



TRUONG SON



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

Ninh Bình, ngày 19 tháng 6 năm 2026
Ninh Bình, June, 2026

CÔNG BỐ THÔNG TIN BẤT THƯỜNG
EXTRAORDINARY 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:

- Thông qua Nghị quyết HĐQT số 82/NQ-HĐQT ngày 19/06/2026 về việc thông qua danh sách Cán bộ nhân viên được tham gia chương trình phát hành cổ phiếu ESOP năm 2026 _ *Approving the Board of Directors Resolution No. 82/NQ-HĐQT dated June 19/2026 on adopting the list of employees eligible to participate in the 2026 Employee Stock Ownership Plan (ESOP).*

- Thông qua Nghị quyết HĐQT số 83/NQ-HĐQT ngày 19/06/2026 về việc triển khai phương án phát hành cổ phiếu ESOP năm 2026 _ *Approving the Board of Directors Resolution No. 83/NQ-HĐQT dated June 19/2026 on implementing the 2026 Employee Stock Ownership Plan (ESOP) issuance plan.*

- Thông qua Quyết định HĐQT số 84/QĐ-HĐQT ngày 19/06/2026 đảm bảo phát hành cổ phiếu ESOP năm 2026 đáp ứng tỷ lệ sở hữu nước ngoài tối đa của Công ty _ *Approving the Board of Directors Decision No. 84/QĐ-HĐQT dated June 19/2026 on ensuring that the 2026 Employee Stock Ownership Plan (ESOP) issuance complies with the Company's maximum foreign ownership limit.*

3. Thông tin này đã được công bố trên trang thông tin điện tử của công ty vào ngày 19/06/2026 tại đường dẫn <http://www.truongsonhn.com.vn/> /This information was published on the company's website on June 19, 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:

Nghị quyết HĐQT số/ Resolution No. 82/NQ-HĐQT

Nghị quyết HĐQT số/ Resolution No. 83/NQ-HĐQT

Quyết định HĐQT số/ Decision No. 84/NQ-HĐQT

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



Đặng Thị Chinh





No.: 82/NQ-HĐQT

SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom - Happiness

Ninh Binh, June 19, 2026

RESOLUTION OF THE BOARD OF DIRECTORS
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 Law on Securities No. 54/2019/QH14 passed by the National Assembly of the Socialist Republic of Vietnam on November 26, 2019;
- Pursuant to the Charter of Truong Son Investment and Construction Joint Stock Company;
- Pursuant to the Resolution of the 2026 Annual General Meeting of Shareholders No. 39/NQ-TSA dated April 28, 2026 of Truong Son Investment and Construction Joint Stock Company and the related Proposal;
- Pursuant to the Minutes of the Board of Directors' Meeting No. 81/BBH-TSA dated 19/06/2026 of Truong Son Investment and Construction Joint Stock Company.

RESOLVES

Article 1: Approval of the list of employees participating in the share issuance under the Employee Stock Ownership Plan ("ESOP") of Truong Son Investment and Construction Joint Stock Company in 2026.

The list of employees participating in the ESOP and the number of bonus shares allocated to each employee (attached).

Article 2: The implementation timeline for the share issuance under the Employee Stock Ownership Plan (ESOP): after the State Securities Commission of Vietnam (SSC) confirms receipt of the complete issuance dossier, in the second and third quarters of 2026

Article 3: Implementation

Members of the Board of Directors (BoD), the Board of General Directors, the Chief Accountant, and relevant functional departments shall be responsible for implementing this Resolution.

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

ON BEHALF OF THE BOARD OF DIRECTORS

Recipients:

- Website;
- Members of the Board of Directors, Board of General Directors, and Supervisory Board;
- Archives

CHAIRPERSON



NGUYEN VAN TRUONG

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DANH SÁCH NGƯỜI LAO ĐỘNG NHẬN ESOP NĂM 2026 ĐÍNH KÈM NGHỊ QUYẾT SỐ 82/NQ-HĐQT

NGÀY 19/06/2026

LIST OF EMPLOYEES RECEIVING ESOP IN 2026 ATTACHED TO RESOLUTION NO. 82/NQ-HĐQT

DATED JUNE 19, 2026

STT No	Họ và tên Full Name	Số CCCD ID	Hệ số thâm niên Seniority coefficient	Hệ số thành tích lao động Labor performance coefficient	Hệ số cá nhân Individual coefficient	Số lượng cổ phiếu (theo tiêu chí lựa chọn) Number of shares (according to selection criteria)	Số lượng cổ phiếu được phân phối (làm tròn) Number of shares distributed (rounded)
			(a)	(b)	(c)=(a)*0,4 + (b) *0,6	(d)=800.000*(c)/219	
1	Trương Xuân Đoán	035087000827	10	15	13	47.488,58	47.000
2	Ngô Mạnh Hùng	035088004620	5	15	11	40.182,65	40.000
3	Lê Ngọc Toàn	035088001269	5	15	11	40.182,65	40.000
4	Nguyễn Thị Hằng	035190001189	10	15	13	47.488,58	47.000
5	Hoàng Thị Thảo	035194000093	10	15	13	47.488,58	47.000
6	Lê Thị Hồng	038189016563	5	15	11	40.182,65	40.000
7	Trần Thị Đồng	035182011130	5	15	11	40.182,65	40.000
8	Nguyễn Văn Thóa	035077008459	15	15	15	54.794,52	55.000
9	Bùi Hữu Nhân	024073001248	5	15	11	40.182,65	40.000
10	Trần Thị Như	035186002379	15	15	15	54.794,52	55.000



STT No	Họ và tên Full Name	Số CCCD ID	Hệ số thâm niên Seniority coefficient	Hệ số thành tích lao động Labor performance coefficient	Hệ số cá nhân Individual coefficient	Số lượng cổ phiếu (theo tiêu chí lựa chọn) Number of shares (according to selection criteria)	Số lượng cổ phiếu được phân phối (làm tròn) Number of shares distributed (rounded)
11	Nguyễn Văn Điệp	035083002811	15	15	15	54.794,52	55.000
12	Nguyễn Đức Hải	038085016152	15	10	12	43.835,62	44.000
13	Đỗ Thu Huyền	035188003861	10	10	10	36.529,68	37.000
14	Lại Hồng Quân	035096000724	5	10	8	29.223,74	29.000
15	Vũ Văn Đại	030090024649	10	10	10	36.529,68	37.000
16	Trần Gia Tuấn	038081006610	15	10	12	43.835,62	44.000
17	Nguyễn Văn Nhuận	001092012881	10	10	10	36.529,68	37.000
18	Nguyễn Xuân Bách	001091049301	10	10	10	36.529,68	37.000
19	Nguyễn Tất Thắng	036079023694	5	10	8	29.223,74	29.000
	Tổng Total				219	800.000	800.000



SOCIALIST REPUBLIC OF VIETNAM
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No.: 83/NQ-HĐQT

Ninh Binh, June 19, 2026

RESOLUTION OF THE BOARD OF DIRECTORS
TRUONG SON INVESTMENT AND CONSTRUCTION JOINT STOCK
COMPANY

- Pursuant to the Law on Enterprises No. 59/2020/QH14 dated June 17, 2020, passed by the National Assembly of the Socialist Republic of Vietnam;
- Pursuant to the Law on Securities No. 54/2019/QH14 dated November 26, 2019, passed by the National Assembly of the Socialist Republic of Vietnam;
- Pursuant to the Charter of organization and operation of Truong Son Investment and Construction Joint Stock Company;
- Pursuant to the Resolution of the 2026 Annual General Meeting of Shareholders No. 39/NQ-TSA dated April 28, 2026 of Truong Son Investment and Construction Joint Stock Company and the related Proposal;
- Pursuant to the Minutes of the Board of Directors' Meeting No. 81/BBH-TSA dated 19/06/2026 of Truong Son Investment and Construction Joint Stock Company.

RESOLVES

Article 1: Approval of the implementation of the share issuance under the Employee Stock Ownership Plan (ESOP) in accordance with the plan approved in the Resolution of the 2026 Annual General Meeting of Shareholders No. 39/NQ-TSA dated April 28, 2026.

1. Share name: Shares of Truong Son Investment and Construction Joint Stock Company.
2. Type of shares: Common shares.
3. Par value: VND 10,000 per share (in words: Ten thousand Vietnamese dong per share).
4. Expected number of shares to be issued: 800,000 shares (in words: Eight hundred thousand shares).
5. Issue price: VND 10,000 per share (in words: Ten thousand Vietnamese dong per share).
6. Total issuance value at par value: VND 8,000,000,000 (in words: Eight billion Vietnamese dong).
7. Issuance ratio (number of shares to be issued / outstanding shares): 1.98%.
8. Source of capital (in case of bonus share issuance under the ESOP): Undistributed post-tax profit as of December 31, 2025, according to the audited financial statements of 2025 of the Company, ensuring compliance with applicable laws.

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9. Transfer restriction: The issued shares shall be subject to a transfer restriction of 01 year from the completion date of the issuance.
10. Expected issuance timeline: After the State Securities Commission of Vietnam (SSC) confirms receipt of the complete issuance dossier, expected in the second and third quarters of 2026.

Article 2: Rights and obligations of employees participating in the ESOP

1. Employees receiving allocated shares shall become shareholders of TSA and shall have full rights and obligations applicable to ordinary shareholders in accordance with the Charter of TSA and applicable laws;
2. Employees receiving allocated shares shall be responsible for complying with the provisions of the Law on Securities regarding share ownership limits applicable to shareholders, shareholders and their related persons;
3. Employees shall be obligated to transfer back the allocated ESOP shares upon 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.

Article 3: Authorization to the Chairman of the Board of Directors – Legal Representative to direct and implement the following matters:

1. To prepare the dossier and carry out registration procedures for the share issuance with the State Securities Commission of Vietnam (SSC), and to organize implementation after receiving the SSC's written confirmation of receipt of the complete ESOP issuance dossier;
2. On behalf of the Board of Directors, to decide and handle arising issues and other matters related to the implementation of the ESOP share issuance, including amendments, supplements, and completion of the ESOP issuance plan and ESOP Regulations (excluding contents relating to the number of shares, type of shares, and issuance price) when necessary to comply with requirements of competent authorities and actual circumstances;
3. To report issuance results, disclose information, and register the Company's charter capital corresponding to the actual increase in capital after the issuance with competent state authorities in accordance with applicable laws;
4. To update and amend the Company's Charter to reflect the charter capital and the number of new shares in accordance with the actual issuance results reported and confirmed/accepted by competent authorities;
5. To implement necessary procedures for additional securities registration at the Vietnam Securities Depository and Clearing Corporation (VSDC) and for additional listing registration at the Ho Chi Minh City Stock Exchange in accordance with regulations;



6. To carry out procedures for changes in business registration and charter capital in accordance with the results of the above-mentioned issuance with competent state authorities.

Article 4: Effect and implementation responsibility

Members of the Board of Directors (BoD), the Board of General Directors, and relevant departments, divisions, and individuals of the Company shall be responsible for implementing this Resolution./.

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

ON BEHALF OF THE BOARD OF DIRECTORS

CHAIRPERSON

Recipients:

- Website;
- Members of the Board of Directors, Board of General Directors, and Supervisory Board;
- Archives



NGUYEN VAN TRUONG





SOCIALIST REPUBLIC OF VIETNAM

Independence - Freedom - Happiness

No.: 84/QĐ-HĐQT

Ninh Binh, June 19, 2026

BOARD OF DIRECTORS

TRUONG SON INVESTMENT AND CONSTRUCTION JOINT STOCK COMPANY

- Pursuant to the Law on Enterprises No. 59/2020/QH14 dated June 17, 2020, passed by the National Assembly of the Socialist Republic of Vietnam;
- Pursuant to the Law on Securities No. 54/2019/QH14 dated November 26, 2019, passed by the National Assembly of the Socialist Republic of Vietnam;
- Pursuant to the Charter of organization and operation of Truong Son Investment and Construction Joint Stock Company;
- Pursuant to the Resolution of the 2026 Annual General Meeting of Shareholders No. 39/NQ-TSA dated April 28, 2026 of Truong Son Investment and Construction Joint Stock Company and the related Proposal;
- Pursuant to the Minutes of the Board of Directors' Meeting No. 81/BBH-TSA dated 19/06/2026 of Truong Son Investment and Construction Joint Stock Company.

DECIDES

Article 1: Ensuring the Company's maximum foreign ownership ratio

The foreign ownership ratio of the Company as of May 28, 2026 is 0.13% (according to the list of shareholders entitled to receive cash dividends of the Vietnam Securities Depository and Clearing Corporation (VSDC) No. VNDVCAVSDT017404/VSDCTSAXX dated June 01, 2026). The maximum foreign ownership ratio at Truong Son Investment and Construction Joint Stock Company is 49% (pursuant to Official Letter No. 5812/UBCK-PTTT dated September 11, 2024 of the State Securities Commission of Vietnam (SSC)).

Based on the list of employees eligible to participate in the share issuance under the Employee Stock Ownership Plan (ESOP) issued together with the Resolution of the Board of Directors No. 81/NQ-TSA dated 19/06/2026, there are no employees of foreign nationality participating in the program.

Therefore, the share issuance under the Employee Stock Ownership Plan (ESOP) in 2026 will not result in any increase in the Company's foreign ownership ratio. Accordingly, the Company undertakes and ensures that the issuance complies with applicable laws on foreign ownership limits.

Article 2: Effect and implementation responsibility

Members of the Board of Directors (BoD), the Board of General Directors, and relevant departments, divisions, and individuals of the Company shall be responsible for implementing this Resolution./.

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This Decision shall take effect from the date of signing./.

Recipients:

- Website;
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Board of General Directors, and
Supervisory Board;
- Archives



CHAIRPERSON

NGUYEN VAN TRUONG



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