



SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom - Happiness

No.: 124/NQ-HĐQT

Ninh Binh, September 10, 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 No 50/TTr-TSA dated April 28, 2026;
- Pursuant to the Board of Directors' Resolution No. 83/NQ-HĐQT regarding the implementation of the share issuance under the Company's Employee Stock Option Plan;
- Pursuant to the Official Documents of the State Securities Commission: No. 7166/UBCK-QLCB regarding the report on the ESOP share issuance of TSA, and No. 8228/UBCK-QLCB regarding the report on the results of the share issuance under the Employee Stock Option Plan of TSA;
- Pursuant to the Minutes of the Board of Directors' Meeting No. 123/BBH-TSA dated 10/09/2026 of Truong Son Investment and Construction Joint Stock Company.

RESOLVES

Article 1: Approve the results of the share issuance under the Employee Stock Option Plan (the "ESOP Program") of Truong Son Investment and Construction Joint Stock Company (TSA) for the year 2026.

1. Share name: Shares of Truong Son Investment and Construction Joint Stock Company.
2. Type of share: Common shares.
3. Par value of shares: VND 10,000 (in words: Ten thousand dong).
4. Share issue price: VND 10,000/share (in words: Ten thousand dong per share).
5. Number of shares issued: 800,000 shares (in words: Eight hundred thousand shares).
6. Total number of shares distributed: 800,000 shares (in words: Eight hundred thousand shares), representing 100% of the total number of shares issued.
7. Total number of employees participating in the offering: 19 (the list of employees participating in the 2026 ESOP was issued as an attachment to Resolution No. 82/NQ-HĐQT dated June 19, 2026).
8. Total number of shares after the issuance: 41,224,994 shares (in words: Forty-one million, two hundred twenty-four thousand, nine hundred ninety-four shares).

**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*



9. Charter capital of the Company after the issuance: VND 412,249,940,000 (*in words: Four hundred twelve billion, two hundred forty-nine million, nine hundred forty thousand dong*).
10. Transfer restriction: Shares issued to employees under the ESOP Program shall be subject to a transfer restriction for a period of one (01) year from the closing date of the offering.

Article 2: Update and amend the Charter

Amend the contents regarding charter capital (in figures, in words, VND) and the total number of shares set out in Article 6, Chapter IV (Charter Capital, Shares, Founding Shareholders) of the Charter of Organization and Operation of Truong Son Investment and Construction Joint Stock Company to reflect the results of the share issuance mentioned above. Details of the amendment are as follows:

- "The Company's charter capital is VND 404,249,940,000 (*in words: Four hundred four billion, two hundred forty-nine million, nine hundred forty thousand dong*)" shall be deleted and replaced with:

"The Company's charter capital is VND 412,249,940,000 (in words: Four hundred twelve billion, two hundred forty-nine million, nine hundred forty thousand dong)."

- "The Company's total charter capital is divided into 40,424,994 shares with a par value of VND 10,000 per share" shall be deleted and replaced with:

"The Company's total charter capital is divided into 41,224,994 shares with a par value of VND 10,000 per share."

Article 3: Register the charter capital increase as follows:

1. Information before the change:

- Charter capital: VND 404,249,940,000 (*in words: Four hundred four billion, two hundred forty-nine million, nine hundred forty thousand dong*)
- Par value: VND 10,000
- Total shares: 40,424,994 shares

2. Information after the change:

- Charter capital: VND 412,249,940,000 (*in words: Four hundred twelve billion, two hundred forty-nine million, nine hundred forty thousand dong*)
- Par value: VND 10,000
- Total shares: 41,224,994 shares

3. Form of capital increase: Issuance of bonus shares under the Company's Employee Stock Option Plan (ESOP).

Article 4: Adjust the Securities Registration Certificate and change the listing registration

The Company's Board of Directors approves the filing of the additional depository registration documents with the Vietnam Securities Depository and Clearing Corporation

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1. Share name: Shares of Truong Son Investment and Construction Joint Stock Company
2. Type of share: Common shares
3. Stock symbol: TSA
4. Par value of shares: VND 10,000 (*in words: Ten thousand dong*).
5. Number of shares registered for additional depository and listing: 800,000 shares (*in words: Eight hundred thousand shares*).

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.

ON BEHALF OF THE BOARD OF DIRECTORS

CHAIRPERSON

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



NGUYEN VAN TRUONG

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