attending the meeting and voting.
- + Total number of ballots in favor: **23.968.818 ballots**, accounting for **100%** of the total voting ballots of the shareholders attending the meeting and voting.
- + Total number of ballots against: **0 ballots**, accounting for **0%** of the total voting ballots of the shareholders attending the meeting and voting.
- + Total number of abstention ballots: **0 ballots**, accounting for **0%** of the total voting ballots of the shareholders attending the meeting and voting

These minutes are prepared in 02 copies for filing in the records and documents of the 2026 Annual General Meeting of Shareholders. *Location: Company Hall – Chau Son Industrial Park, Chau Son Ward, Ninh Binh Province.*

**Vote Counting Committee  
Members**



**Nguyen Thi Thu**

**Vote Counting Committee  
Members**



**Do Thu Huyen**

**Head of the Vote Counting  
Committee**



**Le Son Tung**



Ninh Binh, April 28, 2026

**RESOLUTION**  
**THE 2026 ANNUAL GENERAL MEETING OF SHAREHOLDERS**  
**TRUONG SON INVESTMENT AND CONSTRUCTION JOINT STOCK**  
**COMPANY**

- Pursuant to the Securities Law No. 54/2019/QH14 dated November 26, 2019, of the National Assembly of the Socialist Republic of Vietnam;
- Pursuant to the Enterprise Law No. 59/2020/QH14 dated June 17, 2020, of the National Assembly of the Socialist Republic of Vietnam;
- Pursuant to the Charter on the organization and operation of Truong Son Investment and Construction Joint Stock Company;
- Pursuant to the Vote Counting Minutes of the Annual General Meeting of Shareholders of Truong Son Investment and Construction Joint Stock Company dated April 28, 2026;
- Pursuant to the Meeting Minutes of the Annual General Meeting of Shareholders of Truong Son Investment and Construction Joint Stock Company dated April 28, 2026.

The General Meeting of Shareholders has unanimously resolved to approve the resolution of the Meeting with the following key contents:

**RESOLUTION**

**Article 1. Approved the Report on the performance of the Board of Directors in 2025 and the plan for 2026 (Attached Report No. 40/BC-TSA).**

The General Meeting unanimously approved with **23.968.818** votes, representing **23.968.818** voting shares, accounting for **100%** of the total voting shares of the attending shareholders.

**Article 2. Approved the Report on the performance of the General Director Board in 2025 and the plan for 2026 (Attached Report No. 41/BC-TSA).**

The General Meeting unanimously approved with **23.968.818** votes, representing **23.968.818** voting shares, accounting for **100%** of the total voting shares of the attending shareholders.

**Article 3. Approved Report on the activities of the Supervisory Board in 2025 and the plan for 2026 (Attached Report No. 42/BC-TSA).**

*\*This English translation is equivalent to and consistent with the original Vietnamese version. In case of any discrepancies or differences in interpretation between the Vietnamese and English versions, the Vietnamese version shall prevail.*



The General Meeting unanimously approved with **23.968.818** votes, representing **23.968.818** voting shares, accounting for **100%** of the total voting shares of the attending shareholders.

**Article 4. Approved of the audited financial statements for the year 2025 (Attached Proposal No. 43/TTr-TSA).**

The General Meeting unanimously approved with **23.968.818** votes, representing **23.968.818** voting shares, accounting for **100%** of the total voting shares of the attending shareholders.

**Article 5. Approved of the profit distribution plan for the year 2025 (Attached Proposal No. 44/TTr-TSA).**

The General Meeting unanimously approved with **23.968.818** votes, representing **23.968.818** voting shares, accounting for **100%** of the total voting shares of the attending shareholders.

**Article 6. Approved of the authorization for the Board of Directors to select the auditing firm for the year 2026 (Attached Proposal No. 45/TTr-TSA).**

The General Meeting unanimously approved with **23.968.818** votes, representing **23.968.818** voting shares, accounting for **100%** of the total voting shares of the attending shareholders.

**Article 7. Approval of the election of members of the Board of Directors for the 2026–2031 term (Attached Proposal No. 46/TTr-TSA).**

1. Nguyen Van Truong
2. Dang Van Thuyet
3. Nguyen Xuan Chinh
4. Doan Van Thanh
5. Dang Tran Thanh

**Article 8. Approval of the election of members of the Supervisory Board for the 2026–2031 term (Attached Proposal No. 47/TTr-TSA).**

1. Chu Hai Yen
2. Nguyen Van Thoa
3. Dang Thi Thanh Huyen

**Article 9. Approval of the amendment and supplementation of the Company's Charter (Attached Proposal No. 48/TTr-TSA).**

The General Meeting unanimously approved with **23.968.818** votes, representing **23.968.818** voting shares, accounting for **100%** of the total voting shares of the attending shareholders.

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**Article 10. Approval of the payment of 2025 dividends in cash (Attached Proposal No. 49/TTr-TSA).**

The General Meeting unanimously approved with **23.968.818** votes, representing **23.968.818** voting shares, accounting for **100%** of the total voting shares of the attending shareholders.

**Article 11. Approval of the proposal for share issuance under the Employee Stock Ownership Plan (ESOP) (Attached Proposal No. 50/TTr-TSA).**

The General Meeting unanimously approved with **23.968.818** votes, representing **23.968.818** voting shares, accounting for **100%** of the total voting shares of the attending shareholders.

**Article 12. Approved the Authorization for the Board of Directors to decide on certain matters within the authority of the General Meeting of Shareholders (Attached Proposal No. 51/TTr-TSA).**

The General Meeting unanimously approved with **23.968.818** votes, representing **23.968.818** voting shares, accounting for **100%** of the total voting shares of the attending shareholders.

**Article 13. Implementation Clauses**

This resolution was approved by the General Meeting of Shareholders and takes effect from April 28<sup>th</sup> 2026.

The Board of Directors of Truong Son Investment and Construction Joint Stock Company, the Board of Managements, and relevant departments and units are responsible for implementing this resolution, ensuring the interests of shareholders and the Company, and complying with legal regulations.

**Recipients:**

- Shareholders, Company's Website;
- Members of the Board of Directors, the Board of Controllers, the Board of Managements;
- Archives VT.

**ON BEHALF OF THE GENERAL  
MEETING OF SHAREHOLDERS**

**CHAIRMAN**



**Nguyen Van Trung**

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## REPORT ON THE PERFORMANCE OF THE BOARD OF DIRECTORS IN 2025 AND PLAN FOR 2026

To: The Annual General Meeting of Shareholders 2026  
Truong Son Investment and Construction Joint Stock Company

In 2025, the Board of Directors of Truong Son Investment and Construction Joint Stock Company (TSA) successfully fulfilled its functions and duties in accordance with legal regulations and the Company's Charter. The Board of Directors managed the company, formulated business strategies, and supervised the executive management of the General Director. The key achievements in 2025 are as follows:

### **I. IMPLEMENTATION RESULTS OF THE 2025 ANNUAL GENERAL MEETING OF SHAREHOLDERS' RESOLUTIONS**

**- Regarding the remuneration of members of the Board of Directors and the Supervisory Board:**

The Company has paid remuneration in accordance with the levels approved at the 2025 Annual General Meeting of Shareholders.

**- Regarding the selection of the auditor for the Company's 2025 financial statements:**

Based on the actual situation, the Board of Directors resolved to appoint International Auditing and Valuation Company Limited – Hanoi Branch as the service provider for the review of the 2025 semi-annual financial statements and the audit of the 2025 annual financial statements, and has duly disclosed the information in accordance with applicable laws and regulations.

**- Regarding the implementation of the share issuance plan for dividend payment for 2024:**

The Company successfully issued 1,924,994 shares under the share issuance plan for dividend payment for 2024 (completed on June 16, 2025), increasing its charter capital to VND 404,249,940,000.

The Company completed procedures for amending its Enterprise Registration Certificate in line with the new charter capital with the competent state authorities, and carried out additional securities registration and listing of the newly issued shares at the Vietnam Securities Depository and Clearing Corporation and the Ho Chi Minh City Stock Exchange.



**- Regarding the implementation of the Employee Stock Ownership Plan (ESOP):**

The Company completed the share issuance for dividend payment on June 16, 2025. However, due to changes in the legal framework, the ESOP share issuance plan approved at the 2025 Annual General Meeting of Shareholders is no longer appropriate.

The Board of Directors will submit to the 2026 Annual General Meeting of Shareholders for approval a new Employee Stock Ownership Plan (ESOP) issuance plan, ensuring compliance with applicable regulations.

**II. ACTIVITIES OF THE BOARD OF DIRECTORS IN 2025**

**1. Structure of the Board of Directors in 2025**

The Board of Directors currently consists of 05 members, with Mr. Nguyen Van Truong serving as the Chairman. The details are as follows:

No.	Board Member	Position in the Board	Date of Appointment	Date of Dismissal	Position in the Company
1	Mr. Nguyen Van Truong	Chairman of the Board	14/01/2019		None
2	Mr. Dang Van Thuyet	Vice Chairman of the Board	04/01/2021		None
3	Mr. Doan Van Thanh	Member of the Board	15/04/2022		General Director
4	Mr. Nguyen Xuan Chinh	Non-executive Member of the Board	04/01/2021		None
5	Mr. Dang Tran Thanh	Independent Member of the Board	15/04/2022		None

**2. Activities of the Board of Directors in 2025 under the Enterprise Law and the Company's Charter**

In 2025, the Board of Directors managed and directed the Company in compliance with the Enterprise Law, the Company's Charter, and the resolutions of the General Meeting of Shareholders.

**a. Meetings of the Board of Directors**

No.	Board Member	Position	Start Date as Board Member	End Date as Board Member	Meetings Attended	Attendance Rate	Reason for Absence
1	Mr. Nguyen Van Truong	Chairman	14/01/2019	-	17/17	100%	-
2	Mr. Dang Van Thuyet	Vice Chairman	04/01/2021	-	17/17	100%	-
3	Mr. Doan Van Thanh	Member	15/04/2022	-	17/17	100%	-
4	Mr. Nguyen Xuan Chinh	Member	04/01/2021	-	17/17	100%	-
5	Mr. Dang Tran Thanh	Member	15/04/2022	-	17/17	100%	-

**b. Supervision of the Board of Directors over the General Director**

In 2025, the Board of Directors carried out regular and timely supervision and guidance of the General Director's activities in accordance with its functions and authority, ensuring compliance with the Enterprise Law and the Company's Charter:

- The Board of Directors regularly supervised the General Director's activities through direct Board meetings, the General Director's monthly briefings, and various reports (quarterly, semi-annual, and annual financial reports, as well as operational reports).
- The Board of Directors held direct discussions on matters deemed necessary, with clear assignments to the General Director for implementation.

- Ensuring that all activities of the General Director strictly comply with legal regulations, the resolutions of the General Meeting of Shareholders, and the decisions of the Board of Directors.

*c. Activities of the subcommittees under the Board of Directors: None.*

*d. Resolutions/Decisions of the Board of Directors:*

No	Resolution/Decision Number	Date	Content	Approval Rate
1	09/NQ-HĐQT	01/20/2025	Resolution of the Board of Directors regarding the extension of the deadline for the distribution of shares under the additional public offering;	100%
2	25/NQ-HĐQT	02/12/2025	Resolution of the Board of Directors regarding the cancellation of the extension of the subscription period for the right to purchase shares under the additional public offering;	100%
3	35/NQ-HĐQT	02/27/2025	Resolution of the Board of Directors regarding the convening of the 2025 Annual General Meeting of Shareholders;	100%
4	39/NQ-HĐQT	02/28/2025	Resolution of the Board of Directors regarding the distribution of the remaining unsubscribed shares from the public offering to existing shareholders;	100%
5	42/NQ-HĐQT	03/11/2025	Resolution of the Board of Directors regarding the results of the additional public offering of shares for the purpose of increasing charter capital;	100%
6	57/NQ-HĐQT	03/18/2025	Resolution of the Board of Directors regarding the adjustment to the plan for using proceeds from the additional public offering of shares;	100%
7	98/NQ-HĐQT	04/29/2025	Resolution of the Board of Directors regarding the implementation of the listing of the Company's shares on the Ho Chi Minh City Stock Exchange (HOSE);	100%

8	102/NQ-HĐQT	05/03/2025	Resolution of the Board of Directors regarding the cash dividend payment for the year 2024;	100%
9	107/NQ-HĐQT	05/03/2025	Resolution of the Board of Directors regarding the implementation of the plan to issue shares for the 2024 dividend distribution;	100%
10	134/NQ-HĐQT	05/15/2025	Resolution of the Board of Directors approving the record date for determining the list of shareholders entitled to receive 2024 stock dividends;	100%
11	143/NQ-HĐQT	06/10/2025	Resolution of the Board of Directors regarding the selection of the auditing firm for the semi-annual review and annual audit of the Company's 2025 financial statements;	100%
12	148/NQ-HĐQT	06/19/2025	Resolution of the Board of Directors approving the results of the share issuance for the purpose of paying 2024 dividends in shares.	100%
13	186/NQ-HĐQT	08/01/2025	Resolution of the Board of Directors approving the construction investment project: Prestressed centrifugal concrete pole and pile manufacturing plant – Project item: Construction of Workshop No. 2 for pole and pile production;	100%
14	204/NQ-HĐQT	08/20/2025	Resolution of the Board of Directors approving the change of the Company's seal mẫu to comply with the new administrative boundaries effective after July 1, 2025;	100%
15	237/NQ-HĐQT	10/31/2025	Resolution of the Board of Directors approving the execution of contracts and transactions between the Company and related parties;	100%
16	267/NQ-HĐQT	12/12/2025	Resolution of the Board of Directors approving the first trading date and	100%

			the reference price on the first trading day of the Company's shares on the Ho Chi Minh City Stock Exchange (HOSE);	
17	277/NQ-HĐQT	12/25/2025	Resolution of the Board of Directors approving the reference price on the first trading day of the Company's shares on the Ho Chi Minh City Stock Exchange (HOSE).	100%

## **II. REMUNERATION, OPERATIONAL EXPENSES, AND OTHER BENEFITS OF THE BOARD OF DIRECTORS AND EACH MEMBER OF THE BOARD OF DIRECTORS.**

The Board of Directors of the Company reports on the remuneration paid to the Board of Directors in 2025 and the projection for 2026 as follows:

*Unit: VND*

No.	Description	Amount in 2025	Projected Amount in 2026
1	Remuneration for the Chairman of the Board of Directors	36.000.000	36.000.000
2	Remuneration for Board Members (04 members)	96.000.000	96.000.000
	<b>Total:</b>	<b>132.000.000</b>	<b>132.000.000</b>

## **III. PLAN AND ORIENTATION FOR THE BOARD OF DIRECTORS' ACTIVITIES IN 2026**

### **1. Board Structure in 2026**

In 2026, the Company plans to elect the Board of Directors for the new 2026–2031 term.

### **2. Operational Orientation of the Board of Directors in 2026**

In 2026, the Board of Directors will focus on directing several key activities of the Company as follows:

- The Board of Directors' activities will always be based on compliance with legal regulations, adhering to the principles of majority rule, honesty, and prudence to ensure the effective implementation of the resolutions of the Annual General Meeting of Shareholders;
- Regarding corporate governance:

- The Company will continue to improve the working environment, maintain internal and external training programs to enhance human resource quality.
- The corporate culture will be effectively applied in the Company's daily operations, contributing to making the working environment more attractive.
- Compliance with the Company's Charter and internal regulations will be strictly monitored to ensure transparency in business operations while respecting the legitimate rights and interests of shareholders.
- Upgrade and renovate the operations building and office facilities within the Company's premises.
- Conduct research and a preliminary feasibility assessment for the concrete component manufacturing project.

**IV. INDEPENDENT BOARD MEMBER'S ASSESSMENT REPORT ON THE ACTIVITIES OF THE BOARD OF DIRECTORS IN 2025 (Attached as Appendix 01).**

The above is the report on the activities of the Board of Directors of the Company, respectfully submitted to the General Meeting of Shareholders for review, consideration, and approval.

**Respectfully submitted to the Annual General Meeting of Shareholders 2026./.**

**ON BEHALF OF THE BOARD OF DIRECTORS**

**CHAIRMAN**



**Nguyen Van Truong**



Ninh Binh, April 28, 2026

**APPENDIX 01:**

**ASSESSMENT REPORT  
OF THE INDEPENDENT BOARD MEMBER ON  
THE BOARD OF DIRECTORS' ACTIVITIES IN 2025**

**Regarding the Company's Board of Directors (BoD) activities in 2025, the independent BoD member provides the following overall assessment:**

- The BoD has operated with responsibility and transparency in corporate governance, complying with all regulations applicable to public companies. BoD meetings were convened in a timely manner and conducted in accordance with the procedures specified in the Company's Charter and Internal Governance Regulations. The meeting agendas were thoroughly discussed, evaluated, and carefully considered by all members to establish directions and solutions that would yield the highest benefits for the Company.
- Matters related to business strategy, market expansion, technology investment, and management system development were regularly reviewed and assessed during periodic meetings.
- Decisions made at BoD meetings were adopted based on the majority principle, with meeting minutes fully documented and signed by the attending members.

**1. Organizational Structure**

The Board of Directors currently consists of 05 members, including 01 independent member. All BoD members actively and fully participate in strategic planning, compliance oversight, and governance practices, ensuring adherence to corporate governance standards.

**2. Operational Mechanism**

- In 2025, the BoD held 17 meetings. These meetings were convened and conducted with specific schedules, well-prepared documentation, and full compliance with the Company's Charter and legal regulations. Meeting discussions were comprehensive, with thorough assessments and debates among BoD members.
- Key topics, including corporate strategy, business planning, finance, corporate culture, and management system development, were closely reviewed and monitored in collaboration with the Executive Board.
- Adjustments to investment plans and new strategic directions were independently researched, legally and scientifically substantiated, and debated between the BoD and the Executive Board.

**3. Governance and Oversight Performance**

- Overall, the BoD has effectively fulfilled its role in implementing the plans, policies, and strategic directions established by the General Meeting of Shareholders (GMS).

- The BoD adhered to corporate governance regulations, convening both periodic and extraordinary meetings to promptly issue decisions aligned with actual business conditions.
- The BoD duly performed its leadership, advisory, and supervisory functions over the Executive Board, ensuring compliance with legal regulations while balancing the interests of the Company and its shareholders.
- BoD members holding positions in the Board of Management regularly attended both periodic and extraordinary meetings. Important decisions made by the Executive Board were analyzed, debated, and consulted with BoD members and the BoD Chairman to safeguard the Company's interests.
- BoD members proactively identified their roles and responsibilities in supporting the Board of Management, sharing experiences, engaging in interactions, and providing governance expertise.

#### 4. Conclusion

- The BoD has fully exercised its ownership representation function in supervising the Company's management activities, providing timely direction, and ensuring the effective use of resources to achieve the objectives set by the GMS while complying with legal regulations and the Company's Charter.
- Alongside its governance and oversight responsibilities, the BoD has closely collaborated with the Board of Management to devise solutions addressing business challenges in 2025.
- Overall, in 2025, despite the impacts of trade wars and global geopolitical instability, the BoD has demonstrated high responsibility, unity, and cooperation in performing its duties with honesty and prudence. The BoD has decisively implemented governance measures, directed the Executive Board in executing the GMS and BoD Resolutions, and safeguarded the interests of the Company and its shareholders.



### INDEPENDENT BOARD OF DIRECTOR'S MEMBER

**Dang Tran Thanh**



## REPORT ON THE PERFORMANCE OF THE GENERAL DIRECTOR BOARD IN 2025 AND PLAN FOR 2026

To The 2026 Annual General Meeting of Shareholders  
Truong Son Investment and Construction Joint Stock Company

The Executive Board (EB) hereby reports to the General Meeting of Shareholders on the business performance in 2025 and the plan for 2026 as follows:

### **I. BUSINESS PERFORMANCE IN 2025**

Under the direction of the Board of Directors and the efforts of the Executive Board and all employees, the Company has strived to achieve the following results in 2025:

Unit: VND

Indicator	2025 Target	2025 Actual	Completion Rate (%)
Revenue	690.000.000.000	714.720.666.788	103,58%
Profit after tax	26.500.000.000	27.484.014.579	103,71%
Expected dividend (%)	10%	10%	100%

### **II. EXECUTIVE BOARD STRUCTURE IN 2025**

In 2025, the Executive Board consisted of two members as follows:

No.	Name	Position in EB	Other Position(s)
1	Mr. Doan Van Thanh	General Director	Member of the Board of Directors
2	Mr. Le Son Tung	Deputy General Director	None

### **III. PLAN AND ORIENTATION OF THE EXECUTIVE BOARD FOR 2026**

#### **1. Personnel Structure for 2026**

In 2026, the Company does not anticipate any changes in the members of the Executive Board.

#### **2. Business Plan for 2026**

Based on the current business situation, the Executive Board submits the 2026 business plan for approval by the General Meeting of Shareholders.

The projected indicators are as follows:

Unit: VND

Indicator	Unit	Planned Execution
Charter capital	VND	480.000.000.000
Revenue	VND	850.000.000.000
Profit after tax	VND	28.200.000.000
Profit after tax/Revenue	%	3,32%
Profit after tax/Charter capital	%	5,88%
Dividend	%	5%

In 2026, despite ongoing challenges in the overall economy and the Company's industry, the Company will strive to achieve its planned business targets:

Revenue target: The total revenue for 2026 is estimated at 850 billion VND.

- Profit after tax target: The profit after tax attributable to the Company's shareholders is expected to be approximately 28,2 billion VND.
- Dividend target: The Company plans to distribute dividends to shareholders this year if business results show significant growth compared to the previous year.

The above is the activity report of the Executive Board, respectfully submitted to the General Meeting of Shareholders for review and approval.

**Respectfully submitted to the 2026 Annual General Meeting of Shareholders./.**

**On behalf of the Executive Board**

**General Director**



**Doan Van Thanh**



No.: 42/BC-TSA

SOCIALIST REPUBLIC OF VIETNAM  
Independence - Freedom - Happiness

Ninh Binh, April 28, 2026

## REPORT ON THE PERFORMANCE OF THE SUPERVISORY BOARD IN 2025 AND PLAN FOR 2026

To: The Annual General Meeting of Shareholders 2026

Truong Son Investment and Construction Joint Stock Company

The Supervisory Board (SB) hereby reports to the General Meeting of Shareholders on the results of operations in 2025 and the plan for 2026 as follows:

### A. RESULTS OF OPERATIONS IN 2025

#### **I. Organizational Structure of the Supervisory Board**

The Company's Supervisory Board consists of 03 members, as follows:

No.	Supervisory Board Member	Position	Date of Appointment/Termination	Professional Qualification
1	Ms. Chu Hai Yen	Head of the SB	04/01/2021	Bachelor's in Accounting
2	Ms. Hoang Thi Thao	SB Member	04/01/2021	Bachelor's in Accounting
3	Mr. Nguyen Van Thoa	SB Member	04/01/2021	Civil Engineering

#### **1. Activities carried out by the Supervisory Board in 2025**

- Monitored and inspected the management and implementation of the 2025 profit plan by the Board of Directors and the Executive Board, ensuring the legality and rationality of business activities in 2025 in accordance with the resolutions of the 2025 General Meeting of Shareholders.
- Examined the accuracy, legality, honesty, and prudence in the organization of accounting, statistical work, and financial reporting. Reviewed the semi-annual report and the audited financial statements of 2025.
- In 2025, the Supervisory Board held meetings to evaluate accounting and financial activities, business performance, corporate governance, and operations of the Company for the first six months and the entire year of 2025.

#### **2. Summary of meetings and decisions of the Supervisory Board**

*\*This English translation is equivalent to and consistent with the original Vietnamese version. In case of any discrepancies or differences in interpretation between the Vietnamese and English*

- The Supervisory Board held regular quarterly meetings throughout the year.
- Based on the actual business situation in 2025, the Supervisory Board made the following recommendations to the Board of Directors:
  - As public investment projects are being accelerated, the Supervisory Board recommends that the Board of Directors consider expanding the prestressed spun concrete pile production line to meet market demand.
  - Focus on participating in key projects to enhance the Company's capacity and market position.

## **II. Results of the Supervisory Board's Activities in 2025**

### **1. Supervision of the Board of Directors, the Executive Board, and management personnel**

- In 2025, the Board of Directors and the Executive Board demonstrated high responsibility and prudence in corporate management, fulfilling managerial duties and prioritizing the Company's interests.
- The Board of Directors and the Executive Board generally complied with legal regulations in administrative management, transactions, and their assigned functions as stipulated by the Law on Enterprises, the Company's Charter, and the resolutions of the General Meeting of Shareholders.
- The resolutions of the Board of Directors were issued lawfully based on Board meeting minutes and were in accordance with the Company's Charter.
- The resolutions and decisions of the Board of Directors focused on implementing the resolutions of the General Meeting of Shareholders, were issued in a timely manner, and effectively fulfilled the Board's management function.
- The Executive Board closely followed the resolutions and decisions of the Board of Directors, maintaining strategic objectives while making practical adjustments, implementing various management and technical solutions to achieve the targets set by the General Meeting of Shareholders.

### **2. Evaluation of coordination between the Supervisory Board, the Board of Directors, the Executive Board, and shareholders**

- The Supervisory Board was fully provided with information regarding the decisions of the Board of Directors.
- The Executive Board implemented the resolutions of the Board of Directors and regularly reported on their execution to both the Board of Directors and the Supervisory Board.

### **3. Compliance with State policies and the Company's Charter**

In April 2025, the Company successfully organized the Annual General Meeting of Shareholders in accordance with the provisions of the Law on Enterprises 2020.

The Company's charter capital is VND 404.249.940.000, divided into 40.424.994 common shares with a par value of VND 10.000 per share..

The structure of capital-contributing shareholders is as follows (based on the list of shareholders entitled to attend the 2026 Annual General Meeting of Shareholders as of 23/03/2026):

No.	Category	Number of Shares Owned	Value (VND)	Percentage (%)
<b>I.</b>	<b>Domestic Shareholders</b>	<b>40.414.894</b>	<b>404.148.940.000</b>	<b>99,97</b>
1	Individual Shareholders	40.114.739	401.147.390.000	99,23
2	Institutional Shareholders	300.155	3.001.550.000	0,74
<b>II.</b>	<b>Foreign Shareholders</b>	<b>10.100</b>	<b>101.000.000</b>	<b>0,03</b>
1	Individual Shareholders	10.100	101.000.000	0,03
2	Institutional Shareholders	0	0	0
	<b>Total</b>	<b>40.424.994</b>	<b>404.249.940.000</b>	<b>100</b>

The Company has prepared the shareholder register in accordance with regulations.

#### 4. Audit of Financial Statements

##### 4.1. Financial Indicators as of December 31, 2025

Unit: VND

No.	Item	Actual Performance
1	Charter Capital	404.249.940.000
2	Net Revenue	713.347.666.488
3	Total Profit Before Tax	34.460.930.808
4	Net Profit After Tax	27.484.014.579

Summary of the Company's Financial Position as of December 31, 2025

#### Assets:

Unit: VND

Indicator	Amount (VND)
<b>I. Current Assets</b>	<b>473.438.485.241</b>
1. Cash and Cash Equivalents	156.018.240.067

*\*This English translation is equivalent to and consistent with the original Vietnamese version. In case of any discrepancies or differences in interpretation between the Vietnamese and English*

2. Short-term Financial Investments	7.226.186.596
3. Short-term Receivables	266.707.641.043
4. Inventory	43.341.550.651
5. Other Current Assets	144.866.884
<b>II. Non-current Assets</b>	<b>208.265.419.503</b>
1. Fixed Assets	138.281.069.692
2. Long-term Work in Progress	58.789.756.934
3. Long-term Financial Investments	-
4. Other Non-current Assets	5.823.618.319
<b>Total Assets</b>	<b>681.703.904.744</b>

**Liabilities and Equity:**

Unit: VND

Indicator	Amount (VND)
<b>I. Liabilities</b>	<b>242.358.430.698</b>
1. Short-term Liabilities	242.358.430.698
2. Long-term Liabilities	-
<b>II. Owner's Equity</b>	<b>439.345.474.046</b>
1. Owner's Capital Investment	404.249.940.000
2. Retained Earnings	35.221.534.046
<b>Total Liabilities and Equity</b>	<b>681.703.904.744</b>

4.2. Financial Management

- Regarding financial expenditure: The Company has complied with the current financial expenditure regulations;
- Reconciliation of receivables, payables, and advances has been properly conducted;
- Initial recording, accounting books, and financial reporting: The Company applies the Journal Voucher accounting method, with accounting books and financial reports prepared and stored in accordance with current regulations;
- Allocation to reserves: Implemented in accordance with the prevailing Financial Regulations;
- Fixed Asset and Work Equipment Management: The Company conducted an inventory of fixed assets and work equipment at 0:00 on January 1, 2025, and 0:00

on January 1, 2026. Fixed asset and work equipment records have been established, maintained, and depreciation calculated in compliance with prevailing regulations;

- Compliance with tax obligations: The Company has declared and fully paid all applicable taxes.

## 5. Organizational Structure, Labor, Salaries, and Employee Benefits

### 5.1. Organizational Structure

- Currently, in addition to the Board of Directors, Supervisory Board, and Executive Board, the Company has the following functional departments: Organization – Administration Department, Technical Department, Accounting Department, Construction & Bidding Department, Business Department, Equipment Management Department, Representative Office, and teams such as Construction Team No. 1, 2, 3..., Building Team No. 1, 2, 3..., Mechanical Workshop, Pile Workshop, Pole Workshop, Electrical & Mechanical Team, Vehicle Team;
- The establishment and definition of roles and responsibilities of these departments are carried out in accordance with the Enterprise Law, the Company’s Charter, and operational regulations;
- The appointment and rotation of current positions comply with relevant regulations.

### 5.2. Labor and Salaries

Labor: As of December 31, 2025, the Company has a total of 171 employees.

Salaries: The Company is currently applying the regional minimum wage to employees working under labor contracts in accordance with prevailing regulations

## III. Remuneration, Operating Expenses, and Other Benefits of the Supervisory Board and Each Member of the Supervisory Board

The Supervisory Board reports on the remuneration paid to the Supervisory Board in 2025 and the projected remuneration for 2026:

*Unit: VND*

No.	Description	Amount in 2025	Projected Amount in 2026
1	Remuneration for the Head of the Supervisory Board	12.000.000	12.000.000
2	Remuneration for Supervisory Board Members (02 persons)	24.000.000	24.000.000
	<b>Total:</b>	<b>36.000.000</b>	<b>36.000.000</b>

## **B. PLAN FOR 2026**

### **I. Supervisory Board Personnel Structure for 2026**

In 2026, the Supervisory Board will conduct the election for the new 2026–2031 term.

### **II. Work Plan of the Supervisory Board for 2026**

To fulfill its supervisory duties under the Law on Enterprises and the Company's Charter, the Supervisory Board submits the following work plan for 2026 to the General Meeting of Shareholders:

- Assess the financial statements, monitor, inspect the rationality, reasonableness, legality, and prudence in the management and operation of business activities, particularly in accounting, statistical organization, and financial reporting of the Company.
- Prepare and submit the Supervisory Board's activity report to the General Meeting of Shareholders as stipulated in the Company's Charter.
- Oversee the auditing of the 2026 financial statements and coordinate with the independent auditor to review the impact of accounting errors.
- Supervise the exercise of capital management functions and the protection of shareholders' rights.
- Assign members to attend training courses, professional development programs, and updates on new policies and regulations.
- Coordinate with the Legal Compliance and Inspection Department to handle complaints, denunciations, and petitions within its jurisdiction.
- Conduct ad-hoc inspections and specialized audits upon request by the Board of Directors, shareholders, or a group of shareholders in accordance with Article 115 of the Law on Enterprises 2020.

## **C. RECOMMENDATIONS OF THE SUPERVISORY BOARD TO THE GENERAL MEETING OF SHAREHOLDERS**

- Maintain stability and enhance efficiency in existing business sectors;
- Develop an appropriate investment strategy and exercise caution in launching new investment areas;
- Strengthen enforcement and strictly apply sanctions for violations of the Company's regulations, rules, and operational guidelines;
- Formulate policies to supplement and enhance human resource quality to meet the growing demands of business operations;
- Improve forecasting capabilities to mitigate risks in business activities.

The above constitutes the Supervisory Board's report on its activities in 2025 and the operational plan for 2026, respectfully submitted to the General Meeting of Shareholders for review and approval

**Respectfully submitted to the 2026 Annual General Meeting of Shareholders ./.**

**ON BEHALF OF THE SUPERVISORY BOARD**

**HEAD OF THE BOARD**



**Chu Hai Yen**



*Ninh Binh, April 28, 2026*

## **PROPOSAL**

***Re: Approval of 2025 audited financial statements***

***To*** The 2026 Annual General Meeting of Shareholders

Truong Son Investment and Construction Joint Stock Company

- *Pursuant to the Law on Enterprises No. 59/2020/QH14 passed by the National Assembly on June 17, 2020;*
- *Pursuant to the Charter on Organization and Operation of Truong Son Investment and Construction Joint Stock Company;*

In accordance with the resolution of the 2025 Annual General Meeting of Shareholders regarding the authorization of the Board of Directors to select the audit firm for 2025, the Board of Directors has decided to appoint **International Auditing and Valuation Co., Ltd – Hanoi Branch**, as the audit firm to conduct the financial statement audit for 2025. The Board of Directors of Truong Son Investment and Construction Joint Stock Company hereby submits to the Annual General Meeting of Shareholders for approval the 2025 audited financial statements, as audited by **International Auditing and Valuation Co., Ltd – Hanoi Branch**.

The audited financial statements for 2025 of the Company have been published on the Company's website via the following link: <https://truongsonhn.com.vn/thong-tin-tai-chinh/>

**Respectfully submitted to the 2026 Annual General Meeting of Shareholders for consideration and approval./.**

**ON BEHALF OF THE BOARD OF DIRECTORS**

**CHAIRMAN**  
  
**Nguyen Van Truong**

*Ninh Binh, April 28, 2026*

**PROPOSAL**

***Re: Approval of the profit distribution plan for 2025***

***To*** The 2026 Annual General Meeting of Shareholders

Truong Son Investment and Construction Joint Stock Company

- Pursuant to the Law on Enterprises No. 59/2020/QH14 dated June 17, 2020;
- Pursuant to the Charter of Truong Son Investment and Construction Joint Stock Company;
- Pursuant to the 2025 business performance results of Truong Son Investment and Construction Joint Stock Company.

To ensure long-term benefits for shareholders and facilitate the Company's capital accumulation for future expansion, the Board of Directors proposes the following profit distribution plan for 2025:

*Unit: VND*

<b>No.</b>	<b>Description</b>	<b>Amount</b>
1	Net profit after tax for 2025	27.484.014.579
2	Accumulated profit as of 31/12/2025	35.221.534.046
3	Fund appropriation	-
3.1	<i>Bonus Fund</i>	-
3.2	<i>Welfare Fund</i>	-
3.3	<i>Financial Reserve Fund</i>	-
4	Payment of cash dividends at a rate of 5%	20.212.497.000
5	Issuance of bonus shares under the employee stock option program (ESOP)	8.000.000.000
6	<b>Remaining profit after distribution</b>	<b>7.009.037.046</b>

Respectfully submitted to the General Meeting of Shareholders for approval./.

**ON BEHALF OF THE BOARD OF DIRECTORS**

**CHAIRMAN**



**Nguyen Van Truong**

*\*This English translation is equivalent to and consistent with the original Vietnamese version.  
In case of any discrepancies or differences in interpretation between the Vietnamese and English versions, the Vietnamese version shall prevail.*

*Ninh Binh, April 28, 2026*

## **PROPOSAL**

***Re: Authorization for the BoD to select the auditing firm for the year 2026***

To The 2026 Annual General Meeting of Shareholders

Truong Son Investment and Construction Joint Stock Company

*Pursuant to the Law on Enterprises No. 59/2020/QH14, passed by the National Assembly of the Socialist Republic of Vietnam on June 17, 2020;*

*Pursuant to the Charter of Truong Son Investment and Construction Joint Stock Company.*

The Supervisory Board hereby submits to the Annual General Meeting of Shareholders for consideration and approval the selection of an auditing firm to conduct the semi-annual financial review and the audited financial statements for 2026 as follows:



### **1. Criteria for Selecting the Auditing Firm**

The auditing firm selected to audit Truong Son Investment and Construction Joint Stock Company must meet the following criteria:

- Be a reputable independent auditing firm approved by the State Securities Commission to conduct audits for listed entities;
- Have highly qualified professionals and experienced auditors specializing in financial statement audits, in accordance with Vietnamese Accounting Standards (VAS) and Vietnamese Corporate Accounting Regulations;
- Have no conflicts of interest in auditing the Company's financial statements;
- Offer reasonable and competitive service fees.

### **2. List of Proposed Auditing Firms**

The Supervisory Board submits to the General Meeting of Shareholders the list of auditing firms proposed for auditing the Company's 2026 financial statements and requests authorization for the Board of Directors to select a suitable auditing firm to perform the audit.

- KPMG Limited Liability Company (KPMG)
- AAC Auditing and Accounting Limited Liability Company (AAC)

- International Auditing and Valuation Limited Liability Company – Hanoi Branch

In the event that negotiations with the above-listed auditing firms regarding implementation timelines and service fees are unsuccessful, the General Meeting of Shareholders authorizes the Board of Directors to select another independent auditing firm from the list of firms approved by the State Securities Commission to audit entities of public interest, to conduct the financial statement audit for Truong Son Investment and Construction Joint Stock Company in 2026.

**Respectfully submitted to the General Meeting of Shareholders for approval./.**

**ON BEHALF OF THE SUPERVISORY BOARD  
HEAD OF THE BOARD**



**Chu Hai Yen**



*Ninh Binh, April 28, 2026*

**PROPOSAL**

***Re: Election of members of the Board of Directors for the 2026–2031 term***

To The 2026 Annual General Meeting of Shareholders

Truong Son Investment and Construction Joint Stock Company

*Pursuant to the Law on Enterprises No. 59/2020/QH14 adopted by the National Assembly of the Socialist Republic of Vietnam on June 17, 2020;*

*Pursuant to the Law on Securities No. 54/2019/QH14 adopted by the National Assembly of the Socialist Republic of Vietnam on November 26, 2019;*

*Pursuant to the Charter on Organization and Operation of Truong Son Investment and Construction Joint Stock Company;*

*Pursuant to the nomination and candidacy dossiers for members of the Board of Directors submitted by candidates and shareholders.*

In order to ensure an adequate number of members of the Board of Directors in accordance with the Company's Charter and to effectively carry out corporate governance during the 2026–2031 term, the Board of Directors respectfully submits to the General Meeting of Shareholders for approval the following matters:

- Approval of the number of members to be elected to the Board of Directors:** 05 members (including 01 independent member).
- Approval of the term of the Board of Directors:** the 2026–2031 term.
- Approval of the list of candidates for election to the Board of Directors,** including the following individuals:

No.	Full Name	Current Position	Proposed Position
1	Nguyen Van Truong	Chairman of the Board of Directors	Member of the Board of Directors
2	Doan Van Thanh	Member of the Board of Directors cum General Director	Member of the Board of Directors
3	Dang Van Thuyet	Vice Chairman of the Board of Directors	Member of the Board of Directors

4	Nguyen Xuan Chinh	Member of the Board of Directors	Member of the Board of Directors
5	Dang Tran Thanh	Independent Member of the Board of Directors	Independent Member of the Board of Directors

*The curriculum vitae of the candidates for election to the Board of Directors are attached to this submission.*

**Respectfully submitted to the General Meeting of Shareholders for approval./.**

**ON BEHALF OF BOARD OF DIRECTORS**

**CHAIRMAN** *fm*



**Nguyen Van Truong**





<i>Time (From ... to ...)</i>		
1997 - 2002	Công ty Xây dựng hạ tầng kỹ thuật Hà Nam/ <i>Ha Nam Technical Infrastructure Construction Company.</i>	Đội trưởng/ <i>Team leader</i>
08/2002-03/2004	Công ty xây lắp Trường Sơn/ <i>Truong Son Construction Company</i>	Thành viên hội đồng quản trị/ <i>Member of BOD</i>
04/2004-01/2006	Công ty TNHH xây lắp Trường Sơn/ <i>Truong Son Construction and Installation Co., Ltd</i>	Chủ tịch HĐQT kiêm giám đốc công ty/ <i>Chairman of BOD and General Director</i>
02/2006-01/2019	Công ty TNHH đầu tư và xây lắp Trường Sơn/ <i>Truong Son Construction and Installation Co., Ltd</i>	Chủ tịch HĐQT kiêm giám đốc công ty/ <i>Chairman of BOD and General Director</i>
01/2019-12/2022	Công ty cổ phần đầu tư và xây lắp Trường Sơn/ <i>Truong Son Investment and Construction JSC</i>	Chủ tịch hội đồng quản trị kiêm tổng giám đốc/ <i>Chairman of BOD and General Director</i>

01/2023 đến nay	Công ty cổ phần đầu tư và xây lắp Trường Sơn/ <i>Truong Son Investment and Construction JSC</i>	Chủ tịch hội đồng quản trị/ <i>Chairman of BOD</i>
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13. Hành vi vi phạm pháp luật/ *Legal Violations*: Không/ *None*.

14. Sở hữu chứng khoán của cá nhân và người có liên quan trong Công ty cổ phần Đầu tư và Xây lắp Trường Sơn/ *Shareholding in Truong Son Investment and Construction Joint Stock Company by the individual and related parties*:

- Sở hữu cá nhân/ *Personal ownership*: 8.085.000 cổ phần/ *shares* chiếm/ *accounting for 20% trên tổng số cổ phiếu mà Công ty phát hành/ of the total shares issued by the Company.*
- Sở hữu đại diện/ *Representative ownership*: 0 cổ phần/ *share.*
- Sở hữu của người có liên quan/ *Ownership by related parties (họ tên, mối quan hệ, số lượng, tỷ lệ nắm giữ)/ (full name, relationship, number of shares, percentage of ownership)*:
  - + Nguyễn Xuân Chính/ *Nguyen Xuan Chinh*, em trai/ *younger brother*: 735.000 cổ phần/ *shares* chiếm *account for 1,82% trên tổng số cổ phiếu mà Công ty phát hành/ of the total shares issued by the Company.*
  - + Đặng Văn Thuyết/ *Dang Van Thuyet*, em rể/ *brother-in-law*: 1.102.500 cổ phần/ *shares* chiếm/ *account for 2,73% trên tổng số cổ phiếu mà Công ty phát hành/ of the total shares issued by the Company.*
  - + Hoàng Kim Huế/ *Hoang Kim Hue*, vợ/ *wife*: 4.042.500 cổ phần / *shares* chiếm *account for 10% trên tổng số cổ phiếu mà Công ty phát hành/ of the total shares issued by the Company.*
  - + Nguyễn Diệu Linh/ *Nguyen Dieu Linh*, con gái/ *daughter*: 2.021.250 cổ phần/ *shares* chiếm/ *account for 5% trên tổng số cổ phiếu mà Công ty phát hành/ of the total shares issued by the Company.*
  - + Lê Ngọc Đức/ *Le Ngoc Duc*, con rể/ *son-in-law*: 2.520 cổ phần/ *shares* chiếm/ *account for 0.01% trên tổng số cổ phiếu mà Công ty phát hành/ of the total shares issued by the Company.*

15. Các khoản nợ đối với Công ty/ *Debts Owed to the Company*: Không/ *None*.
16. Thù lao và lợi ích khác nhận được từ Công ty/ *Remuneration and Other Benefits Received from the Company*: Theo quy định, quyết định của Công ty/ *In accordance with the Company's regulations and decisions*.
17. Lợi ích liên quan đối với Công ty/ *Related Interests with the Company*: Không/ *None*.

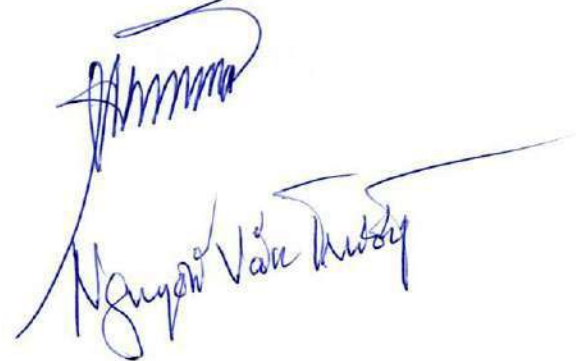
Tôi xin cam đoan những lời khai trên là đúng sự thực, nếu sai tôi xin chịu trách nhiệm trước Công ty và cơ quan có thẩm quyền theo quy định của pháp luật./ .

*I hereby declare that the above information is true. If it is found to be incorrect, I accept full responsibility before the Company and the relevant authorities in accordance with the law./ .*

Ninh Bình, ngày 11 tháng 4 năm 2026

Ninh Binh, April 11, 2026

**Người khai/ Declarant**



Nguyễn Văn Dũng



**CỘNG HÒA XÃ HỘI CHỦ NGHĨA VIỆT NAM**

**Độc lập – Tự do – Hạnh phúc**

**SOCIALIST REPUBLIC OF VIETNAM**

**Independence – Freedom – Happiness**

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**SƠ YẾU LÝ LỊCH/ CURRICULUM VITAE**

1. Họ và tên/ *Full Name*: Đặng Văn Thuyết/ *Dang Van Thuyet*.
2. Giới tính/ *Gender*: Nam/ *Male*.
3. Ngày sinh/ *Date of Birth*: 14/06/1979
4. Nơi sinh/ *Place of Birth*: Hà Nam (Nay thuộc tỉnh Ninh Bình)/ *Ha Nam (now belongs to Ninh Binh)*.
5. Quốc tịch/ *Nationality*: Việt Nam/ *Vietnam*.
6. Nơi đăng ký hộ khẩu thường trú hiện nay/ *Current Address*:
  
7. CMND/CCCD số/ *ID/Passport No.*: ngày cấp/ *Date of Issue*:  
Nơi cấp/ *Issued by*:
  
8. Điện thoại liên hệ/ *Contact Phone*:
9. Trình độ chuyên môn/ *Professional Qualifications*: Đại học/ *University*.
10. Chức vụ đang nắm giữ tại Công ty/ *Current Position at the Company*: Phó Chủ tịch HĐQT/ *Vice Chairman of BOD*.
11. Chức vụ đang nắm giữ tại các tổ chức khác/ *Current Position at Other Organizations*: Không/ *None*.
12. Quá trình công tác/ *Work Experience*:

<b>Thời gian (Từ tháng năm đến tháng năm)</b>	<b>Đơn vị công tác <i>Work Unit</i></b>	<b>Chức vụ <i>Position</i></b>
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<i>Time (From ... to ...)</i>		
2002-2004	Công ty xây lắp Trường Sơn/ <i>Truong Son Construction Company</i>	Cán bộ kỹ thuật/ <i>Technical Officer</i>
2004-2006	Công ty TNHH xây lắp Trường Sơn/ <i>Truong Son Construction Co., Ltd.</i>	Cán bộ kỹ thuật/ <i>Technical Officer</i>
2007-2009	Công ty TNHH đầu tư và xây lắp Trường Sơn/ <i>Truong Son Investment and Construction Co., Ltd.</i>	Trưởng phòng kỹ thuật/ <i>Head of Technical Department</i>
2010-2018	Công ty TNHH đầu tư và xây lắp Trường Sơn/ <i>Truong Son Investment and Construction Co., Ltd.</i>	Phó giám đốc/ <i>Deputy Director</i>
2019-2022	Công ty CP đầu tư và xây lắp Trường Sơn/ <i>Truong Son Investment and Construction JSC</i>	Phó tổng giám đốc/ <i>Deputy General Director</i>
2023-Nay/ <i>Now</i>	Công ty CP đầu tư và xây lắp Trường Sơn/ <i>Truong Son Investment and Construction JSC</i>	Phó CT. HĐQT/ <i>Vice Chairman of BOD</i>

13. Hành vi vi phạm pháp luật/ *Legal Violations*: Không/ *None*.

14. Sở hữu chứng khoán của cá nhân và người có liên quan trong Công ty cổ phần Đầu tư và Xây lắp Trường Sơn/ *Shareholding in Truong Son Investment and Construction Joint Stock Company by the individual and related parties*:

- Sở hữu cá nhân/ *Personal ownership*: 1.102.500 cổ phần chiếm/ *shares, accounting for 2,73% trên tổng số cổ phiếu mà Công ty phát hành/ of the total shares issued by the Company.*
- Sở hữu đại diện/ *Representative ownership*: 0 cổ phần/ *share.*

- Sở hữu của người có liên quan/ *Ownership by related parties*: Không/ *None*.
- 15. Các khoản nợ đối với Công ty/ *Debts Owed to the Company*: Không/ *None*.
- 16. Thù lao và lợi ích khác nhận được từ Công ty/ *Remuneration and Other Benefits Received from the Company*: Theo quy định, quyết định của Công ty/ *In accordance with the Company's regulations and decisions*.
- 17. Lợi ích liên quan đối với Công ty/ *Related Interests with the Company*: Không/ *None*.

Tôi xin cam đoan những lời khai trên là đúng sự thực, nếu sai tôi xin chịu trách nhiệm trước Công ty và cơ quan có thẩm quyền theo quy định của pháp luật./ .

*I hereby declare that the above information is true. If it is found to be incorrect, I accept full responsibility before the Company and the relevant authorities in accordance with the law./ .*

Ninh Bình, ngày 16 tháng 04 năm 2026

Ninh Bình, April 16, 2026

**Người khai/ Declarant**



**ĐẶNG VĂN THUYẾT**



CỘNG HÒA XÃ HỘI CHỦ NGHĨA VIỆT NAM

Độc lập – Tự do – Hạnh phúc

*SOCIALIST REPUBLIC OF VIETNAM*

*Independence – Freedom – Happiness*

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## SƠ YẾU LÝ LỊCH/ *CURRICULUM VITAE*

- Họ và tên/ *Full Name*: Đoàn Văn Thành/ *Doan Van Thanh*.
- Giới tính/ *Gender*: Nam/ *Male*.
- Ngày sinh/ *Date of Birth*: 20/09/1984
- Nơi sinh/ *Place of Birth*: Nam Định (Nay thuộc tỉnh Ninh Bình)/ *Nam Dinh (now belongs to Ninh Binh)*.
- Quốc tịch/ *Nationality*: Việt Nam/ *Vietnam*.
- Nơi đăng ký hộ khẩu thường trú hiện nay/ *Current Address*:
  
- CMND/CCCD số/ *ID/Passport No.*: ngày cấp/ *Date of Issue*:  
Nơi cấp/ *Issued by*:
- Điện thoại liên hệ/ *Contact Phone*:
- Trình độ chuyên môn/ *Professional Qualifications*: Đại học/ *University*.
- Chức vụ đang nắm giữ tại Công ty/ *Current Position at the Company*: Thành viên HĐQT kiêm TGD/ *Member of BOD and General Director*.
- Chức vụ đang nắm giữ tại các tổ chức khác/ *Current Position at Other Organizations*: Không/ *None*.
- Quá trình công tác/ *Work Experience*:

Thời gian (Từ tháng năm đến tháng năm)	Đơn vị công tác <i>Work Unit</i>	Chức vụ <i>Position</i>
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<i>Time (From ... to ...)</i>		
2006-2012	Công ty Đầu tư và xây lắp Trường Sơn/ <i>Truong Son Investment and Construction Company</i>	Cán bộ kỹ thuật/ <i>Technical Officer</i>
2012-2014	Công ty Điện lực Nam Định/ <i>Nam Dinh Electricity Company</i>	Cán bộ kỹ thuật/ <i>Technical Officer</i>
2014-2018	Công ty TNHH đầu tư và xây lắp Trường Sơn/ <i>Truong Son Investment and Construction Co., Ltd</i>	Trưởng phòng Kỹ thuật/ <i>Head of Technical Department</i>
2019-2021	Công ty CP VINA TCD/ <i>VINA TCD Joint Stock Company</i>	Giám đốc/ <i>Director</i>
2021-2022	Công ty CP đầu tư và xây lắp Trường Sơn/ <i>Truong Son Investment and Construction JSC</i>	Phó tổng Giám đốc/ <i>Deputy General Director</i>
2023-Nay	Công ty CP đầu tư và xây lắp Trường Sơn/ <i>Truong Son Investment and Construction JSC</i>	Tổng Giám đốc/ <i>General Director</i>

13. Hành vi vi phạm pháp luật/ *Legal Violations*: Không/ *None*.

14. Sở hữu chứng khoán của cá nhân và người có liên quan trong Công ty cổ phần Đầu tư và Xây lắp Trường Sơn/ *Shareholding in Truong Son Investment and Construction Joint Stock Company by the individual and related parties*:

- Sở hữu cá nhân/ *Personal ownership*: 73.500 cổ phần chiếm/ *shares, accounting for 0,18% trên tổng số cổ phiếu mà Công ty phát hành/ of the total shares issued by the Company.*
- Sở hữu đại diện/ *Representative ownership*: 0 cổ phần/ *share.*

- Sở hữu của người có liên quan/ *Ownership by related parties*: Không/ *None*.

15. Các khoản nợ đối với Công ty/ *Debts Owed to the Company*: Không/ *None*.

16. Thù lao và lợi ích khác nhận được từ Công ty/ *Remuneration and Other Benefits Received from the Company*: Theo quy định, quyết định của Công ty/ *In accordance with the Company's regulations and decisions*.

17. Lợi ích liên quan đối với Công ty/ *Related Interests with the Company*: Không/ *None*.

Tôi xin cam đoan những lời khai trên là đúng sự thực, nếu sai tôi xin chịu trách nhiệm trước Công ty và cơ quan có thẩm quyền theo quy định của pháp luật./ .

*I hereby declare that the above information is true. If it is found to be incorrect, I accept full responsibility before the Company and the relevant authorities in accordance with the law./ .*

Ninh Bình, ngày 14 tháng 04 năm 2026

Ninh Bình, April 14, 2026

**Người khai/ Declarant**



The image shows a handwritten signature in blue ink. The signature is stylized and appears to be 'Doan Van Thanh'. Below the signature, there is a horizontal line that spans across the width of the signature.



**CỘNG HÒA XÃ HỘI CHỦ NGHĨA VIỆT NAM**

**Độc lập – Tự do – Hạnh phúc**

**SOCIALIST REPUBLIC OF VIETNAM**

**Independence – Freedom – Happiness**

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## **SƠ YẾU LÝ LỊCH/ CURRICULUM VITAE**

1. Họ và tên/ *Full Name*: Đặng Trần Thành/ *Dang Tran Thanh*.

2. Giới tính/ *Gender*: Nam/ *Male*.

3. Ngày sinh/ *Date of Birth*: 03/02/1972

4. Nơi sinh/ *Place of Birth*: Thành phố Hà Nội/ *Hanoi*.

5. Quốc tịch/ *Nationality*: Việt Nam/ *Vietnam*.

6. Nơi đăng ký hộ khẩu thường trú hiện nay/ *Current Address*:

7. CMND/CCCD số/ *ID/Passport No.*:

ngày cấp/ *Date of Issue*:

Nơi cấp/ *Issued by*:

8. Điện thoại liên hệ/ *Contact Phone*:

9. Trình độ chuyên môn/ *Professional Qualifications*: Đại học

10. Chức vụ đang nắm giữ tại Công ty/ *Current Position at the Company*: Thành viên HĐQT độc lập/ *Independent member of BOD*.

11. Chức vụ đang nắm giữ tại các tổ chức khác/ *Current Position at Other Organizations*: Không/ *None*.

12. Quá trình công tác/ *Work Experience*:

<b>Thời gian (Từ tháng năm đến tháng năm)</b>	<b>Đơn vị công tác <i>Work Unit</i></b>	<b>Chức vụ <i>Position</i></b>
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<i>Time (From ... to ...)</i>		
Từ tháng 8/1996 đến tháng 12/2025 <i>08/1996 to 12/2025</i>	Công ty cổ phần xi măng Vicem Bút Sơn <i>Vicem But Son Cement Joint Stock Company</i>	Nhân viên <i>Staff</i>
Từ tháng 1/2026 đến nay <i>01/2026 to present</i>	Kinh doanh tự do/ <i>Freelance business</i>	
4/2022 đến nay <i>4/2022 to now</i>	Công ty CP Đầu tư và Xây lắp Trường Sơn <i>Truong Son Investment and Construction JSC</i>	Thành viên HĐQT độc lập <i>Independent member of BOD</i>

13. Hành vi vi phạm pháp luật/ *Legal Violations*: Không/ *None*.

14. Sở hữu chứng khoán của cá nhân và người có liên quan trong Công ty cổ phần Đầu tư và Xây lắp Trường Sơn/ *Shareholding in Truong Son Investment and Construction Joint Stock Company by the individual and related parties*:

- Sở hữu cá nhân/ *Personal ownership*: 0 cổ phần chiếm/ *shares, accounting for 0% trên tổng số cổ phiếu mà Công ty phát hành/ of the total shares issued by the Company.*
- Sở hữu đại diện/ *Representative ownership*: 0 cổ phần/ *share.*
- Sở hữu của người có liên quan/ *Ownership by related parties*:
  - + Đặng Trần An/ *Dang Tran An* - con trai/ *son*: 105.000 cổ phần chiếm/ *shares, accounting for 0,26% trên tổng số cổ phiếu mà Công ty phát hành/ of the total shares issued by the Company.*

15. Các khoản nợ đối với Công ty/ *Debts Owed to the Company*: Không/ *None*.

16. Thù lao và lợi ích khác nhận được từ Công ty/ *Remuneration and Other Benefits Received from the Company*: Theo quy định, quyết định của Công ty/ *In accordance with the Company's regulations and decisions.*

17. Lợi ích liên quan đối với Công ty/ *Related Interests with the Company*: Không/ *None*.


Tôi xin cam đoan những lời khai trên là đúng sự thực, nếu sai tôi xin chịu trách nhiệm trước Công ty và cơ quan có thẩm quyền theo quy định của pháp luật./ .

*I hereby declare that the above information is true. If it is found to be incorrect, I accept full responsibility before the Company and the relevant authorities in accordance with the law./ .*

Ninh Bình, ngày ~~17~~ tháng 04 năm 2026

Ninh Binh, April ~~17~~, 2026

**Người khai/ Declarant**

  
Đặng Trần Thành



**CỘNG HÒA XÃ HỘI CHỦ NGHĨA VIỆT NAM**

**Độc lập – Tự do – Hạnh phúc**

**SOCIALIST REPUBLIC OF VIETNAM**

**Independence – Freedom – Happiness**

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**SƠ YẾU LÝ LỊCH/ CURRICULUM VITAE**

1. Họ và tên/ *Full Name*: Nguyễn Xuân Chính/ *Nguyen Xuan Chinh*.
2. Giới tính/ *Gender*: Nam/ *Male*.
3. Ngày sinh/ *Date of Birth*: 15/11/1979
4. Nơi sinh/ *Place of Birth*: Hà Nam (Nay thuộc tỉnh Ninh Bình)/ *Ha Nam (now belongs to Ninh Binh)*.
5. Quốc tịch/ *Nationality*: Việt Nam/ *Vietnam*.
6. Nơi đăng ký hộ khẩu thường trú hiện nay/ *Current Address*:

7. CMND/CCCD số/ *ID/Passport No.*: \_\_\_\_\_ ngày cấp/ *Date of Issue*: \_\_\_\_\_

Nơi cấp/ *Issued by*:

8. Điện thoại liên hệ/ *Contact Phone*:
9. Trình độ chuyên môn/ *Professional Qualifications*: Cao đẳng/ *College*.
10. Chức vụ đang nắm giữ tại Công ty/ *Current Position at the Company*: Thành viên HĐQT/ *Member of BOD*.
11. Chức vụ đang nắm giữ tại các tổ chức khác/ *Current Position at Other Organizations*: Không/ *None*.
12. Quá trình công tác/ *Work Experience*:

Thời gian (Từ tháng năm đến tháng năm)	Đơn vị công tác	Chức vụ
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<i>Time (From ... to ...)</i>	<i>Work Unit</i>	<i>Position</i>
2000-2013	Công ty địa vật lý/ <i>Geophysical Company</i>	CB kỹ thuật/ <i>Technical Officer</i>
2014-2019	Công ty TNHH Đầu tư và Xây lắp Trường Sơn	CB kỹ thuật/ <i>Technical Officer</i>
2019 đến nay	Công ty CP Đầu tư và Xây lắp Trường Sơn/ <i>Truong Son Investment and Construction JSC</i>	Phó tổng giám đốc/ <i>Deputy General Director</i>
2023 đến nay	Công ty CP Đầu tư và Xây lắp Trường Sơn/ <i>Truong Son Investment and Construction JSC</i>	Thành viên HĐQT/ <i>Member of BOD</i>

13. Hành vi vi phạm pháp luật/ *Legal Violations*: Không/ *None*.

14. Sở hữu chứng khoán của cá nhân và người có liên quan trong Công ty cổ phần Đầu tư và Xây lắp Trường Sơn/ *Shareholding in Truong Son Investment and Construction Joint Stock Company by the individual and related parties*:

- Sở hữu cá nhân/ *Personal ownership*: 735.000 cổ phần chiếm/ *shares, accounting for 1,82% trên tổng số cổ phiếu mà Công ty phát hành/ of the total shares issued by the Company.*
- Sở hữu đại diện/ *Representative ownership*: 0 cổ phần/ *share.*
- Sở hữu của người có liên quan/ *Ownership by related parties*:
  - + Nguyễn Văn Trường/ *Nguyen Van Truong* - Anh trai/ *Older brother*: 8.085.000 cổ phần chiếm/ *shares, accounting for 20% trên tổng số cổ phiếu mà Công ty phát hành/ of the total shares issued by the Company.*
  - + Hoàng Kim Huế/ *Hoang Kim Hue* - Chị dâu/ *Sister-in-law*: 4.042.500 cổ phần chiếm/ *shares, accounting for 10% trên tổng số cổ phiếu mà Công ty phát hành/ of the total shares issued by the Company.*

+ Đặng Văn Thuyết/ *Dang Van Thuyet* – Em rể/ *Brother-in-law*: 1.102.500 cổ phần chiếm/ *shares, accounting for 2,73% trên tổng số cổ phiếu mà Công ty phát hành/ of the total shares issued by the Company.*

15. Các khoản nợ đối với Công ty/ *Debts Owed to the Company*: Không/ *None*.

16. Thù lao và lợi ích khác nhận được từ Công ty/ *Remuneration and Other Benefits Received from the Company*: Theo quy định, quyết định của Công ty/ *In accordance with the Company's regulations and decisions.*

17. Lợi ích liên quan đối với Công ty/ *Related Interests with the Company*: Không/ *None*.

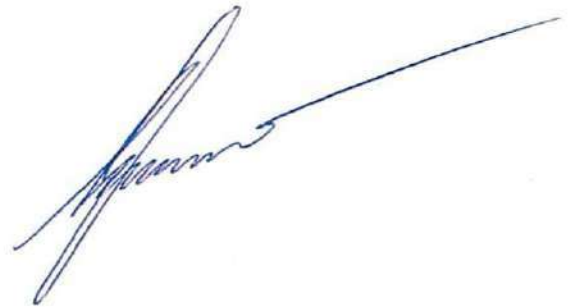
Tôi xin cam đoan những lời khai trên là đúng sự thực, nếu sai tôi xin chịu trách nhiệm trước Công ty và cơ quan có thẩm quyền theo quy định của pháp luật./ .

*I hereby declare that the above information is true. If it is found to be incorrect, I accept full responsibility before the Company and the relevant authorities in accordance with the law./ .*

Ninh Bình, ngày 04 tháng 04 năm 2026

Ninh Binh, April 04, 2026

**Người khai/ Declarant**



**NGUYỄN XUÂN CHÍNH**

Ninh Binh, April 28, 2026

**PROPOSAL**

***Re: Election of members of the Supervisory Board for the 2026–2031 term***

To The 2026 Annual General Meeting of Shareholders  
Truong Son Investment and Construction Joint Stock Company

*Pursuant to the Law on Enterprises No. 59/2020/QH14 adopted by the National Assembly of the Socialist Republic of Vietnam on June 17, 2020;*

*Pursuant to the Law on Securities No. 54/2019/QH14 adopted by the National Assembly of the Socialist Republic of Vietnam on November 26, 2019;*

*Pursuant to the Charter on Organization and Operation of Truong Son Investment and Construction Joint Stock Company;*

*Pursuant to the nomination and candidacy dossiers for members of the Board of Supervisors submitted by candidates and shareholders.*

In order to ensure an adequate number of members of the Supervisory Board in accordance with the Company's Charter and to effectively perform oversight activities during the 2026–2031 term, the Board of Directors respectfully submits to the General Meeting of Shareholders for approval the following matters:

- Approval of the number of members to be elected to the Supervisory Board:** 03 members.
- Approval of the term of the Board of Directors:** the 2026–2031 term.
- Approval of the list of candidates for election to the Supervisory Board,** including the following individuals:

No.	Full Name	Current Position	Proposed Position
1	Chu Hai Yen	Head of the Supervisory Board	Member of the Supervisory Board
2	Nguyen Van Thoa	Member of the Supervisory Board	Member of the Supervisory Board
3	Dang Thi Thanh Huyen	None	Member of the Supervisory Board

*The curriculum vitae of the candidates for election to the Supervisory Board are attached to this submission.*

**Respectfully submitted to the General Meeting of Shareholders for approval./.**

**ON BEHALF OF BOARD OF DIRECTORS**

**CHAIRMAN** *RV*



**Nguyen Van Truong**





2015-2016	Đi làm tự do/ <i>Freelance work</i>	
2016-2019	Công ty TNHH đầu tư và xây lắp Trường Sơn/ <i>Truong Son Investment and Construction Co., Ltd.</i>	Kế toán/ <i>Accountant</i>
2019-2021	Công ty cổ phần đầu tư và xây lắp Trường Sơn/ <i>Truong Son Investment and Construction JSC</i>	Kế toán/ <i>Accountant</i>
2021 đến nay	Công ty cổ phần đầu tư và xây lắp Trường Sơn/ <i>Truong Son Investment and Construction JSC</i>	Trưởng ban kiểm soát/ <i>Head of BOS</i>

13. Hành vi vi phạm pháp luật/ *Legal Violations*: Không/ *None*.

14. Sở hữu chứng khoán của cá nhân và người có liên quan trong Công ty cổ phần Đầu tư và Xây lắp Trường Sơn/ *Shareholding in Truong Son Investment and Construction Joint Stock Company by the individual and related parties*:

- Sở hữu cá nhân/ *Personal ownership*: 12.600 cổ phần chiếm/ *shares, accounting for 0,03% trên tổng số cổ phiếu mà Công ty phát hành/ of the total shares issued by the Company.*
- Sở hữu đại diện/ *Representative ownership*: 0 cổ phần/ *share.*
- Sở hữu của người có liên quan/ *Ownership by related parties*: Không/ *None.*

15. Các khoản nợ đối với Công ty/ *Debts Owed to the Company*: Không/ *None.*

16. Thù lao và lợi ích khác nhận được từ Công ty/ *Remuneration and Other Benefits Received from the Company*: Theo quy định, quyết định của Công ty/ *In accordance with the Company's regulations and decisions.*

17. Lợi ích liên quan đối với Công ty/ *Related Interests with the Company*: Không/ *None.*

Tôi xin cam đoan những lời khai trên là đúng sự thực, nếu sai tôi xin chịu trách nhiệm trước Công ty và cơ quan có thẩm quyền theo quy định của pháp luật./ .

*I hereby declare that the above information is true. If it is found to be incorrect, I accept full responsibility before the Company and the relevant authorities in accordance with the law./.*

*Ninh Bình, ngày 16 tháng 04 năm 2026*

*Ninh Bình, April 16, 2026*

**Người khai/ Declarant**

*SH*  
*Chu Hải Tân*



**CỘNG HÒA XÃ HỘI CHỦ NGHĨA VIỆT NAM**

**Độc lập – Tự do – Hạnh phúc**

**SOCIALIST REPUBLIC OF VIETNAM**

**Independence – Freedom – Happiness**

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## **SƠ YẾU LÝ LỊCH/ CURRICULUM VITAE**

1. Họ và tên/ *Full Name*: Nguyễn Văn Thỏa/ *Nguyen Van Thoa*.
2. Giới tính/ *Gender*: Nam/ *Male*.
3. Ngày sinh/ *Date of Birth*: 09/01/1977
4. Nơi sinh/ *Place of Birth*: Hà Nam (Nay thuộc tỉnh Ninh Bình)/ *Ha Nam (now belongs to Ninh Binh)*.
5. Quốc tịch/ *Nationality*: Việt Nam/ *Vietnam*.
6. Nơi đăng ký hộ khẩu thường trú hiện nay/ *Current Address*:
7. CMND/CCCD số/ *ID/Passport No.*: ngày cấp/ *Date of Issue*:  
Nơi cấp/ *Issued by*:
8. Điện thoại liên hệ/ *Contact Phone*:
9. Trình độ chuyên môn/ *Professional Qualifications*: Đại học/ *University*.
10. Chức vụ đang nắm giữ tại Công ty/ *Current Position at the Company*: Nhân Viên/ *Staff*.
11. Chức vụ đang nắm giữ tại các tổ chức khác/ *Current Position at Other Organizations*:  
Không/ *None*.
12. Quá trình công tác/ *Work Experience*:

<b>Thời gian (Từ tháng năm đến tháng năm)</b>	<b>Đơn vị công tác <i>Work Unit</i></b>	<b>Chức vụ <i>Position</i></b>
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<i>Time (From ... to ...)</i>		
2002-2004	Công ty Xây dựng và phát triển hạ tầng kỹ thuật Hà Nam/ <i>Ha Nam Infrastructure Construction and Development Company</i>	Công nhân/ <i>Worker</i>
2005-5/2012	Công ty TNHH đầu tư và xây lắp Trường Sơn/ <i>Truong Son Investment and Construction Co., Ltd.</i>	Công nhân/ <i>Worker</i>
6/2012- 1/2019	Công ty TNHH đầu tư và xây lắp Trường Sơn/ <i>Truong Son Investment and Construction Co., Ltd.</i>	Trưởng phòng xây dựng và đấu thầu/ <i>Head of Construction and Bidding Department</i>
01/2019 đến nay/ <i>01/2019 to now</i>	Công ty cổ phần đầu tư và xây lắp Trường Sơn/ <i>Truong Son Investment and Construction JSC</i>	Trưởng phòng xây dựng và đấu thầu/ <i>Head of Construction and Bidding Department</i>
01/2023 đến nay/ <i>01/2023 to now</i>	Công ty cổ phần đầu tư và xây lắp Trường Sơn/ <i>Truong Son Investment and Construction JSC</i>	Thành viên BKS/ <i>Member of BOS</i>

13. Hành vi vi phạm pháp luật/ *Legal Violations*: Không/ *None*.

14. Sở hữu chứng khoán của cá nhân và người có liên quan trong Công ty cổ phần Đầu tư và Xây lắp Trường Sơn/ *Shareholding in Truong Son Investment and Construction Joint Stock Company by the individual and related parties*:

- Sở hữu cá nhân/ *Personal ownership*: 813.062 cổ phần chiếm/ *shares, accounting for 2,01% trên tổng số cổ phiếu mà Công ty phát hành/ of the total shares issued by the Company.*

- Sở hữu đại diện/ *Representative ownership*: 0 cổ phần/ *share*.
- Sở hữu của người có liên quan/ *Ownership by related parties*:
  - + Nguyễn Quỳnh Trang/ *Nguyen Quynh Trang* - Con gái/ *Daughter*: 13.650 cổ phần chiếm/ *shares, accounting for 0,03% trên tổng số cổ phiếu mà Công ty phát hành/ of the total shares issued by the Company.*

15. Các khoản nợ đối với Công ty/ *Debts Owed to the Company*: Không/ *None*.

16. Thù lao và lợi ích khác nhận được từ Công ty/ *Remuneration and Other Benefits Received from the Company*: Theo quy định, quyết định của Công ty/ *In accordance with the Company's regulations and decisions.*

17. Lợi ích liên quan đối với Công ty/ *Related Interests with the Company*: Không/ *None*.

Tôi xin cam đoan những lời khai trên là đúng sự thực, nếu sai tôi xin chịu trách nhiệm trước Công ty và cơ quan có thẩm quyền theo quy định của pháp luật./ .

*I hereby declare that the above information is true. If it is found to be incorrect, I accept full responsibility before the Company and the relevant authorities in accordance with the law./ .*

Ninh Bình, ngày 17 tháng 04 năm 2026

Ninh Binh, April 17, 2026

**Người khai/ Declarant**

  
Nguyễn Văn Thảo



**CỘNG HÒA XÃ HỘI CHỦ NGHĨA VIỆT NAM**

**Độc lập – Tự do – Hạnh phúc**

**SOCIALIST REPUBLIC OF VIETNAM**

**Independence – Freedom – Happiness**

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**SƠ YẾU LÝ LỊCH/ CURRICULUM VITAE**

1. Họ và tên/ *Full Name*: Đặng Thị Thanh Huyền/ *Dang Thi Thanh Huyen*.
2. Giới tính/ *Gender*: Nữ/ *Female*.
3. Ngày sinh/ *Date of Birth*: 16/10/1981
4. Nơi sinh/ *Place of Birth*: Bệnh viện Đa Khoa tỉnh Hà Nam/ *Ha Nam Provincial General Hospital*.
5. Quốc tịch/ *Nationality*: Việt Nam/ *Vietnam*.
6. Nơi đăng ký hộ khẩu thường trú hiện nay/ *Current Address*:
  
7. CMND/CCCD số/ *ID/Passport No.*: ngày cấp/ *Date of Issue*:  
Nơi cấp/ *Issued by*:
  
8. Điện thoại liên hệ/ *Contact Phone*:
9. Trình độ chuyên môn/ *Professional Qualifications*: Đại học/ *University*.
10. Chức vụ đang nắm giữ tại Công ty/ *Current Position at the Company*: Nhân Viên/ *Staff*.
11. Chức vụ đang nắm giữ tại các tổ chức khác/ *Current Position at Other Organizations*:  
Không/ *None*.
12. Quá trình công tác/ *Work Experience*:

<b>Thời gian (Từ tháng năm đến tháng năm)</b>	<b>Đơn vị công tác</b> <i>Work Unit</i>	<b>Chức vụ</b> <i>Position</i>
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<i>Time (From ... to ...)</i>		
07/2005-07/2018	Công ty CP sản xuất XNK Thành Công/ <i>Thanh Cong Import-Export Manufacturing Joint Stock Company</i>	Nhân viên/ <i>Staff</i>
08/2018-2019	Công ty TNHH đầu tư và xây lắp Trường Sơn/ <i>Truong Son Investment and Construction Co., Ltd</i>	Nhân viên/ <i>Staff</i>
2019-Nay/ <i>Now</i>	Công ty CP đầu tư và xây lắp Trường Sơn/ <i>Truong Son Investment and Construction JSC</i>	Nhân viên/ <i>Staff</i>

13. Hành vi vi phạm pháp luật/ *Legal Violations*: Không/ *None*.

14. Sở hữu chứng khoán của cá nhân và người có liên quan trong Công ty cổ phần Đầu tư và Xây lắp Trường Sơn/ *Shareholding in Truong Son Investment and Construction Joint Stock Company by the individual and related parties*:

- Sở hữu cá nhân/ *Personal ownership*: 2.625 cổ phần chiếm/ *shares, accounting for 0,0064% trên tổng số cổ phiếu mà Công ty phát hành/ of the total shares issued by the Company.*
- Sở hữu đại diện/ *Representative ownership*: 0 cổ phần/ *share.*
- Sở hữu của người có liên quan/ *Ownership by related parties*: Không/ *None.*

15. Các khoản nợ đối với Công ty/ *Debts Owed to the Company*: Không/ *None.*

16. Thù lao và lợi ích khác nhận được từ Công ty/ *Remuneration and Other Benefits Received from the Company*: Theo quy định, quyết định của Công ty/ *In accordance with the Company's regulations and decisions.*

17. Lợi ích liên quan đối với Công ty/ *Related Interests with the Company*: Không/ *None.*

Tôi xin cam đoan những lời khai trên là đúng sự thực, nếu sai tôi xin chịu trách nhiệm trước Công ty và cơ quan có thẩm quyền theo quy định của pháp luật./ .

*I hereby declare that the above information is true. If it is found to be incorrect, I accept full responsibility before the Company and the relevant authorities in accordance with the law./.*

Ninh Bình, ngày 16 tháng 04 năm 2026

Ninh Binh, April 16, 2026

**Người khai/ Declarant**



Đặng Thị Thanh Huyền

*Ninh Binh, April 28, 2026*

## **PROPOSAL**

***Re: Amendment and supplementation of the Company's Charter***

To The 2026 Annual General Meeting of Shareholders  
Truong Son Investment and Construction Joint Stock Company

*Pursuant to the Law on Enterprises No. 59/2020/QH14 adopted by the National Assembly of the Socialist Republic of Vietnam on June 17, 2020;*

*Pursuant to the operational situation of Truong Son Investment and Construction Joint Stock Company;*

*Pursuant to the Charter on Organization and Operation of Truong Son Investment and Construction Joint Stock Company.*

Based on the practical requirements in the Company's governance and management, the Board of Directors has reviewed the current Charter of the Company. Following such review, the Board of Directors has identified that certain provisions of the Charter need to be updated and amended to align with the Company's actual operations and prevailing regulations. Accordingly, the Board of Directors respectfully submits to the General Meeting of Shareholders for consideration and approval the following amendments and updates to the Charter:

**1. Regarding the change in charter capital:**

During the past year, the Board of Directors successfully implemented the issuance of 1,924,994 shares under the share issuance plan for dividend payment for 2024 (completed on June 16, 2025), thereby increasing the Company's charter capital to VND 404,249,940,000, divided into 40,424,994 shares. The Company's charter capital will be updated in accordance with the new charter capital and total number of shares.

**2. Regarding the update of the Company's head office address in accordance with the two-tier local government structure:**

The Company updated its head office address to align with the new administrative boundaries effective from July 1, 2025:

- Previous head office address: Chau Son Industrial Park, Chau Son Ward, Phu Ly City, Ha Nam Province, Vietnam.

- Updated head office address: Chau Son Industrial Park, Chau Son Ward, Ninh Binh Province, Vietnam.

**3. Update of business lines in accordance with Decision No. 36/2025/QĐ-TTg**

No.	Registered business lines	Business lines after amendment	Mã ngành
1	Garment manufacturing (excluding fur apparel)	Manufacture of wearing apparel (excluding fur apparel)	1410
2	Electricity generation (excluding national power transmission and system dispatch; excluding construction and operation of multi-purpose hydropower plants and nuclear power plants of special socio-economic importance)	Electricity generation from non-renewable energy sources (excluding construction and operation of nuclear power plants)	3511
		Electricity generation from renewable energy sources (excluding construction and operation of multi-purpose hydropower plants of special socio-economic importance)	3512
3	Electric power transmission and distribution (excluding national power transmission and system dispatch)	Electric power transmission and distribution (excluding national power transmission and system dispatch)	3513
4	Wholesale of metals and metal ores Details: Trading of iron and steel.	Wholesale of metals and metal ores Details: Trading of iron and steel.	4672
5	Wholesale of other construction materials and installation equipment Details: Trading of construction materials such as bricks, tiles, cement, stone, sand, gravel. Trading of wall and floor tiles and sanitary equipment. Trading of construction glass, paints, varnishes, and water supply materials and equipment. Trading of bamboo, rattan, timber, and processed wood. Trading of hardware products.	Wholesale of other construction materials and installation equipment Details: Trading of construction materials such as bricks, tiles, cement, stone, sand, and gravel. Trading of wall and floor tiles and sanitary equipment. Trading of construction glass, paints, varnishes, and water-supply materials and equipment. Trading of bamboo, rattan, logs, and processed wood. Trading of hardware products.	4673

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6	Other retail sale in general merchandise stores Details: Retail activities in supermarkets and shopping centers (excluding the distribution of goods on the list of items that foreign investors or foreign-invested economic organizations are not permitted to distribute).	Other general retail sales Details: Retail activities in supermarkets and shopping centers (excluding the distribution of goods on the list of items that foreign investors or foreign-invested economic organizations are not permitted to distribute).	4719
7	Short-term accommodation services Details: Investment in and operation of hotels.	Hotels and similar accommodation Details: Investment in and operation of hotels.	5510
8	Real estate consulting, brokerage, real estate auction, and land-use rights auction (excluding asset auction services)	Intermediary services for real estate activities	6821
		Other real estate activities on a fee or contract basis (excluding asset auction services)	6829
9	Other amusement and entertainment activities not elsewhere classified	Other amusement and entertainment activities	9329



The full text of the new Charter (attached) shall take effect from the date the Resolution of the 2026 Annual General Meeting of Shareholders is approved and shall replace the current Charter.

**Respectfully submitted to the General Meeting of Shareholders for approval./.**

**ON BEHALF OF BOARD OF DIRECTORS**

**CHAIRMAN**



**Nguyen Van Truong**

Ninh Binh, April 28, 2026

## **PROPOSAL**

**Re: approval of cash dividend payment plan for 2025**

**To: The Annual General Meeting of Shareholders 2026**

- Pursuant to the Law on Enterprises No. 59/2020/QH14 passed by the National Assembly of the Socialist Republic of Vietnam on June 17, 2020;
- Pursuant to the Law on Securities No. 54/2019/QH14 passed by the National Assembly of the Socialist Republic of Vietnam on November 26, 2019;
- Pursuant to Decree No. 155/2020/ND-CP dated December 31, 2020, detailing the implementation of certain provisions of the Law on Securities;
- Pursuant to Circular No. 118/2020/TT-BTC dated December 31, 2020, issued by the Ministry of Finance, guiding certain contents on offering, issuance of securities, public tender offer, share repurchase, registration of public companies, and cancellation of public company status;
- Pursuant to the Charter of Truong Son Investment and Construction Joint Stock Company;
- Pursuant to the business performance of the Company.

Now, the plan for cash dividend payment plan for 2025 is formulated as follows:

### **1. Plan for cash dividend payment for 2025**

- Dividend payout ratio in cash: 5% of the par value per share (each ordinary share receives VND 500).
- Payment method: In VND (Vietnamese Dong).
- Recipients of cash dividends: Existing shareholders whose names appear on the shareholder list finalized by the Vietnam Securities Depository and Clearing Corporation (VSDC) on the record date for exercising the right to receive cash dividends.
- Source of implementation: Undistributed after-tax profit as of December 31, 2025, based on the audited financial statements of the Company for 2025.

- Expected implementation period: in the second and third quarters of 2026; the specific timing will be authorized to the Board of Directors for decision.

## 2. Authorization

The General Meeting of Shareholders authorizes the Board of Directors to decide on all matters related to the above-mentioned cash dividend payment, specifically:

- Determining the record date for identifying shareholders entitled to receive dividends and the payment date;
- Specifying the timeline and method of cash dividend payment;
- Carrying out other related tasks necessary to complete the cash dividend payment plan in accordance with applicable laws

Respectfully submitted to the General Meeting of Shareholders for approval./.

**ON BEHALF OF THE BOARD OF DIRECTORS**

**Recipients:**

- Members of BoD, SB;
- The Annual GMS 2026;
- Archive.



**Nguyen Van Truong**



*Ninh Binh, April 28, 2026*

## **PROPOSAL**

### **Re: Approval of plan issuance of shares under the Employee Stock Ownership Plan (ESOP)**

#### **To: The Annual General Meeting of Shareholders 2026**

- Pursuant to the Law on Enterprises No. 59/2020/QH14 passed by the National Assembly of the Socialist Republic of Vietnam on June 17, 2020;
- Pursuant to the Law on Securities No. 54/2019/QH14 passed by the National Assembly of the Socialist Republic of Vietnam on November 26, 2019;
- Pursuant to Decree No. 155/2020/ND-CP dated 31 December 2020 detailing the implementation of a number of articles of the Law on Securities; and Decree No. 245/2025/ND-CP dated 11 September 2025 amending and supplementing a number of articles of Decree No. 155/2020/ND-CP;
- Pursuant to Circular No. 118/2020/TT-BTC dated December 31, 2020, issued by the Ministry of Finance, guiding certain contents on offering, issuance of securities, public tender offers, share buybacks, registration of public companies, and revocation of public company status;
- Pursuant to the Charter of Truong Son Investment and Construction Joint Stock Company;
- Pursuant to the Company's business operations and capital needs.

The following plan for issuing shares under the Employee Stock Ownership Plan is hereby proposed:

#### **I. Plan for Issuance of Bonus Shares under the Employee Stock Ownership Plan.**

<b>1. Share Name:</b>	Shares of Truong Son Investment and Construction Joint Stock Company.
<b>2. Type of Shares:</b>	Common shares.
<b>3. Par Value:</b>	VND 10,000 per share ( <i>In words: Ten thousand Vietnamese dong per share</i> ).

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<b>4. Total Outstanding Shares:</b>	40,424,994 shares (in words: forty million four hundred twenty-four thousand nine hundred ninety-four shares).
<b>5. Maximum Number of Shares to be Issued:</b>	800,000 shares (in words: eight hundred thousand shares).
<b>6. Total Estimated Issuance Value at Par Value:</b>	VND 8,000,000,000 (in words: eight billion Vietnamese dong).
<b>7. Issuance Ratio (Number of Shares to be Issued / Outstanding Shares):</b>	1,98%.
<b>8. Source of Funds</b>	Undistributed post-tax profits as of December 31, 2025, according to the audited financial statements of 2025, ensuring compliance with legal regulations.
<b>9. Issuance Method:</b>	- Issuance of bonus shares under the Employee Stock Ownership Plan.
<b>10. Issuance Beneficiaries:</b>	- Eligible participants are employees who have signed indefinite-term labor contracts with the Company and have a minimum of 4 years of service. - Employees must have achieved “Good”/ “Excellent” performance ratings in 2025.
<b>11. Eligibility and List of Employees Participating in the Plan:</b>	- Detailed eligibility criteria for employees participating in the program are attached in the Appendix to this Proposal. - The General Meeting of Shareholders authorizes the Board of Directors to approve the list of eligible employees participating in the program.
<b>12. Rights and obligations of employees participating in the program:</b>	Detailed in the Appendix attached to this Proposal.
<b>13. Transfer Restrictions:</b>	- Shares issued under this plan will be subject to a transfer restriction of one year from the issuance completion date.
<b>14. Purpose of Issuance:</b>	- Attract highly skilled employees and align employee

	benefits with corporate interests; - Motivate managerial staff and employees to contribute to the Company's growth.
<b>15. Method for rounding and handling fractional shares (if any):</b>	The number of shares allocated to each employee shall be rounded down to the nearest thousand. Any fractional shares arising (if any) shall be discarded and not issued.
<b>16. Expected Implementation Timeline:</b>	- After the State Securities Commission of Vietnam (SSC) regarding the receipt of all issuance documents, expected in 2026. The GMS authorizes the BOD to determine the appropriate issuance timing to safeguard shareholder interests and comply with legal regulations.

## **II. Additional Securities Registration and Supplementary transaction registration**

All newly issued shares will be registered with the Vietnam Securities Depository and Clearing Corporation (VSDC) and supplementary transaction registration on the Hochiminh Stock Exchange (HOSE) in accordance with regulations.

## **III. Authorization**

The General Meeting of Shareholders authorizes the Board of Directors to decide on all matters related to the issuance of shares under the Employee Stock Ownership Plan, including but not limited to:

- Issue and approve the list of employees and the number of shares allocated to each participating employee.
- Selecting the appropriate time for implementation.
- Approving measures to ensure compliance with foreign ownership limits.
- Completing necessary procedures for issuance approval, including supplementing, amending, and finalizing the application to ensure legal compliance.
- Registering additional securities and supplementary transaction registration with the Vietnam Securities Depository and Clearing Corporation and the Hochiminh Stock Exchange after completing the issuance.
- In addition to the above authorizations, during the issuance process, the GMS authorizes the BOD to amend, supplement, and finalize the issuance plan as required

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by the State regulatory agencies and/or in response to actual circumstances, ensuring compliance with the law and safeguarding the interests of shareholders and the Company.

- Performing other related tasks.

The proposal is hereby submitted to the General Meeting of Shareholders for approval./.

**ON BEHALF OF THE BOARD OF DIRECTORS**

**CHAIRMAN**

***Recipients:***

- Members of the BoD, SB;
- Annual GMS 2026;
- Archive.



**Nguyen Van Trung**

**APPENDIX: ELIGIBILITY CRITERIA FOR EMPLOYEES, PRINCIPLES FOR DETERMINING SHARE ALLOCATION, AND RIGHTS AND OBLIGATIONS OF EMPLOYEES PARTICIPATING IN TSA'S EMPLOYEE STOCK OWNERSHIP PLAN (ESOP)**

**1. Employee Eligibility Criteria**

- Eligible participants:
  - + Employees working under indefinite-term labor contracts with the Company, with a service period of at least four (4) years.
  - + Have achieved a “Good”/ “Excellent” performance rating in 2025.
- Ineligible participants:
  - + Employees who have submitted resignation letters or unilaterally terminated their labor contracts;
  - + Employees whose labor contracts are temporarily suspended (except for suspension due to military service) or who are absent without valid reason;
  - + Employees who have been subject to disciplinary action or are under disciplinary review.

**2. Determination of the Number of Shares Allocated to Each Employee**

The number of shares allocated to each employee shall be determined according to the following formula:

$$\text{Number of allocated shares} = \frac{\text{Total number of ESOP shares issued in the offering}}{\text{Total individual coefficients of all ESOP participants}} \times \text{Individual coefficient of each employee}$$

**The individual coefficient of each employee is calculated as follows:**

Individual coefficient = Seniority coefficient x 0,4 + Performance coefficient in 2025 x 0,6

Seniority coefficient:

Seniority	Coefficient
Less than 10 years	5
From 10 to under 15 years	10

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From 15 years and above	15
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Performance coefficient in 2025:

Performance rating	Coefficient
Good performance	10
Excellent performance	15

### 3. Rights and Obligations of Employees Participating in the ESOP

- Employees receiving allocated shares shall become shareholders of TSA and shall have full rights and obligations applicable to ordinary shareholders in accordance with the Company's Charter and applicable laws;
- Employees shall comply with the provisions of the Law on Securities regarding ownership limits applicable to shareholders and their related persons;
- Employees are obligated to transfer back the ESOP shares allocated to them at the request of the Company for reallocation to other employees in the event that they resign before the end of the transfer restriction period, except in cases where members of the Board of Directors or Supervisory Board complete their elected term, or where employees complete their labor contract term and the Company does not renew or enter into a new labor contract.

*Ninh Binh, April 28, 2026*

## **PROPOSAL**

***Re: Authorization for the Board of Directors to decide on certain matters under the authority of the General Meeting of Shareholders***

***To: The 2026 Annual General Meeting of Shareholders***  
***Truong Son Investment And Construction Joint Stock Company***

***Pursuant to:***

- *Law on Enterprises 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 Charter on the organization and operation of Truong Son Investment And Construction Joint Stock Company;*
- *The actual business operations of the Company.*

To facilitate and proactively handle arising matters during the year, the Board of Directors of Truong Son Investment And Construction Joint Stock Company respectfully submits to the General Meeting of Shareholders for discussion and approval that the following matters under the authority of the General Meeting of Shareholders shall not be included:

- Approval of the company's development orientation;
- Decision on the types of shares and the total number of shares of each type to be offered; decision on the annual dividend rate for each type of share;
- Election, dismissal, and removal of members of the Board of Directors and Supervisory Board;
- Decision on investment or sale of assets valued at 35% or more of the total asset value recorded in the company's latest financial statements;
- Decision on amending the company's Charter (Except for the matters already approved by the GMS and authorized to the BoD for implementation);
- Approval of the annual financial statements;
- Decision on repurchasing more than 10% of the total number of issued shares of each type;
- Consideration and handling of violations by members of the Board of Directors or Supervisory Board that cause damage to the company and its shareholders;
- Decision on the reorganization or dissolution of the company;

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- Decision on the budget or total remuneration, bonuses, and other benefits for the Board of Directors and the Supervisory Board;
- Approval of internal governance regulations; regulations on the operation of the Board of Directors and the Supervisory Board;
- Approval of contracts and transactions between the company and related persons as stipulated in Clause 3, Article 167 of the Law on Enterprises No. 59/2020/QH14.

The General Meeting of Shareholders authorizes the Board of Directors to amend and supplement the company's business lines; update and amend the company's charter in accordance with the revised business lines; and report on the implemented changes in the nearest General Meeting of Shareholders.

**Respectfully submitted to the 2026 Annual General Meeting of Shareholders for discussion and approval./.**

**ON BEHALF OF THE BOARD OF DIRECTORS**

**CHAIRPERSON**



**Nguyen Van Truong**





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**AGENDA**

**THE 2026 ANNUAL GENERAL MEETING OF SHAREHOLDERS  
 TRUONG SON INVESTMENT AND CONSTRUCTION JOINT STOCK COMPANY  
 (April 28<sup>th</sup> 2026)**

<b>Timeline</b>	<b>Activities</b>	<b>Morderator</b>
1:30 PM – 2:00 PM	Reception of Delegates.	The Organizing Committee
	Shareholder registration for the General Meeting.	The Shareholder's Eligibility Verification Committee
2:00 PM – 2:10 PM	Report on shareholder eligibility verification.	The Shareholder's Eligibility Verification Committee
	Statement of purpose and introduction of participants.	The Organizing Committee
	The Chairperson introduces the Presidium, the Secretariat, and the Vote Counting Committee for the General Meeting to approve.	The Meeting Chairperson
	The Presidium introduces the General Meeting agenda, the working regulations, the voting principles and procedures, and gathers additional opinions on the agenda.	The Presidium
2:10 PM – 3:00 PM	1. Report on the performance of the Board of Directors in 2025 and the plan for 2026;	The Presidium
	2. Report on the performance of the General Director Board in 2025 and the plan for 2026;	Board of General Directors
	3. Report on the activities of the Supervisory Board in 2025 and the plan for 2026;	The Supervisory Board
	4. Approval of the audited financial statements for the year 2025;	The Presidium
	5. Approval of the profit distribution plan for the year 2025;	The Presidium
	6. Approval of the authorization for the Board of Directors to select the auditing firm for the year 2026;	The Supervisory Board

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	7. Approval of the election of members of the Board of Directors for the 2026–2031 term;	The Presidium
	8. Approval of the election of members of the Supervisory Board for the 2026–2031 term;	The Presidium
	9. Approval of the amendment and supplementation of the Company’s Charter;	The Presidium
	10. Approval of the payment of 2025 dividends in cash;	The Presidium
	11. Approval of the proposal for share issuance under the Employee Stock Ownership Plan (ESOP);	The Presidium
	12. Approval of Authorization for the Board of Directors to decide on certain matters within the authority of the General Meeting of Shareholders.	The Presidium
3:00 PM – 3:10 PM	Presentation and guidance on voting principles and procedures.	The Vote Counting Committee
	The General Meeting proceeds with voting.	The Presidium
3:10 PM – 3:30 PM	Break.	The Organizing Committee
3:30 PM – 3:45 PM	Announcement of voting results.	The Vote Counting Committee
3:45 PM – 4:00 PM	Approval of the Minutes and Resolutions of the General Meeting of Shareholders.	The Secretariat
4:00 PM – 4:10 PM	Termination of the General Meeting.	The Presidium

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Ninh Binh, April 28, 2026

**WORKING REGULATIONS**  
**ANNUAL GENERAL MEETING OF SHAREHOLDERS 2026**  
**TRUONG SON INVESTMENT AND CONSTRUCTION JOINT STOCK**  
**COMPANY**

Pursuant to the Notice of the Board of Directors of the Company dated February 25, 2026, regarding the organization of the General Meeting of Shareholders.

To ensure the meeting is conducted effectively, in accordance with the planned agenda, and in compliance with the Company's Charter, the Board of Directors of Truong Son Investment and Construction Joint Stock Company has established the working regulations of the General Meeting with the following specific provisions:

**Target:**

- Ensure the principles of transparency, fairness, and democracy;
- Facilitate the organization and smooth conduct of the General Meeting of Shareholders

**CHAPTER I**  
**GENERAL PROVISIONS**

**Article 1. Scope**

- 1.1. This regulation is applied to the organization of the 2026 Annual General Meeting of Shareholders of Truong Son Investment and Construction Joint Stock Company (hereinafter referred to as the "Company").
- 1.2. This regulation specifically stipulates the rights and obligations of the parties participating in the General Meeting, as well as the conditions and procedures for conducting the Meeting.

**Article 2. Regulated entities**

Shareholders and participants are responsible for complying with the regulations set forth in this charter.

**CHAPTER II**  
**RIGHTS AND OBLIGATIONS OF PARTICIPANTS**

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

Shareholders who own shares of the Company as listed in the shareholder registry as of March 23, 2026.

**Article 4. Rights and obligations of Shareholders**

**4.1. Rights of Shareholder attending the GMS**

- All shareholders of the Company have the right to attend and vote on matters within the authority of the General Meeting of Shareholders
- In case a shareholder is unable to attend the Meeting, they may authorize another person to attend and vote on their behalf. This authorization must be made in writing using the form attached to the Company's Invitation to the General Meeting of Shareholders and must be signed as follows:

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- + If the authorizing shareholder is an individual, the authorization letter must be signed by both the shareholder and the authorized representative attending the meeting.
- + If the authorizing shareholder is an organization, the authorization letter must be signed by the authorized representative, the legal representative of the shareholder, and the authorized representative attending the meeting.
- In addition to the materials distributed at the Meeting, each shareholder attending the General Meeting of Shareholders will receive 01 Voting Ballot and 02 Voting Card, which indicates the number of voting shares the shareholder holds or is authorized to represent. This Voting Ballot is used when the Chairperson calls for a vote on matters discussed and/or put to the Meeting for opinion.
- Shareholders arriving late to the General Meeting of Shareholders have the right to register immediately and thereafter participate and vote at the Meeting. However, the Chairperson is not responsible for pausing the Meeting to allow latecomers to register, and the validity of voting sessions conducted prior to their arrival will not be affected.

#### **4.2. Obligations of Shareholder attending the GMS**

- Shareholders attending the Meeting must dress appropriately, ensuring a formal and respectful appearance.
- Attend the General Meeting of Shareholders in full compliance with the Company's regulations. If unable to attend, shareholders must authorize a representative to participate as per the established rules.
- Shareholders or their representatives attending the Meeting must complete the registration procedures with the Meeting Organizing Committee.
- Comply with the conditions and procedures stipulated in the Company's Charter and this Regulation.
- Strictly adhere to the Working Regulations of the 2026 Annual General Meeting of Shareholders and respect the resolutions and outcomes of the Meeting

### **Article 5. Rights and obligations of the Chairperson**

#### **5.1 Chairperson**

The Chairperson of the Meeting shall be the Chairperson of the Board of Directors or a person authorized by the Chairperson of the Board of Directors to preside over the General Meeting of Shareholders. The authorized person must be a member of the Board of Directors.

#### **5.2 Chairperson's Rights and Obligations**

- Conduct the General Meeting in an orderly and lawful manner according to the approved agenda.
- In the event of any issues arising outside the agenda of the General Meeting, the Chairperson shall consult with other members of the Organizing Committee (before the Meeting begins) or the Presidium (during the Meeting) to determine the appropriate resolution. However, if there are differing opinions, the decision supported by the Chairperson shall be final.
- Has the authority to take necessary measures to conduct the Meeting in an orderly and reasonable manner, ensuring compliance with the approved agenda and reflecting the majority opinion of attendants.
- Has the right to postpone the Meeting, even when the required number of attendees is present, to a later time and location as decided by the Chairperson

without requiring approval from the Meeting, if deemed necessary in the following cases:

- The meeting venue does not have sufficient seating capacity to accommodate all attendees comfortably.
- Any attendee engages in disruptive behavior, causing disorder, or poses a risk that prevents the meeting from proceeding fairly and legally.
- A postponement is necessary to ensure that the proceedings of the General Meeting are conducted properly.

The maximum postponement period shall not exceed three days from the scheduled opening date of the meeting.

#### **Article 6. Rights and Obligations of the Presidium**

6.1 The Presidium consists of members of the Board of Directors and the Executive Board.

6.2 Duties of the Presidium:

- Acts as the highest governing body overseeing the proceedings of the General Meeting.
- Guides and addresses shareholders' inquiries regarding the issues presented in the meeting agenda.
- Presides over and manages the voting process on matters discussed during the meeting in accordance with legal regulations and the Company's Charter.

#### **Article 7. Rights and Obligations of the Secretariat**

7.1. The Secretary of the General Meeting of Shareholders is appointed by the Chairperson and is responsible for assisting the Chairperson in recording and preparing the minutes of the General Meeting of Shareholders.

7.2 The Secretary is accountable for ensuring the accuracy, completeness, and integrity of the minutes of the 2026 Annual General Meeting of Shareholders.

7.3 The Secretary performs other tasks as assigned by the Chairperson during the recess of the meeting.

#### **Article 8. Rights and Obligations of The Shareholder's Eligibility Verification Committee and The Vote Counting Committee.**

8.1 The Shareholder Eligibility Verification Committee is established by the Organizing Committee of the General Meeting and is responsible for:

- Preparing the list of shareholders attending the meeting.
- Collecting and verifying invitations and proxies for meeting attendance.
- Ensuring that attending shareholders meet the required qualifications and composition.
- Preparing and presenting the shareholder eligibility verification report before the General Meeting.
- Distributing meeting materials and voting ballots to shareholders before they enter the conference hall.

8.2 The Vote Counting Committee is nominated by the Chairperson of the General Meeting and approved by the General Meeting of Shareholders. The committee consists of three members introduced by the Chairperson and elected by the General Meeting from among the attending delegates. Members of the Vote Counting Committee cannot simultaneously serve as the Secretary of the

Meeting. The Vote Counting Committee is responsible for guiding the voting procedures, supervising and overseeing the voting process, organizing the vote counting, preparing the vote counting report, and announcing the results before the General Meeting and submitting the vote counting report to the Chairperson after the announcement.

- 8.3 The Vote Counting Committee is accountable for the accuracy and integrity of the vote counting results.

### **CHAPTER III**

#### **ORDER OF PROCEEDINGS OF THE GENERAL MEETING**

##### **Article 9. Conditions for Conducting the General Meeting**

The General Meeting of Shareholders shall be conducted when the attending shareholders represent more than 50% of the total voting shares of the Company, as per the list of shareholders invited to the meeting at the time of convening the General Meeting.

##### **Article 10. Procedures for Conducting the General Meeting**

- 10.1 The General Meeting is expected to take place within half a day.  
10.2 The General Meeting will sequentially discuss and approve the matters outlined in the Agenda of the General Meeting of Shareholders.  
10.3 Order of Proceedings of the General Meeting (as Meeting Agenda)

##### **Article 11. Approval of Resolutions of the 2025 Annual General Meeting of Shareholders**

- 11.1 Resolutions and Decisions of the General Meeting shall only be valid if they are approved by shareholders owning and representing more than 50% of the total voting shares of all attending shareholders.  
11.2 Decisions of the General Meeting of Shareholders regarding the types and total number of shares of each type, changes in business sectors and industries, changes in the company's management structure, investment projects, or the sale of assets valued at 35% or more of the company's most recent financial report, as well as the reorganization or dissolution of the company, shall only be approved if they receive at least 65% of the total voting shares of all attending shareholders.

##### **Article 12. Handling Cases where The General Meeting of Shareholders cannot be held**

- 12.1 If, within 30 minutes from the scheduled opening time, the required number of shareholder representatives as stipulated in Article 8 of this Regulation is not met, the General Meeting of Shareholders must be reconvened within 30 days from the date the first meeting was deemed unsuccessful.  
12.2 For the reconvened General Meeting of Shareholders (Second Meeting) to be valid, it must have shareholders representing at least 33% of the total voting shares of the Company. If the Second Meeting still fails to meet the required quorum within 30 minutes from the scheduled opening time, a Third Meeting must be convened within 20 days from the intended date of the Second Meeting.  
12.3 In the Third Meeting, any number of attending shareholders shall constitute a valid quorum and shall have the right to decide on all matters of the 2026 Annual General Meeting of Shareholders.

**Article 13. Minutes of the 2026 Annual General Meeting of Shareholders**

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

**CHAPTER IV  
OTHER REGULATIONS**

**Article 14. Other Regulations**

- 14.1 Shareholders attending the General Meeting who wish to speak must obtain the approval of the Chairperson. Shareholders shall keep their statements concise and focused on key discussion points relevant to the approved agenda of the meeting. The Chairperson will arrange the speaking order based on registration and address shareholders' inquiries accordingly;
- 14.2 Shareholders may be disqualified from attending the General Meeting of Shareholders by the Presidium if they deliberately fail to comply with the meeting regulations, engage in disruptive behavior, cause disorder, or take actions that directly interfere with the management of the meeting.

**CHƯƠNG V  
IMPLEMENTATION CLAUSES**

**Article 15. Effectiveness of the Regulations**

These Regulations consist of 5 chapters and 15 articles and are adopted by the Board of Directors of Truong Son Investment and Construction Joint Stock Company for the 2026 Annual General Meeting of Shareholders of Truong Son Investment and Construction Joint Stock Company, which will be held on April 28<sup>th</sup> 2026. These Regulations shall take effect immediately upon approval by the General Meeting of Shareholders.

**ON BEHALF OF THE BOARD OF**

**DIRECTORS  
CHAIRMAN**



**Nguyen Van Truong**



*Ninh Binh, April 28, 2026*

**PRINCIPLES AND VOTING PROCEDURES**  
**AT 2026 ANNUAL GENERAL MEETING OF SHAREHOLDERS OF TRUONG**  
**SON INVESTMENT AND CONSTRUCTION JOINT STOCK COMPANY**  
*(Held on April 28, 2026)*

**A. PRINCIPLES OF SPEAKING AT THE GENERAL MEETING**

**I. Shareholders who wish to propose a request at the General Meeting of Shareholders must adhere to the following principles:**

- Shareholders are only allowed to contribute opinions during the discussion session of the General Meeting.
- Shareholders must raise their hand to request permission from the Chairperson and may only speak after receiving approval. At any given time, only one shareholder is allowed to speak.
- If multiple shareholders wish to speak simultaneously, the Chairperson will invite them to present their opinions in turn.
- The Chairperson has the right to interrupt a shareholder's speech if deemed necessary.
- All contributions and questions will be collected simultaneously and addressed sequentially.
- In case of differing opinions, a majority vote may be conducted.

**II. Proposals Must Meet the Following Conditions**

- Proposals must be concise and clear. In cases where a proposal is complex and requires extensive presentation time, shareholders may submit it in writing to the Organizing Committee at least three days before the General Meeting.
- Proposals should not repeat issues that have already been addressed. The content of the proposal must not violate the law or exceed the authority of the company.

**B. PRINCIPLES OF VOTING AT THE GENERAL MEETING**

**I. Voting principle**

- Compliance with the Company's Charter, legal regulations, and accuracy.
- Shareholders or authorized representatives shall cast their votes following the instructions of the Voting Committee. Voting on the Members of the Presidium, the Secretariat, the Voting Committee, and the General Meeting Agenda shall be conducted by a show of hands.
- Mỗi Each shareholder's voting rights correspond to the number of shares they own



or represent by authorization.

- A ballot is only valid if it meets the stipulated requirements.
- Voting results are calculated as a percentage of the total shares represented by valid ballots relative to the total shares of all attending shareholders.

## **II. Voting Procedures**

### **1. General Regulations**

- Voting on reports and resolutions of the General Meeting of Shareholders shall be conducted publicly and directly under the direction of the Presidium and only with the ballots issued by the Organizing Committee.
- Shareholders or their authorized representatives (hereinafter referred to as "shareholders") eligible to vote at the General Meeting will be issued 01 Voting Ballot and 02 Voting Card. Specifically:
  - White voting ballot – Used for voting on the matters presented at the General Meeting.
  - Blue/Green voting card – Voting for the election of members of the Board of Directors.
  - Yellow voting card – Voting for the election of members of the Supervisory Board.
- The Voting Ballots/Cards shall be collected by members of the Voting Committee, counted, and recorded immediately after collection.
- Information on the Voting Ballot/Cards:
  - Full name of the shareholder or authorized representative.
  - Number of shares owned or represented: The total number of voting shares held or represented by the shareholder.
  - Content of the vote.
  - The official seal of Truong Son Investment and Construction Joint Stock Company.
- Classification of Voting Ballots/Cards:
  - Valid Voting Ballot/Card: Must follow the official format issued by the Organizing Committee, with the company's official seal, must not be torn, erased, altered, or corrected in any way and must be marked correctly according to the instructions on the ballot.
  - Invalid Voting Ballot/Card: Any ballot/card that does not comply with the above validity requirements.

### **2. Voting Method**

- For the White Voting Ballot:

- If the shareholder agrees with the voting matter, they shall mark an (X) in Column (1) and leave Columns (2) and (3) blank.
  - If the shareholder disagrees, they shall mark an (X) in Column (2) and leave Columns (1) and (3) blank.
  - If the shareholder abstains from voting, they shall mark an (X) in Column (3) and leave Columns (1) and (2) blank.
  - Each shareholder shall use only one Voting Ballot, on which all the matters requiring voting at the General Meeting are clearly listed.
- Shareholders must choose one of the three voting options: Agree, Disagree, or Abstain.

❖ **For the Blue/Green Voting Card**

The Blue Voting Card, used for electing independent members of the Board of Directors, follows the cumulative voting method. Specifically:

*Example 1:* A shareholder represents 10,000 shares. The number of Board of Directors' members to be elected is 5.

=> Total voting rights for the Board election = 5 x 10,000 = 50,000 votes

- The list of candidates for the Board of Directors includes 5 individuals: A, B, C, D, and E. The shareholder may allocate votes as follows:

Candidate A:	20.000 votes
Candidate B:	10.000 votes
Candidate C:	10.000 votes
Candidate D:	5.000 votes
Candidate E:	5.000 votes
Total:	50.000 votes

- Or may distribute votes equally among all five candidates:

Candidate A:	10.000 votes
Candidate B:	10.000 votes
Candidate C:	10.000 votes
Candidate D:	10.000 votes
Candidate E:	10.000 votes
Total:	50.000 votes

- Or the shareholder may choose not to use all voting rights (50.000 votes):

Candidate A:	10.000 votes
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Candidate B:	10.000 votes
Candidate C:	5.000 votes
Candidate D:	0 votes
Candidate E:	0 votes
<hr/>	
Total:	25.000 votes

The total number of votes cast must not exceed the allocated voting rights (50,000 votes in this example). If the total exceeds the allocated votes, the voting card will be deemed invalid.

❖ **For the Yellow Voting Card**

The Yellow Voting Card, used for electing independent members of the Board of Supervisors, follows the cumulative voting method. Specifically:

*Example 1:* A shareholder represents 10,000 shares. The number of Board of Supervisors' members to be elected is 3.

=> Total voting rights for the Board of Supervisors' election = 3 x 10,000 = 30,000 votes

- The list of candidates for the Board of Supervisors includes 3 individuals: A, B, C. The shareholder may allocate votes as follows:

Candidate A:	20.000 votes
Candidate B:	5.000 votes
Candidate C:	5.000 votes
<hr/>	
Total:	30.000 votes

- Or may distribute votes equally among all 3 candidates:

Candidate A:	10.000 votes
Candidate B:	10.000 votes
Candidate C:	10.000 votes
<hr/>	
Total:	30.000 votes

- Or the shareholder may choose not to use all voting rights (30.000 votes):

Candidate A:	10.000 votes
Candidate B:	5.000 votes
Candidate C:	0 votes
<hr/>	
Total:	15.000 votes

The total number of votes cast must not exceed the allocated voting rights (30,000 votes in this example). If the total exceeds the allocated votes, the voting card will be deemed invalid.

### 3. Summarizing the Results

- The Head of the Voting Counting Committee is responsible for announcing the voting results for each matter presented at the General Meeting.
- The voting results must be recorded in the Minutes of the General Meeting of Shareholders.

### III. Approval of Voting Results

1. Matters subject to voting at the General Meeting of Shareholders shall be approved if they receive more than **50%** of the total voting shares of the shareholders entitled to vote, who are present either in person or through an authorized representative at the General Meeting. In cases involving amendments and supplements to the Company's Charter, approval requires at least **65%** of the total voting shares of the shareholders entitled to vote, who are present either in person or through an authorized representative at the General Meeting.
2. Procedural and organizational matters related to the General Meeting of Shareholders: The Chairperson's decision shall be final, and all attending shareholders must comply.

### IV. Validity

The principles and voting procedures, as well as the speaking regulations, shall take effect immediately upon approval at the General Meeting of Shareholders of Truong Son Investment and Construction Joint Stock Company.

Sincere thanks to the General Meeting of Shareholders!

**ON BEHALF OF THE GENERAL MEETING  
ORGANIZING COMMITTEE  
CHAIRMAN OF THE BOARD OF DIRECTORS**



**Nguyen Van Truong**



*Ninh Binh, April 28, 2026*

**REGULATIONS ON NOMINATION AND SELF-NOMINATION  
OF BOARD OF DIRECTORS AND BOARD OF SUPERVISORS MEMBERS  
FOR THE 2026 – 2031 TERM**

**TRUONG SON INVESTMENT AND CONSTRUCTION JOINT STOCK COMPANY**

The election of the Board of Directors (BOD) members and Board of Supervisors (BOS) members at the 2026 Annual General Meeting of Shareholders (AGM) of Truong Son Investment and Construction Joint Stock Company shall be conducted in accordance with the following regulations:

**I. RESPONSIBILITIES OF THE CHAIRPERSON**

The Chairperson of the AGM shall be responsible for presiding over the election process with the following duties:

- Presenting the Regulations on nomination and self-nomination of BOD and BOS members for approval by the AGM;
- Introducing the list of qualified candidates for the Board of Directors and the Board of Supervisors;
- Proposing the Election Committee and its Head for approval by the AGM;
- Supervising the voting and vote counting process;
- Handling complaints related to the election (if any).

**II. REGULATIONS ON NOMINATION AND SELF-NOMINATION FOR  
ADDITIONAL BOD AND BOS MEMBERS**

- Number of Board of Directors members : 05
- Number of Board of Supervisors members : 03
- Term : 05 years (2026-2031)
- Maximum number of BOD and BOS candidates : No limit

**2.1. Right to Nominate and Self-Nominate for the BOD and BOS**

**For BOD candidates:**

Shareholders holding voting shares for at least six (06) consecutive months have the right to combine their voting rights to nominate candidates for the BOD. A shareholder or a group of shareholders holding: From 10% to under 15% of total voting shares: may nominate one (01) candidate; From 15% to under 30%: may nominate up to two (02) candidates; From 30% to under 40%: may nominate up to three (03)

*\*This English translation is equivalent to and consistent with the original Vietnamese version. In case of any discrepancies or differences in interpretation between the Vietnamese and English versions, the Vietnamese version shall prevail*



candidates; From 40% to under 50%: may nominate up to four (04) candidates; From 50% to under 60%: may nominate up to five (05) candidates; From 60% to under 70%: may nominate up to six (06) candidates; From 70% to under 80%: may nominate up to seven (07) candidates; and From 80% to under 90%: may nominate up to eight (08) candidates.

Candidates nominated or self-nominated must meet the qualifications outlined in Section 2.2 below.

**For BOS candidates:**

Shareholders have the right to combine their voting rights to nominate BOS candidates. A shareholder or a group of shareholders holding from 10% to under 15% of total voting shares: may nominate one (01) candidate; from 15% to under 30%: may nominate up to two (02) candidates; from 30% to under 40%: may nominate up to three (03) candidates; from 40% to under 50%: may nominate up to four (04) candidates; from 50% to under 60%: may nominate up to five (05) candidates.

If the number of BOS candidates nominated and self-nominated remains insufficient, the incumbent BOS may nominate additional candidates or organize the nomination process as per the Corporation's regulations.

Candidates nominated or self-nominated must meet the qualifications outlined in Section 2.3 below.

**2.2. Qualifications for Board of Directors Candidates.**

**◆ Candidates for the Board of Directors must meet the following criteria and conditions.**

- Must have full legal capacity and must not be prohibited from serving as a BOD member under the Law on Enterprises.
- Must possess professional qualifications and experience in business management, and do not necessarily need to be a shareholder of the Company.
- A BOD member must not concurrently serve as a BOD member in more than five (05) other companies.

**◆ Individuals who are not eligible to be BOD members:**

- Minors or individuals with limited or lost legal capacity.
- Individuals being prosecuted for criminal liability or serving a prison sentence or otherwise disqualified by a court ruling.

**2.3. Qualifications for Board of Supervisors Candidates**

**◆ Candidates for the Board of Supervisors must meet the following criteria and conditions.**

- Must have full legal capacity and must not be prohibited from establishing or managing enterprises under the Law on Enterprises.

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- Must not be the spouse, parent, adoptive parent, biological child, adopted child, sibling of any BOD member, General Director, or other managers;
- Must not hold any managerial positions within the Corporation and do not necessarily need to be a shareholder or employee of the Corporation.
- The Head of the BOS must be a certified accountant or auditor and must work full-time at the Corporation.

◆ **Individuals who are not eligible to be BOS members.**

- Individuals under 21 years old or individuals who have lost legal capacity.
- Individuals being prosecuted for criminal liability or serving a prison sentence or otherwise disqualified by law.
- Individuals who are members or employees of an independent audit firm that has audited the Corporation's financial statements in the past three (03) consecutive years.

**III. DOCUMENTS REQUIRED FOR NOMINATION AND SELF-NOMINATION.**

- Nomination or self-nomination letter for BOD or BOS membership (as per the prescribed form);
- Copies of identification documents (ID card/Citizen ID), academic certificates, and professional qualifications;
- Candidate's resume (as per the prescribed form).

**Note:** Shareholders are kindly requested to submit the original nomination/candidacy dossier as specified in Section III to the Company (*address: Administration Department – Chau Son Industrial Park, Chau Son Ward, Ninh Binh Province*) no later than 5:00 PM on April 18, 2026. Please also call to confirm submission with Ms. Tran Thi Thanh Huong – Tel: 0968 662 626. Any dossiers submitted after the deadline or lost in transit, if not confirmed with the Company, shall be deemed invalid.

**ON BEHALF OF THE GENERAL MEETING  
ORGANIZING COMMITTEE  
CHAIRPERSON OF THE BOARD OF DIRECTORS**



**Nguyen Van Truong**