

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

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

No: 113/BC-TSA

Ninh Binh, August 18, 2026

**REPORT**

**Results of the Share Issuance under the Employee Stock Option Plan (ESOP)**

To: The State Securities Commission of Vietnam

**I. Introduction to the Issuer**

1. Name of the Issuer: TRUONG SON INVESTMENT AND CONSTRUCTION JOINT STOCK COMPANY
  2. Abbreviated Name: TRUONG SON DT & XL .,JSC
  3. Head Office Address: Chau Son Industrial Zone, Chau Son Ward, Ninh Binh Province
  4. Phone Number: 0226.221.0666 Website: truongsonhn.com.vn
  5. Charter Capital: 404.249.940.000 đồng
  6. Stock symbol: TSA
  7. Payment Account Bank: Joint Stock Commercial Bank for Investment and Development of Vietnam-Ha Nam Branch (BIDV Ha Nam) Account Number: 4820203529
  8. Business Registration Certificate, enterprise code 0700210210. First issued by the Department of Planning and Investment of Ha Nam Province on August 29, 2002. Re-issued for the 18th amendment on August 12, 2025, at the Enterprise Division – Department of Finance of Ninh Binh Province
- Principal Business Activities:
- + Construction of electrical works (specifically: construction of electrical works up to 500kV) – Industry code: 4221;
  - + Transmission and distribution of electricity – Industry code: 3512;
  - + Electricity generation – Industry code: 3511;
  - + Manufacture of concrete and products made from concrete, cement, and plaster – Industry code: 2395.
- Principal Products and Services:
- + Construction and installation of electrical works;
  - + Manufacture of concrete products.
9. Establishment and operation license (if required under specialized laws): N/A



## II. Issuance plan

1. Share name: Shares of Truong Son Investment and Construction Joint Stock Company
2. Type of shares: Common shares.
3. Number of shares prior to the offering:
  - Number of shares issued: 40.424.994 shares.
  - Number of shares outstanding: 40.424.994 shares.
  - Number of treasury shares: 0 (Zero) shares.
4. Expected number of shares to be issued: 800,000 shares, equivalent to 1.98% of the total outstanding shares.
5. Transfer Restriction Period: The issued shares will be subject to a transfer restriction for a period of one (01) year from the closing date of the issuance under the ESOP program.
6. Issue price (in case of sale of shares to employees): \_\_\_\_\_ VND/share.
7. Source of funds for the issuance (*in case of bonus share issuance to employees*): Retained earnings as of December 31, 2025, as reported in the Company's audited financial statements for the year 2025.
8. Business Registration Certificate, enterprise code 0700210210. First issued by the Department of Planning and Investment of Ha Nam Province on August 29, 2002. Re-issued for the 18th amendment on August 12, 2025, at the Enterprise Division – Department of Finance of Ninh Binh Province
- Principal Business Activities:
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- Principal Products and Services:
  - + Construction and installation of electrical works;
  - + Manufacture of concrete products.
9. Establishment and operation license (if required under specialized laws): N/A

## III. Share Issuance Results

1. Number of shares distributed: 800,000 shares, representing 100% of the total number of shares planned for issuance.
2. Number of employees allotted: 19



3. Total number of shares after the issuance (as of August 17, 2026): 41,224,994 shares, of which:

- Number of outstanding shares: 41,224,994 shares;
- Number of treasury shares: 0 shares.

#### **IV. Attachments**

1. List of Employees Participating in the Program;
2. Notice of Share Issuance under the Company's Employee Stock Option Plan.

*Ninh Binh, August 18, 2026*

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



**Nguyen Van Truong**

**LIST OF OFFICERS AND EMPLOYEES AWARDED SHARES UNDER THE EMPLOYEE STOCK OPTION PLAN (ESOP)**

*Attached to the Report on Share Issuance Results under the Company's Employee Stock Option Plan No. 113/BC-TSA dated August 18, 2026*

| No         | Full nam              | Position                     | Number of Shares Awarded |
|------------|-----------------------|------------------------------|--------------------------|
| <b>I</b>   | <b>Department</b>     |                              |                          |
| 1          | Nguyen Van Thoa       | Construction Bidding Manager | 55.000                   |
| 2          | Tran Gia Tuan         | Technical Manager            | 44.000                   |
| 3          | Nguyen Tat Thang      | Deputy Plant Manager         | 29.000                   |
| <b>II</b>  | <b>Administration</b> |                              |                          |
| 1          | Tran Thi Nhu          | Materials                    | 55.000                   |
| 2          | Tran Thi Dong         | Accounting                   | 40.000                   |
| 3          | Nguyen Thi Hang       | Accounting                   | 47.000                   |
| 4          | Le Thi Hong           | Accounting                   | 40.000                   |
| 5          | Do Thu Huyen          | Accounting                   | 37.000                   |
| 6          | Bui Huu Nhan          | Business                     | 40.000                   |
| 7          | Hoang Thi Thao        | Business                     | 47.000                   |
| <b>III</b> | <b>Production</b>     |                              |                          |
| 1          | Truong Xuan Doan      | Technical                    | 47.000                   |
| 2          | Ngo Manh Hung         | Technical                    | 40.000                   |
| 3          | Le Ngoc Toan          | Technical                    | 40.000                   |
| 4          | Vu Van Dai            | Technical                    | 37.000                   |
| 5          | Nguyen Xuan Bach      | Technical                    | 37.000                   |
| 6          | Nguyen Duc Hai        | Technical                    | 44.000                   |
| 7          | Nguyen Van Nhuan      | Technical                    | 37.000                   |
| 8          | Lai Hong Quan         | Technical                    | 29.000                   |
| 9          | Nguyen Van Diep       | Driver                       | 55.000                   |
|            | <b>TOTAL</b>          |                              | <b>800.000</b>           |

**LEGAL REPRESENTATIVE  
CHAIRMAN OF THE BOARD OF DIRECTORS**



**Nguyen Van Truong**