

*Bien Hoa, May 22, 2025*

**INFORMATION DISCLOSURE ON MEETING DOCUMENT PATH  
ANNUAL GENERAL MEETING OF SHAREHOLDERS YEAR 2025**

Dear:

- The State Securities Commission of Viet Nam;
- Hanoi Stock Exchange;
- Shareholders of Tin Nghia Corporation.

**I. Information disclosure organization:**

1. Organization name: Tin Nghia Corporation.
2. Headquarters address: No. 96, Ha Huy Giap Street, Trung Dung Ward, Bien Hoa City, Dong Nai Province.
3. Telephone: 0251.3822486    Fax: 0251.3823747

**II. Information disclosure content:**

Tin Nghia Corporation is pleased to announce information about the path to access documents of the Annual General Meeting of Shareholders in 2025.

Please see the information at the link: <https://tinnghiacorp.com.vn/dai-hoi-co-dong/>.

We commit that the information disclosed above is true and take full responsibility before the law for the content of the disclosed information.

Sincerely.

*Recipients:* 

- As above;
- BOD, Control Board (for reporting);
- Board of Directors;
- Save: Board of Directors' Document, Document Department.

**AUTHORIZED BY THE CHAIRMAN OF BOD  
PERSON IN CHARGE OF INFORMATION  
DISCLOSURE  
DEPUTY GENERAL DIRECTOR**



**Nguyen Cao Nhon**



**DOCUMENT LIST**  
**GENERAL MEETING OF SHAREHOLDERS**  
**TIN NGHIA CORPORATION**

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2	Agenda the 2025 Annual General Meeting of Shareholders	
3	Power of Attorney regarding Attending the 2025 Annual General Meeting of Shareholders	
4	Proposal regarding the approval of the Presiding Board, the Secretary Board, Ballot Counting Committee for voting and election.	
5	Working Regulations of Annual General Meeting of Shareholders 2025	
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14	Regulations on Nomination, candidacy and supplementary election of members of the Board of Directors and members of the Board of Supervisor of Tin Nghia Corporation, term II (2021 – 2026)	

<b>No.</b>	<b>Content</b>	<b>Note</b>
15	Proposal regarding the dismissal of members of the Board of Directors and members of the Board of Supervisors Tin Nghia Corporation, term II (2021 – 2026)	
16	Notice regarding the nomination and candidacy of additional members expected to be elected Board of Directors and Board of Supervisors of Tin Nghia Corporation, term II (2021 - 2026)	
17	Draft Resolution of the 2025 Annual General Meeting of Shareholders	



## TIN NGHIA CORPORATION

Head office: No. 96 Ha Huy Giap, Trung Dung Ward, Bien Hoa City, Dong Nai Province  
Phone: (0251) 3822 486 Fax: (0251) 3823747 Website: tinnghiacorp.com.vn  
Enterprise code: 3600283394.

### NOTICE OF ONLINE MEETING INVITATION ANNUAL GENERAL MEETING OF SHAREHOLDERS 2025

**To: Shareholders of Tin Nghia Corporation**

The Board of Directors of Tin Nghia Corporation (hereinafter referred to as "Tin Nghia Corporation") respectfully invites Shareholders to attend the 2025 Annual General Meeting of Shareholders of Tin Nghia Corporation as follows:

- **Time:** At 07:30 A.M., Wednesday, 11/6/2025.
- **Location of the meeting:** Headquarters of Tin Nghia Corporation - Address: No. 96, Ha Huy Giap, Trung Dung Ward, Bien Hoa City, Dong Nai Province.
- **Meeting form:** Online Meeting (Shareholders are kindly requested to register to attend and vote online, using electronic ballots).
- **Agenda of the Meeting:** (According to the attached program).
- **Documents for the Meeting:** Documents for the Meeting are posted on the website of Tin Nghia Corporation at <https://tinnghiacorp.com.vn/dai-hoi-co-dong/> from 22/5/2025.
- **Registration for the meeting:** Shareholders are kindly requested to register for the General Meeting of Shareholders at the website: <https://ezgsm.fpts.com.vn/Login/TID250101> from 09/6/2025.
- **Authorization to attend the Meeting:** If Shareholders authorize another person to attend the Meeting, please register the authorization to attend the Meeting at the website: <https://ezgsm.fpts.com.vn/Login/TID250101> and send the Power of Attorney (according to the form from the system) or according to the provisions of Civil Law signed to the address below before 09/6/2025.

*(Note: The Power of Attorney must clearly state the name of the individual or organization authorized and must include the number of shares authorized. The Power of Attorney must be the original, with a wet signature. In case of receiving authorization from an institutional shareholder, the Power of Attorney must bear the seal of the authorizing organization).*

- **Voting:** Shareholders exercise their voting rights at the website: <https://ezgsm.fpts.com.vn/Login/TID250101> (The electronic voting time is specified in the Working Regulations).

- **Address for sending discussion questions and support contact:**

**Contact person:** Ms. Duong Thi Loan Anh – Assistant Board

**Address:** No. 96 Ha Huy Giap, Trung Dung Ward, Bien Hoa City, Dong Nai Province.

**Email:** [anh.dtl@tinnghiacorp.com.vn](mailto:anh.dtl@tinnghiacorp.com.vn)

**Phone:** (0251) 3 822 486 - Ext 120

- **Login information for the online General Meeting of Shareholders system at the website:** <https://ezgsm.fpts.com.vn/Login/TID250101>

**Username:** Printed in the invitation letter sent to each shareholder.

**Password:** Printed in the invitation letter sent to each shareholder.

Sincerely,



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



**Đang Thi Thanh Ha**



Time	Agenda	Presenter
9:05 AM – 9:20 AM	Report of the Board of Supervisors of Tin Nghia Corporation regarding performance results for the year 2024 supervision plan for the year 2025	Ban kiểm soát
9:20 AM – 9:55 AM	<p><b>Approve the proposals:</b></p> <ol style="list-style-type: none"> <li>1. Proposal regarding the approval of the Audited Financial Statements for 2024.</li> <li>2. Proposal regarding the profit distribution plan for the year 2024.</li> <li>3. Proposal regarding the 2025 business production and operation plan targets and expected dividend payout ratio for 2025.</li> <li>4. Proposal regarding the finalization of remuneration, salary, and bonuses for 2024 and the estimate of remuneration, salary, and bonuses for 2025 of the Board of Directors and the Board of Supervisors.</li> <li>5. Proposal regarding the selection of an auditing firm for the 2025 Financial Statements.</li> </ol>	The Presiding Board
9:55 AM – 10:15 AM	<b>The meeting discusses and votes to approve 2 reports and 5 proposals.</b>	
10:15 AM – 10:30 AM	<p><b>Approve the contents for the election of additional members of the Board of Directors and members of the Board of Supervisors:</b></p> <ol style="list-style-type: none"> <li>1. Regulations on the Nomination, Candidacy, and Election of additional members of the Board of Directors and the Board of Supervisors at the Annual General Meeting of Shareholders in 2025.</li> <li>2. Proposal regarding the dismissal of members of the Board of Directors and members of the Board of Supervisors Tin Nghia Corporation, term II (2021 – 2026).</li> <li>3. Notice regarding the nomination and candidacy of additional members expected to be elected Board of Directors and Board of Supervisors, term II (2021 - 2026).</li> </ol>	The Presiding Board
10:30 AM – 10:40 AM	<b>The meeting discusses and votes to approve the Regulations on the Nomination, Candidacy, and Election of additional members of the Board of Directors and the Board of Supervisors, along with 2 proposals.</b>	

Time	Agenda	Presenter
10:40 AM – 10:50 AM	Proceed with the election of additional members of the Board of Directors and members of the Board of Supervisors.	Ballot Counting Committee for voting and election
10:50 AM – 11:05 AM	<b>Break – Counting the election votes.</b>	
11:05 AM – 11:15 AM	Announce the results of the additional election of members of the Board of Directors and members of the Board of Supervisors, term II (2021-2026). The elected members of the Board of Directors and members of the Board of Supervisors are introduced to the meeting.	Ballot Counting Committee for voting and election
11:15 AM – 11:25 AM	<b>IV. CLOSING OF THE MEETING</b>	
	Approve the Minutes of the Meeting.	The Secretary Board
11:25 AM – 11:35 AM	Approve the Resolution of the meeting.	The Secretary Board
11:35 AM – 11:40 AM	<b>Vote to approve the minutes and the resolution of the Annual General Meeting of Shareholders in 2025.</b>	The Presiding Board
11:40 AM – 11:50 AM	Closing of the Meeting	The Presiding Board

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

**POWER OF ATTORNEY**

**Re: Attending the 2025 Annual General Meeting of Shareholders**

To: The Board of Directors of Tin Nghia Corporation.

**1. Authorizing Party:** .....

Shareholder Name (Individual/Organization): .....

Legal Documents of Individual/Organization: ..... Issued Date:...../...../.....

Place of Issue: .....

Registered/Permanent Address: .....

Phone: ..... Email: .....

Legal Representative of Shareholder as Organization: .....

Total Shares Owned: .....

**2. Authorized Party:**

2.1. Name of Individual/Organization: .....

Legal Documents of Individual/Organization: ..... Issued Date:...../...../.....

Place of Issue: .....

Registered/Permanent Address: .....

Phone: .....

Email (\*): .....

Person authorized to attend the AGM (1): .....

*Or:*

2.2. Authorize one of the Board members ("BOD") of Tin Nghia Corporation as follows: *(Mark X in one of the following boxes)*

- Ms. **Dang Thi Thanh Ha** – Chairman of the BOD.
- Mr. **Tran Trung Tuan** – BOD Member – General Director.

2.3. *Number of shares authorized:*

- Entire  Part (2): .....

**3. Contents and scope of authorization:** The authorized party is entitled to represent the authorizing party to attend the online meeting and exercise all rights and obligations of the authorizing party at the General Meeting of Shareholders corresponding to the number of shares authorized. We are fully responsible for this authorization and commit to strictly comply with the current regulations of the Law and the Charter of Tin Nghia Corporation.

The Authorized Party is only allowed to perform the tasks within the scope of authorization under this Power of Attorney and is not allowed to re-authorize to any third party. This Power of Attorney is effective from the date of signing until the end of the 2025 Annual General Meeting of Shareholders of Tin Nghia Corporation./.

....., 2025

**Authorizing Party**  
*(Signature, full name, seal (if any))*

**Authorized Party**  
*(Signature, full name, seal (if any))*

*(1) Fill in this section only if the Authorized Party is an organization;*

*(2) Provide the number of shares authorized.*

*(\*) : Required for the Authorized Representative to receive a Username and Password for online participation.*

No: 87 /TTr - HDQT

*Bien Hoa, May 22, 2025***PROPOSAL****Regarding the approval of the Presiding Board, the Secretary Board,  
Ballot Counting Committee for voting and election**

To: The Annual General Meeting of Shareholders in 2025.

Pursuant to the Law on Enterprises No. 59/2020/QH14 dated June 17, 2020;

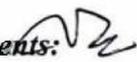
Pursuant to the Charter of Tin Nghia Corporation (hereinafter referred to as "Tin Nghia Corporation"),

The Board of Directors respectfully submits to the Annual General Meeting of Shareholders for approval the composition of the Presiding Board, the Secretary Board, and the Ballot Counting Committee for voting and election as follows:

No.	Full name	Title	Note
<b>I. PRESIDING BOARD</b>			
1	Ms. Dang Thi Thanh Ha	Chairman of the Board of Directors	Chairman of the Board
2	Mr. Tran Trung Tuan	Member of the Board of Directors, General Director	Member
<b>II. SECRETARY BOARD</b>			
1	Mr. Tang Tran Tan Khai	Head of the Assistance Department	Head of Department
2	Ms. Nguyen Thi My Nga	Deputy Director of the Office of the Corporation	Member
<b>III. BALLOT COUNTING COMMITTEE FOR VOTING AND ELECTION</b>			
1	Ms. Nguyen Thi Thuy Van	Chief Accountant	Head of the committee

No.	Full name	Title	Note
2	Mr. Le Dinh Son	General Corporation Office	Member
3	Mrs. Nguyen Nhu Huynh	Accounting and Finance Department	Member

Respectfully submit to the General Meeting for consideration and approval as a basis for implementation./.

*Recipients:* 

- As above;
- Archive: Meeting Documents, BOD's Document.

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



**Dang Thi Thanh Ha**

*Bien Hoa, May 22, 2025*

**WORKING REGULATIONS**  
**ANNUAL GENERAL MEETING OF SHAREHOLDERS 2025**  
**TIN NGHIA CORPORATION**

**Chapter I**  
**GENERAL PROVISIONS**

**Article 1. Scope and subjects of application**

1. This regulation applies to the organization of the Annual General Meeting of Shareholders in 2025 (hereinafter referred to as the "Meeting") of Tin Nghia Corporation (hereinafter referred to as "Tin Nghia Corporation" or "the Corporation").

2. This regulation specifies the rights and obligations of the parties participating in the Meeting, conditions, and procedures for conducting the Meeting.

3. Shareholders and parties participating in the Meeting are responsible for implementing the regulations in this Regulation.

**Chapter II**  
**CONDITIONS FOR ATTENDING THE MEETING, RIGHTS AND**  
**OBLIGATIONS OF SHAREHOLDERS, PARTICIPANTS IN THE MEETING**

**Article 2. Conditions for attending the Meeting**

1. All shareholders whose names are on the list of shareholders finalized on 12/5/2025, have the right to attend the online Meeting through the Electronic Voting System or authorize their authorized representatives to attend. In case more than one authorized representative is appointed according to the law to attend, the number of shares of each representative must be specifically determined.

2. When attending online, shareholders and authorized representatives attending the Meeting should note:

a) Technical requirements: It is necessary to have an electronic device connected to the internet (e.g., computer, tablet, mobile phone, other electronic devices with internet connection).

b) Implementation method: Access the link, log in according to the information provided to attend the online Meeting and perform electronic voting.

c) Method of recording Delegates attending the online General Meeting of Shareholders: Delegates are recorded by the electronic voting system as attending the online General Meeting of Shareholders when Delegates access the system using the access information provided in the meeting invitation and have performed "Confirmation of attendance at the online General Meeting of Shareholders" on the electronic voting system.

### **Article 3. Rights of shareholders when attending the Meeting**

1. Being publicly informed by the Meeting Organizing Committee of the contents of the Meeting agenda.

2. Being able to participate in discussions and vote on issues under the authority of the Meeting in accordance with the Law on Enterprises.

3. The voting value of the Electronic Ballot corresponds to the number of voting shares that the person owns or represents under authorization.

### **Article 4. Obligations of shareholders who meet the conditions to attend the Meeting**

1. Shareholders and authorized representatives attending the Meeting need to have an electronic device connected to the Internet, access the link, and log in according to the information provided by the Corporation to attend the online Meeting and perform electronic voting.

2. Keep confidential the access names, passwords, and other identifiers provided by the Corporation to ensure that only shareholders have the right to vote on the system. All voting results of shareholders through the access name and password provided by the Corporation will be officially considered as the will of the shareholder. The Corporation is not responsible for any disputes (if any) between shareholders related to the re-authentication of electronic voting through the shareholder's access account. Shareholders are fully responsible before the law and before the Corporation for the electronic voting results performed through the shareholder's access account on the system.

3. Comply with the regulations in this Charter, the control of the Presiding Board, and respect the working results at the Meeting.

### **Article 5. The Committee for Verification of Eligibility to Convene the Meeting**

1. The Committee for Verification of Eligibility to Convene the Meeting is established by the Organizing Committee of the Meeting.

2. The Committee for Verification of Eligibility to Convene the Meeting is responsible for:

a) Checking the eligibility of shareholders to attend the Meeting, determining the validity in accordance with the law and comparing it with the list of shareholders entitled to attend the meeting, which was finalized on 12/5/2025.

b) Reporting to the Meeting and being responsible for the results of checking the

eligibility for convening the General Meeting of Shareholders before the Meeting is officially conducted.

c) The Committee for Verification of Eligibility to Convene the Meeting has the right to establish a support division to complete the tasks of the Committee.

#### **Article 6. The Vote Counting and Election Committee**

1. The Vote Counting and Election Committee (hereinafter referred to as "the Vote Counting Committee") consists of 03 people nominated by the Organizing Committee and approved by the General Meeting of Shareholders.

2. The Vote Counting Committee has the following duties:

a) Preparing the vote counting record and being responsible to the Presiding Board and the General Meeting of Shareholders when performing its duties.

b) Accurately determining the voting results of shareholders on issues that need to be consulted for approval at the Meeting.

c) Organizing the vote counting for the election, preparing a record to determine the results of the election of additional members to the Board of Supervisors.

d) Reporting the vote counting results to the Meeting.

#### **Article 7. Rights and obligations of the Presiding Board**

1. The Presiding Board consists of a Chairman and a number of members approved by the Meeting through voting, and has the function of controlling the Meeting.

2. Rights and obligations of the Presiding Board:

a) Managing the activities of the Meeting according to the program approved by the Meeting. Carrying out the tasks deemed necessary to conduct the Meeting in an orderly manner, in accordance with the approved program and reflecting the wishes of the majority of attending shareholders.

b) Submitting drafts on the necessary contents for the Meeting to vote on.

c) Guiding delegates and the Meeting in discussions.

d) Answering questions raised by the Meeting or assigning people to answer.

e) The Presiding Board's decision on issues of order, procedures or events arising outside the program of the Meeting will be the highest judgment.

f) The Presiding Board may postpone the Meeting meeting to another time in accordance with the provisions of the Enterprise Law and the Charter of the Corporation if it finds that:

- Attendees obstruct, cause disorder, or risk making the meeting not conducted fairly and legally; or

- The means of communication at the meeting location do not ensure that shareholders attending the meeting can participate, discuss and vote.

## **Article 8. The Secretariat**

1. The Secretariat consists of a Head and a number of members nominated by the Board of Directors and approved by the Meeting through voting.
2. The Secretariat performs assistance tasks as assigned by the Presiding Board:
  - a) Fully and truthfully recording all contents at the Meeting.
  - b) Assisting the Presiding Board in announcing the Minutes and Draft Resolutions of the Meeting, and notifications from the Presiding Board to shareholders when requested.
  - c) Receive and review the registration forms for delegates' speeches, and forward them to the Presiding Committee for decision.

## **Chapter III**

### **ORDER OF CONGRESS**

## **Article 9. Conditions for conducting the Meeting**

1. The General Meeting of Shareholders shall be conducted when the number of attending shareholders and authorized representatives represents over 50% of the total number of voting shares according to the shareholder list finalized on 12/5/2025.
2. In the event that the first meeting does not meet the conditions for conducting the meeting as stipulated in Clause 1 of this Article, the notice of the second meeting shall be sent within 30 days from the date of the intended first meeting. The second General Meeting of Shareholders shall be conducted when the number of attending shareholders represents 33% or more of the total voting shares.
3. In the event that the second meeting does not meet the conditions for conducting the meeting as stipulated in Clause 2 of this Article, the notice of the third meeting must be sent within 20 days from the date of the intended second meeting. The third General Meeting of Shareholders shall be conducted regardless of the total number of voting shares of the attending shareholders.
4. The proportion of shareholders attending the General Meeting of Shareholders in online form is determined when the delegate has performed "Confirmation of attendance at the online General Meeting of Shareholders" on the electronic voting system as prescribed in point c, clause 2, Article 2 of this Regulation.

## **Article 10. Discussions at the Meeting**

1. Principles:
  - a) Discussions shall only be conducted within the prescribed time and within the scope of the issues presented in the Meeting's agenda.
  - b) Only shareholders and authorized representatives attending the Meeting are allowed to participate in discussions.

c) Shareholders and authorized representatives attending the Meeting who wish to register discussion content shall do so in the following prescribed forms:

- Ask questions in the Discussion section of the online congress attendance interface at the link: <https://ezgsm.fpts.com.vn> or send an email (Questions are valid when sent from the email registered in the shareholder list provided by the Vietnam Securities Depository and Clearing Corporation or the email registered by the Shareholder in the Registration Form for attending the meeting or the authorization that has been sent in hard copy to the Corporation) to: [anh.dtl@tinnghiacorp.com.vn](mailto:anh.dtl@tinnghiacorp.com.vn) (before the discussion).

- The Secretariat will arrange the content of the Delegates' questions and forward them to the Chairperson.

## 2. Answering opinions of shareholders and authorized representatives:

a) Based on the questions forwarded by the Secretariat, the Chairperson or a member designated by the Chairperson will answer the opinions of shareholders or authorized representatives.

b) In case of time constraints, questions not answered directly at the Meeting will be answered later by the Corporation via email or in writing.

## Article 11. Electronic voting and election at the Meeting

### 1. Principles:

All issues in the program and content of the Meeting meeting must be discussed and voted on publicly by the Meeting. Shareholders and authorized representatives shall vote by electronic voting at the link: <https://ezgsm.fpts.com.vn>.

### 2. Electronic voting:

a) Shareholders and authorized representatives select one of three voting options: "**Agree**", "**Disagree**", or "**Abstain**" for each issue put to a vote at the Meeting that has been set up in the electronic voting system.

b) Proceed to confirm the voting so that the electronic voting system records the results.

### 3. Some other regulations when conducting electronic voting:

a) In the event that shareholders or authorized representatives do not complete all voting matters according to the agenda of the General Meeting, the issues that have not been voted on are considered as shareholders or authorized representatives who did not vote on that issue.

b) In the event that issues arise outside of the agenda of the sent General Meeting, shareholders or authorized representatives may cast additional votes. If shareholders or authorized representatives do not vote on the arising issues, it is considered that the shareholders or authorized representatives did not vote on that arising issue.

c) Shareholders and authorized representatives may change their voting results (but cannot cancel the voting results), including the additional voting results on issues arising outside the agenda of the General Meeting. The online system only records the



vote counting for the final voting results at the end of the electronic voting period of each vote counting session as stipulated in Clause 4 of this Article.

d) Shareholders and authorized representatives can access the electronic voting system (as instructed in the Invitation to Meeting) and vote 24 hours a day, except in cases of system maintenance or other reasons beyond the control of the Corporation. After the voting period ends, the system will not record any additional electronic voting results from Delegates.

#### 4. Electronic voting time:

a) The first voting contents (including the Agenda of the General Meeting; the Working Regulations at the General Meeting; approving the composition of the Presidium, the Secretariat, the Vote Counting and Election Committee): Shareholders and authorized representatives shall vote from 10:00 A.M. on 09/6/2025 until before the General Meeting approves the first voting contents.

b) The second voting contents (including the Reports of the Board of Directors, the Supervisory Board and the Submissions): Shareholders and authorized representatives shall vote from 10:00 A.M. on 09/6/2025 until before the General Meeting approves the second voting contents.

c) The third voting contents (including the Regulations on Nomination, Candidacy and Election of additional Members of the Board of Directors, Members of the Supervisory Board and 03 Submissions): Shareholders and authorized representatives shall vote from 10:00 A.M. on 09/6/2025 until before the General Meeting approves the third voting contents.

d) Election content: Delegates shall elect additional members to the Board of Directors and members to the Supervisory Board of Tin Nghia Corporation for term II from 10:00 A.M. on 09/6/2025 until before the General Meeting approves the election content.

e) The fourth voting contents (Approving the Minutes and Resolutions of the General Meeting): Shareholders and authorized representatives shall vote from 10:00 A.M. on 09/6/2025 until before the General Meeting approves the fourth voting contents.

#### 5. Methods of election voting (as expressly stipulated in the election rules).

#### 6. Cases of invalid ballot papers:

a) Ballot papers left blank;

b) Ballots with marks on 02 or more opinions on the issue for which opinions are to be collected;

#### 7. Recording of voting results:

The vote counting committee will check, summarize and report to the Chairperson the vote counting results of each issue according to the agenda of the General Meeting. The vote counting results will be announced by the Chairperson immediately before the meeting adjourns.

## **Article 12. Approval of Minutes and Resolutions of the General Meeting of Shareholders**

1. Issues approved at the General Meeting must be approved by the number of shareholders representing over 50% of the total voting shares of all attending shareholders and authorized representatives, except for the contents specified in Clause 2 of this Article.

2. For decisions on issues specified in Clause 1, Article 148 of the current Enterprise Law and Clause 1, Article 20 of the Charter of the Corporation, it is required to reach at least 65% or more of the total voting shares of all attending shareholders and authorized representatives.

## **Article 13. Minutes and Resolutions of the General Meeting of Shareholders**

1. All contents of the General Meeting must be recorded in the meeting minutes by the Đoàn Secretary.

2. The meeting minutes and resolutions must be completed and approved before the General Meeting adjourns and kept at Tin Nghia Corporation.

## **Chapter IV**

### **IMPLEMENTATION PROVISIONS**

#### **Article 14. Implementation Provisions**

1. This Regulation consists of 04 Chapters and 14 Articles, officially takes effect and is immediately applied at the 2025 Annual General Meeting of Shareholders of Tin Nghia Corporation after being approved by the number of shareholders representing over 50% of the total voting shares of the attending shareholders and authorized representatives.

2. The shareholders, authorized representatives, and members of the Organizing Committee of the 2025 Annual General Meeting of Shareholders of Tin Nghia Corporation are responsible for implementing this Regulation.

**ON BEHALF OF  
THE BOARD OF MANAGEMENT  
CHAIRMAN**

*Recipients:* 

- As above;
- Archive: Meeting Documents, BOD's Document.



**Dang Thi Thanh Ha**

**REPORT**  
**BUSINESS PERFORMANCE RESULTS FOR 2024**  
**AND PLAN FOR 2025**

To: The 2025 Annual General Meeting of Shareholders.

**I. BUSINESS PERFORMANCE RESULTS FOR 2024.**

In 2024, the global commodity market was affected by the complex developments of the world's political, economic, and social situation. Strategic competition among major countries continued to be fierce and military conflicts escalated in some countries, affecting peace and stability in the world, and weakening the trade, investment, production, and consumption systems. However, after many fluctuations, the world economy is gradually stabilizing as global commodity trade improves again, inflationary pressures gradually decrease, financial conditions continue to ease, and the labor supply increases.

Domestically, the production and business activities of enterprises still face many difficulties, orders are not numerous or stable, product consumption is not favorable, etc. Business is growing, but the increase is not high; the real estate market shows signs of recovery but remains sluggish.

The Corporation's production and business activities in 2024 also faced many difficulties: The coffee export sector has many potential risks due to reduced supply (prolonged hot and dry weather) which has pushed coffee prices up and made them very volatile; domestic coffee prices are always higher than export prices, making balancing buying and selling very difficult; In the petroleum business sector, consumption output decreased due to reduced fuel use by many factories, and the volume of goods transported by transport units was also not high; The industrial park and real estate sector was affected by the global economic recession, making it difficult to exploit land, factories for lease, and real estate business... From the above practical situation, the Corporation is implementing a strategy to restructure its business operations, focusing on key and focused investment in 04 main business lines (industrial park infrastructure, petroleum, logistics, agricultural products) and divestment/transfer of assets in inefficient or low-efficiency subsidiaries/projects; at the same time, streamlining personnel, etc. to the maximum to ensure business efficiency in 2024 and the following years.

**1. Business performance results for 2024.**

**1.1. Business results of the Corporation according to the Separate Financial Statements.**

Target	Unit	2024 Plan	2024 Performance	% Comparison to 2024 Performance	
				2024 Plan	2023 Performance
Total revenue	Billion VND	6,000	7,675	127.92%	181.73%
Profit after tax	Billion VND	220	247	112.23%	110.97%
<b>Main products</b>					
- Coffee	tons	100,000	65,684	65.68%	98.89%
- Industrial park infrastructure leasing	ha	23	22,5	97.62%	618.56%

The business performance of the Corporation in 2024 was positive and exceeded the plan, as detailed below:

- Coffee business: The volume of coffee consumed in the year is 65,684 tons (of which 18,669 tons are exported and 47,015 tons are sold domestically), reaching only 65.68% of the plan and nearly equivalent to the same period. Revenue from coffee business is 6,975 Billion VND, accounting for 91% of total revenue. Coffee business operations are more efficient than in recent years.

- Industrial Park infrastructure leasing: In 2024, approximately 43 delegations visited and worked at the industrial parks, and land sublease contracts were signed with 10 investors for 22.45 hectares of land (at An Phuoc Industrial Park and Nhon Trach 3 Industrial Park), reaching 98% of the plan. Revenue from industrial park operations reached 370 Billion VND.

The profit after tax of the Parent Company in 2024 reached 247 billion VND, an increase of 12% compared to the plan and 11% higher than the same period last year. The profit achieved during the year includes dividends received from financial investments in subsidiaries and associates in 2023 and advance dividends in 2024 totaling 109 billion VND, as well as a reversal of provision for receivables amounting to 20.5 billion VND.

## 1.2. Consolidated business results of the entire Corporation according to the financial statements for the year 2024.

Target	Unit	2024 Plan	2024 Performance	% Comparison to 2024 Performance	
				Plan	Same period
Consolidated total revenue	Billion VND	10,000	12,125	121.25%	137.06%
<i>Of which: Parent Company</i>	Billion VND	6,000	7,675	127.92%	181.73%

Target	Unit	2024 Plan	2024 Performance	% Comparison to 2024 Performance	
				Plan	Same period
Profit after tax	Billion VND	250	425	169.82%	163.51%
<i>Of which: Parent Company</i>	Billion VND	220	247	112.23%	110.97%
Dividend (*)	%	10	11	110.00%	110.00%

(\*) Dividends for the year 2024 are projected.

The consolidated business results for the year 2024 of the Corporation all exceeded the plan, specifically as follows:

- Consolidated revenue reached 12,125 Billion VND, an increase of 21% compared to the plan and 37% compared to the same period, mainly due to the coffee business having high revenue, accounting for 58% of total revenue (in 2024, coffee prices remained high, averaging 120,000 VND/kg).

- Consolidated profit after tax reached 425 Billion VND, an increase of 69% compared to the plan and 63% compared to the same period.

The production and business results of subsidiaries and affiliated companies are summarized as follows:

**\* Industrial Zone sector:**

- Tin Nghia Industrial Zone Development JSC: Total revenue of 277.1 Billion VND, up 4% compared to the plan, profit after tax of 168.8 Billion VND, increased by 2% compared to the plan. Total revenue and profit reached and exceeded the plan based on the following main factors: The business operations of enterprises have begun to recover, so revenue from services increased; and the reversal of provision for investment at Olympic Coffee Joint Stock Company.

- Tin Nghia - Phuong Dong Industrial Park JSC: The land area leased during the year was 42 hectares, reaching 93% of the plan. Total revenue was 230.8 billion VND, equivalent to 51% of the target, as only 8 hectares qualified for one-time revenue recognition according to regulations. Profit after tax was 113.3 billion VND, reaching 61.6% of the plan.

- Thong Nhat JSC: Total revenue reached 85.7 billion VND, equivalent to 87% of the plan; profit after tax was 26.6 billion VND, increasing by 28% compared to the plan. Revenue did not meet the target due to the impact of the economic downturn—many businesses lacked orders and had to scale down production, leading to a decrease in revenue from clean water supply and wastewater treatment. The real estate market remained subdued, so there were no sales or leases of the service center area products during the year.

**\* Production and processing sector:**

- Dong Nai Import Export Processing Agricultural Products and Foods JSC (Donafoods): During the year, the Company exported 102.6 tons of cashew kernels, sold 2.9 tons of cashew kernels domestically, and processed 665 tons of macadamia. Export turnover was 1,684,230 USD. Total revenue reached 60.2 Billion VND, equaling 92.6% of the plan and profit after tax reached 4.5 Billion VND, exceeding 125% compared to the plan. The company's business operations in 2024 were highly effective compared to previous years and mainly based on the following factors: Cashew kernel trading is entirely commercial goods, only carried out when the input and output prices are fixed and efficiency is guaranteed; Macadamia processing implemented 100 tons of commercial goods, purchased as directed by partner MWT; Utilizing the entire vacant area for lease exploitation; Minimizing operating costs.

- Tin Nghia JSC (Laos): Continuing the contract for garden assignment of coffee gardens with the assignee. The assignment has reduced losses compared to the previous period and aims to maintain and develop existing gardens while finding partners/customers to divest capital.

- Hiep Phu JSC: In 2024, the business situation in the seafood sector gradually recovered, therefore, the processing output for partners also improved, revenue compensated for costs and was effective, although not significant and better than the same period. The company's business results in 2024, although still very low, were no longer at a loss. Specifically as follows: processing 5,893 tons of aquatic feed, reaching 98% of the plan and increasing 23% compared to the same period; revenue reached 16.3 Billion VND, equal to 52% of the plan and an increase of 20% over the same period; Insignificant profit after tax.

**\* Petroleum sector:**

- Tin Nghia Petroleum JSC: In 2024, the petroleum business performed better than in 2023, although the output sold did not meet the plan due to the impact of the economic recession, with many businesses, factories, and transportation units scaling down production or temporarily suspending operations. However, good remuneration resulted in after-tax profit reaching the assigned plan. Specifically: Petroleum consumption volume during the year was 171 Million liters, reaching 87% of the plan and equaling 99% of the same period; total revenue was 3,253 Billion VND, equaling 90% of the plan, and after-tax profit was 42.2 Billion VND, increased by 5% compared to the plan.

- Phu Huu Petroleum General Warehouse JSC: The main task during the year was to focus on the legal aspects of the project. Công ty đã gửi văn bản đến UBND Tỉnh báo cáo khó khăn vướng mắc khi triển khai dự án Tổng kho Xăng dầu Phú Hữu và hồ sơ đang được Phòng Kinh tế ngành – Sở Kế hoạch Đầu tư xử lý. Hoàn tất các hồ sơ về điều chỉnh quy hoạch tỷ lệ 1/500, thiết kế hệ thống kho xăng dầu, cầu cảng 40.000 DWT và đánh giá tác động môi trường (ĐTM) chờ bổ sung hồ sơ gia hạn tiến độ chủ trương đầu tư dự án và điều chỉnh quy hoạch tỷ lệ 1/500 được phê duyệt.

**\* Real Estate Sector:** Focus on completing the legal procedures of the project and seeking capital funding sources.

- Nhon Trach Investment JSC: In 2024, the business performance met the set plan because customers were found and a successful capital recovery plan was

implemented at the Dong Sai Gon University project through a wide auction. The company's business results in 2024 were as follows: Total revenue of 98.6 Billion VND; after-tax profit was 2 Billion VND. The low profit was due to the company having to set aside a provision for inventory price reduction of 8.18 Billion VND and capital construction in progress costs due to project suspension of 21.87 Billion VND and setting aside a provision for investment in contributed capital in an affiliated company (Nhon Trach New Industrial City Co., Ltd.) with an amount of 10 Billion VND.

- Tin Nghia - Asia Investment JSC: In 2024, the Company continued to face some difficulties such as: lack of capital to continue investing in the project, failure to fulfill financial obligations for 20% of the social housing land fund according to Document No. 63/TTg-CN dated January 20, 2021 of the Prime Minister. In addition to the above difficulties, the Department of Planning and Investment is currently reviewing and unifying the plan to supplement the "Minimum rate of contribution to the state budget (value m)" for commercial housing projects approved for investment policies in the province after July 01, 2014 according to the conclusion of the State Audit. According to Report No. 12/BC-SKHĐT dated January 06, 2025 on the results of the review meeting, unifying the plan to calculate the value of m to handle difficulties and problems for commercial housing projects, the Company must have a written commitment to implement the state budget payment according to the minimum rate m and send it to the Department of Planning and Investment before January 15, 2025, allowing investors to continue implementing the project and handling legal procedures related to the project according to regulations.

- Phuoc Tan Trading and Construction JSC: In 2024, the Company's business operations and project implementation faced many difficulties due to common problems related to the Investment Law and Land Law. Therefore, business results in 2024 were low, total revenue was 35.2 Billion VND, reaching 24% of the plan, mainly from financial activities. After-tax profit was 16.8 Billion VND, reaching 35% of the plan.

**\* Service sector:**

- ICD Bien Hoa - Tin Nghia Logistics JSC: In 2024, the Company comprehensively completed its business targets. Total revenue: 114.2 Billion VND, an increase of 14% compared to the plan; after-tax profit: 36.2 Billion VND, exceeding 57% compared to the plan. Business results exceeded the plan partly due to financial investment, maximizing the area of warehouses for rent and minimizing operating costs.

- Japanese Smes Development JS Company (JSC): The Company's business operations in 2024 were positive, specifically: Total revenue: 189.3 Billion VND, an increase of 8.6% compared to the plan; profit after tax of 42.4 Billion VND, an increase of 67.5% compared to the plan. The company maintained business efficiency thanks to revenue from factory rentals in Nhon Trach and increased ancillary service fees (ATM booth rentals and electric vehicle charging fees).

- Tin Nghia Project Management Joint Stock Company: In 2024, in the context of many difficulties in the construction and real estate market, many projects were

temporarily suspended or had no plans to resume construction, which affected the company's operating results. The company has tried and made efforts to find more customers, the realized revenue was 10.1 Billion VND, an increase of 45% compared to the plan; profit after tax was 440 Million VND, equal to 88% of the plan.

- Tin Nghia Professional Security Services Corporation: The Company's business situation in 2024 faced many fluctuations and disadvantages due to the impact of the economic recession, many customers liquidated contracts, reduced security personnel at sites to cut costs, etc., therefore, the company's business results in 2024 were lower than planned. Specifically, the total revenue was 43 Billion VND, reaching 96% of the plan; profit after tax was 601 Million VND, equal to 30% of the plan.

## **2. Development investment activities.**

Project legal procedures have not been resolved, project investment and construction implementation face many difficulties. Specific implementation results in the year:

### ***a) Petroleum sector:***

\* **Phu Huu Petroleum Depot Project:** In 2024, continue to monitor the application for extension and adjustment of the project's investment policy progress. However, so far the application has not been resolved, leading to related legal procedures such as adjustment of the 1/500 detailed plan, Environmental Impact Assessment (EIA) report, basic design appraisal, etc., which have not been implemented.

\* **Development of a network of Petrol stations:** Continue to carry out legal procedures for land locations to establish petrol and oil business points. For Phuoc Binh Petrol Station (Phuoc Binh commune, Long Thanh district), the Provincial People's Committee has approved the receipt of agricultural land transfer for project implementation; The Corporation has completed submitting the application for land use purpose conversion. For Phu Tan Petrol Station (Phu Tan commune, Dinh Quan district), the application for approval of receiving the transfer of the remaining agricultural land area for the non-agricultural project has been completed, and the application is currently awaiting processing by the Department of Natural Resources and Environment.

### ***b) Logistics and service sector:***

\* **Phu Huu General Port Project:** Continuing to monitor the procedures for approving the Group IV seaport plan by the Ministry of Transport and the procedures for appraising the project's investment policy decision file according to the request of the Ministry of Planning and Investment.

### ***c) Industrial park infrastructure and real estate investment sector:***

#### ***\* Infrastructure investment in Ong Keo Industrial Park:***

- Land acquisition compensation work: Coordinate with departments and districts to focus on compensating for the remaining area of Ong Keo Industrial Park, approximately 184.3 ha.

- Technical infrastructure work: Completed the appraisal of the design dossier for planned road No. 11 and approved the estimate & design for road No. 4 - Section 2 (Km2+600 to Km3+500). Completed the selection of a contractor and commenced construction of the EPC package to upgrade the Ong Keo Industrial Park wastewater treatment station from column B to A, with a capacity of 3,000 m<sup>3</sup>/day-night.

\* **Tin Nghia Plaza Commercial and Service Center Project:** Completed the acceptance and handover for operation, completed the acceptance with functional authorities to meet operational and activity conditions. Completed the ownership of the project and put the project into operation. Currently, the Corporation has với một số đối tác (NCB Bank, Tai Tien Company, etc.).

\* **Long Thanh Commercial Center Project:** Land prices were approved by the Provincial People's Committee in Decision No. 593/QD-UBND dated March 14, 2024. Completed the signing of a land lease contract to a joint stock company under Contract No. 13/HDTD dated May 30, 2024.

\* **51 ha Commercial and Service Center Area Project:** The Department of Planning and Investment has commented on the deposit for project implementation guarantee in Official Letter No. 939/SKHDT-QLN dated March 05, 2024. The Corporation has submitted a 06-month supervision report on the project to the Department of Planning and Investment as per regulations.

\* **Other projects:** Implemented renovation and repair works for warehouse facilities at the Granite Stone Factory and upgraded the fire protection system for the warehouse at the Agricultural Products Factory. Completed the acceptance, handover, and put into use the renovated wastewater treatment station at Tan Bien Market.

### **3. Financial Activities.**

In 2024, the financial department accomplished the following main tasks:

- Total outstanding bank loans as of December 31, 2024, are 3,120 Billion VND.

In particular:

+ Outstanding short-term loans: 2,986 Billion VND, increased 2.8 times compared to the beginning of the year (increased from 1,053 Billion VND to 2,986 Billion VND), mainly due to the increased demand for coffee business capital in the 2024 – 2025 crop season.

+ Outstanding long-term loans: 134 billion VND, a decrease of 45.6% compared to the beginning of the year, as the company has repaid loans related to the Tin Nghia Plaza Commercial Service Center project and the An Phuoc Industrial Park project during the year.

- Completed the payment of 2023 dividends to shareholders, amounting to 200 Billion VND.

- Regarding investment capital for the Ong Keo Industrial Park project: working with banks regarding the granting of a credit line of 200–300 billion VND for investment in the construction of infrastructure (roads and wastewater treatment stations) for the project.

- As of December 31, 2024, the debt recovery rate from customers in the Industrial Park reached over 95%. However, there are still some cases of late payment that have not been fully recovered to date. The reason for the slow recovery is that the business operations of the customers are facing many difficulties.

#### **4. Governance work.**

- Along with the financial restructuring of the enterprise, in 2024, the Corporation continued to implement restructuring, consolidate the organizational structure, and enhance the initiative and effective coordination between units in the Corporation system. The organizational structure is completed in the direction of focusing on streamlining the apparatus, improving labor productivity to create flexibility and new impetus.

- Maintain and continue to improve the strategic management, objective management, and personnel management system through expanding the implementation of Key Performance Indicators (KPI) and evaluating work performance according to the Balanced Scorecard (BSC) at member companies throughout the Corporation system; thereby, anticipating the necessary resources to implement appropriate policies, solutions, and action plans and achieve the set goals.

- Step by step deployment of the digitalization project to improve efficiency and quality in governance, contributing to promoting the common goal of simplifying and streamlining the organizational structure. In 2024, short-term training courses were organized on smart electronic document management; application of artificial intelligence AI - Chat GPT and Canva to improve the efficiency of office work.

## **II. ACTIVITIES OF THE GENERAL CORPORATION'S BOARD OF DIRECTORS.**

In 2024, the General Corporation's Board of Directors focused on performing the tasks under its responsibilities, powers and the contents approved by the 2024 Annual General Meeting of Shareholders. Specifically, as follows:

### **1. Implement the contents according to the Resolution of the 2024 Annual General Meeting of Shareholders.**

In addition to implementing the targets and plans for production and business in 2024 and the development orientation for the period of 2021 – 2026, over the past year, the Board of Directors has organized the implementation of tasks under Resolution No. 01/NQ-ĐHĐCĐ dated May 22, 2024 of the 2024 Annual General Meeting of Shareholders, specifically:

- Develop and direct the implementation of targets and plans for production and business in 2024 and continue to orient the development for the period of 2021 - 2026. Through the appointed Representatives at the units with contributed capital of the General Corporation, strengthen the supervision of the unit's operations; evaluate the investment capital efficiency and implement solutions to improve capital use efficiency.

- Selecting, negotiating and signing an audit service contract for the 2024 Financial Statements with AASC Auditing Firm Company Limited (AASC).

- Carrying out procedures for personnel dismissal to complete the structure of the Supervisory Board of Tin Nghia Corporation, term II (2021 - 2026).

- Deploying the payment of dividends for 2023 according to the profit distribution plan approved by the General Meeting of Shareholders.

- Deploying the development of the General Corporation's strategy for the period of 2024 – 2030, with a vision to 2035.

## **2. Evaluating the performance of the Board of Directors.**

In 2024, the Board of Directors maintained the organization of quarterly and extraordinary meetings to meet the requirements of the General Corporation's administration in accordance with the law and the General Corporation's Charter. The Board of Directors meetings were held in accordance with the procedures and regulations in the Corporation's Charter. The Board of Directors held 04 (four) regular meetings and 44 (forty-four) times of collecting opinions from members in writing.

All members of the Board of Directors fully attended the meetings of the Board of Directors. The members all showed high responsibility, focused on discussing, evaluating, and finding specific solutions to solve key issues related to orientation, development strategy and closely directing the implementation of the production, business and investment plan for 2024. Issues arising outside of regular and extraordinary meetings were sent by the members of the Board of Directors for comments in writing.

During the year, the Board of Directors issued 104 resolutions and decisions on issues related to personnel administration and organizational structure, investment, finance, tasks related to the organization of the General Meeting of Shareholders and other tasks. The issued documents were implemented in accordance with their authority, ensuring principles, procedures, and compliance with the provisions of law and the General Corporation's Charter.

The Board of Directors has supervised, directed, and ensured that information is fully, transparently, and promptly disclosed in accordance with the regulations of the State Securities Commission and the Stock Exchange. The Board of Directors regularly inspects the situation, urges the Executive Board to implement the resolutions of the Board of Directors, and promptly takes appropriate measures to adjust business operations, rectify, supplement, and improve corporate governance, ensuring that the Corporation develops in the right direction and completes the targets approved by the General Meeting of Shareholders.

At the same time, the Board of Directors regularly supervises the executive operations of the General Director, the assisting apparatus for the General Director, and the designated representatives of the Corporation at member companies in implementing the resolutions of the Annual General Meeting of Shareholders and the Resolutions and Decisions of the Board of Directors, specifically in the following areas:

- Supervising the development of the business plan and the implementation of the 2024 business plan of the Corporation and its subsidiaries and affiliated companies.

- Supervising the activities of the General Director and management personnel as follows:

+ The Board of Directors reviews, evaluates, and approves the General Director's reports on the progress and results of production and business tasks on a quarterly, semi-annual, and annual basis, identifies difficulties and obstacles, analyzes the causes, and proposes solutions.

+ The Board of Directors always closely monitors and directs the operations of the Executive Board, promptly handles and resolves issues within the Board of Directors' authority, and supports and facilitates the operations of the Executive Board.

+ Regularly monitors the implementation and compliance of the Management and Executive apparatus with laws and internal regulations and rules for managing the Corporation, managing risks, internal control, and business ethics issues; relationships with related parties, including shareholders, employees, suppliers, and customers of the Corporation.

- Organize regular and unscheduled inspections of financial accounting work, and inspect the compliance of the Executive Board and the operation of the internal control system at the Corporation and its units in the system.

- Supervising the additional capital contribution at subsidiaries and affiliated companies, and the implementation of issuing loan guarantees for member companies at banks.

- Monitoring and urging the management of debt collection.

**3. Remuneration, operating expenses, and other benefits of the Board of Directors as stipulated in Clause 3, Article 163 of the Enterprise Law and the Company's Charter.**

No.	Content	Amount (VND)	Note
1	Remuneration of the Board of Directors	3.600.000.004	
2	Other benefits	18.000.000	
	<b>Total</b>	<b>3.618.000.004</b>	

*Detailed information is presented in the 2024 financial statements posted on the Corporation's electronic information portal at the website link <https://tinnghiacorp.com.vn/>.*

**4. Report on transactions between subsidiaries, companies in which the Corporation holds control of 50% or more of the charter capital with members of the Board of Directors and related parties of those members; transactions between the Corporation and companies in which members of the Board of Directors are founding members or business managers in the 03 years prior to the transaction.**

a) Report on transactions between the company, subsidiaries, companies in which the public company holds control of 50% or more of the charter capital with members of the Board of Directors and related parties of those members: This content is presented in attached Appendix 1.

b) Report on transactions between the Corporation and companies in which members of the Board of Directors are founding members or business managers in the 03 years prior to the transaction: This content is presented in attached Appendix 2.

### **III. 2025 OPERATING PLAN.**

#### **1. Situation assessment:**

The global economy is forecast to still face many significant challenges and risks. Financial and monetary policies in general remain tight in many countries, putting pressure on borrowing costs and increasing the risk of economic recession. Geopolitical conflicts, especially the tense situation in the Middle East, threaten to disrupt supply chains and the global energy market. At the same time, the trend of market fragmentation and global technology is increasingly evident, reflected in the expansion of the BRICS bloc and US sanctions, which weaken international cooperation as well as the efficiency of global supply chains. These factors create a challenging picture of the world economy, requiring countries to have flexible and adaptive strategies to maintain sustainable growth in the new context.

Domestically, difficulties and challenges outweigh opportunities and advantages, especially in the face of major external impacts, changes in global supply chains, and fluctuations from the international market, which are creating a lot of pressure. Therefore, a comprehensive approach and long-term solutions are needed to ensure stability and sustainable development.

The general objective set by the Government in 2025 is to continue to prioritize promoting growth, maintaining macroeconomic stability, controlling inflation, ensuring major balances of the economy, and perfecting institutions and laws; develop infrastructure; improve the quality of human resources; develop science and technology, innovation; digital transformation, green transformation, and circular economy; develop culture, ensure social security, improve life; fight against corruption, negativity, and waste; consolidate and strengthen national defense and security, firmly protect independence and sovereignty; maintain political security, order, and social safety; promote foreign affairs and international integration; enhance the prestige and position of our country in the international arena.

#### **\* At the Corporation:**

The real estate business as well as land leasing in industrial parks will face many difficulties due to cautious investors in the context of slow global economic recovery and little remaining land for lease, in which, the procedure for compensation and land acquisition at Ong Keo Industrial Park still faces many difficulties.

Prolonged political conflicts in Middle Eastern countries and the prolonged conflict between Russia and Ukraine will impact the supply and price of crude oil, which will affect the petroleum business operations of the Corporation.

World and domestic coffee prices are still highly volatile, complex and difficult to predict, which is unfavorable for coffee export business.

## 2. Orientation of activities in 2025:

- Regarding production and business: Continue to maintain and promote 4 main business areas including coffee exports, petroleum business, logistics and industrial park infrastructure leasing, and real estate in order to maintain the scale, position, and brand value of the Corporation.

- Regarding investment: The top priority is compensation work at Ông Kèo Industrial Park. Continue to pursue the goal of expanding the area of the Industrial Park and real estate according to the province and region's planning. Focus on completing the legal procedures for key projects and investing in projects that have been approved in principle to put them into operation soon.

- Regarding finance: Promptly meet the capital needs for business operations and capital for compensation and land acquisition for the Ông Kèo Industrial Park project. Continue to implement many measures to recover overdue and prolonged debts, and cost-saving measures.

- Regarding corporate governance: Deploy the organizational structure towards streamlining, efficiency, reducing the size of departments, and increasing authority and tasks. Continue to restructure the enterprise, improve corporate governance, and innovate the personnel team at subsidiaries and affiliated companies according to the General Corporation's regulations for employees to create flexibility and new impetus. Maintain and continue to improve the application of BSC and KPI tools, and gradually implement digitalization projects in corporate governance and business operations.

## 3. Key business targets:

Based on the business results of 2024, available resources, along with the assessment of objective factors affecting the General Corporation's operations and the requirements for stability and development with the above orientations, the General Corporation's production and business plan for 2025 is determined with the following general targets:

Target	Unit	2024 Performance	2025 Plan	% 2025 Plan/ 2024 Performance
<b>1. Total revenue</b>	Billion VND	<b>12.125</b>	<b>11.700</b>	<b>96,49%</b>
<i>Of which: Parent Company</i>	Billion VND	7.675	7.600	99,02%
<b>2. Profit after tax</b>	Billion VND	<b>425</b>	<b>672</b>	<b>158,12%</b>
<i>Of which: Parent Company</i>	Billion VND	247	622	251,82%
<b>3. Main products</b>				
- Coffee	tons	65.684	70.000	106,57%

Target	Unit	2024 Performance	2025 Plan	% 2025 Plan/ 2024 Performance
- Industrial park land for lease	ha	64,5	66,5	103,10%
- Gasoline	Million liters	171	186	108,77%

The 2025 plan is built on the following bases:

- Coffee business: Export and domestic sales of coffee reach 70,000 tons. Revenue approximates 6,300 Billion VND. The forecast for coffee prices in 2025 will decrease to an average of 90,000 VND/kg (compared to 120,000 VND/kg in 2024).

- Industrial park sector: The leased area in industrial parks is 66.5 ha (of which the Parent Company: 18.5 ha)

- The parent company records dividends in 2025 from its subsidiaries.

- Recover and reverse provisions for overdue receivables from customers that have been provisioned in previous years, focusing on definitively recovering the remaining debt of Olympic Coffee Company.

- The above business results include income from the implementation of the restructuring plan of Tin Nghia Corporation (carrying out the Tin Nghia – A Chau project and recognizing dividends from ICD Bien Hoa - Tin Nghia Logistics Joint - Stock Company), which has been approved by the Board of Directors.

#### 4. Key solutions:

**a) Regarding coffee export business:** Implement safe business methods, promote domestic and export business, of which export volume is 30,000 tons. Implement a plan to purchase raw coffee and promote the production and processing of high-quality goods (Clean, Wet Polish) for FOB export. Implement a sustainable coffee development program, combining EUDR anti-deforestation, meeting the requirements of the European Commission.

#### **b) Regarding industrial park infrastructure business:**

+ Strengthen investment promotion at home and abroad, maintain contact with customers who have inquired about information, focus on contacting and strengthening marketing efforts with new customers, cooperate closely with land lease brokerage companies in inviting and attracting investment, and actively contact the above units and other service units to work.

+ Continue to provide investor support services: legal procedures (supporting the application for investment certificates, land use right certificates, etc.), consulting and implementing environmental services, using a part of the office building to supply investors during the basic construction period at preferential prices. Regularly interact and meet with customers to listen to feedback and resolve customer complaints.

+ Continue to survey and learn about information on a number of land funds to prepare for the deployment of new industrial park investment in accordance with the planning orientation of the Province and the Government.

+ Regularly update the website and brochures with virtual reality tour images for industrial parks and offices.

**c) Regarding investment activities:**

Actively coordinate with competent authorities to remove procedures related to the legality of projects, as a basis for investment deployment. Specifically:

**+ Oil and gas sector:**

\* *Regarding the development of petrol station networks:* complete the land procedures related to the Phuoc Binh Petrol Station and Phu Tan Petrol Station projects. Implement construction investment and put Phuoc Binh Petrol Station into business operation.

**+ Industrial park infrastructure and real estate investment sector:**

**\* Ong Keo Industrial Park:**

- Land compensation and acquisition: Continue to coordinate with departments, branches, and districts to focus on compensating for the remaining area of Ong Keo Industrial Park, approximately 184.3 ha.

- Technical infrastructure work: Complete the construction of upgrading the Ong Keo Industrial Park wastewater treatment station from column B to A, with a capacity of 3,000 m<sup>3</sup>/day-night; Renovate/upgrade damaged and degraded infrastructure items; Complete the construction of route 4 phase 2 and route 11; Adjust the design and inspect routes 9, 1, 1A, 13.

\* *Nhon Trach, An Phuoc, Tan Phu Industrial Parks:* Complete legal procedures for land, renovate/upgrade infrastructure.

\* *51ha Commercial and Service Center Area Project:* Monitor the Department/branch's implementation of procedures to adjust the planning of competent authorities to have appropriate advice and handling in accordance with actual conditions.

**\* Other projects:**

- Granite Factory Stone Factory Renovation Project: Complete the environmental permit procedure and the construction deployment procedure for renovating the Granite Stone Factory warehouse.

- Repairing the Agricultural Products Factory warehouse: Complete the construction of renovating the fire protection system of the agricultural product warehouse.

**+ Logistics service sector:**

\* *Phu Huu General Port Project:* Continue to monitor the procedure for approving the Group IV seaport plan by the Ministry of Transport and the procedure for appraising the investment policy decision dossier of the project according to the

written request of the Ministry of Planning and Investment.

**d) Regarding financial activities:**

- Continue working with credit institutions on funding for business activities, ensuring sufficient limits to serve coffee business activities in the 2024/2025 crop and payment of compensation, as well as investment in technical infrastructure for the roads of the Ong Keo Industrial Park project.

- Continue financial restructuring and divestment from long-standing inefficient projects.

- Carry out procedures (valuation, auction, etc.) to transfer the contributed capital of the Corporation at subsidiaries and transfer assets of projects that have been approved by the Management Council.

- Focus on debt collection efforts, especially for overdue and difficult-to-recover debts.

**e) Regarding governance activities:**

- Continue to build and develop the Tin Nghia brand to become a strong brand. Regularly inspect and control the application of the Corporation's brand identity system and the regulations on trademark and brand management of Tin Nghia applied throughout the Corporation's system.

- Participate in prestigious and high-quality national and international awards to enhance the brand reputation of the Corporation at home and abroad.

- Continue to review, arrange, and restructure the personnel apparatus at the Corporation and its subsidiaries.

- Continue to update and improve the employee benefit policy to create a fair and transparent working environment, creating motivation to promote staff to contribute to the overall development of the Corporation.

- Implement the Corporation's development strategy for the period 2025-2030 and vision to 2035.

- Upgrade the information technology system and apply digitalization in governance activities at the Corporation.

**5. Activities of the Board of Directors.**

In 2025, the Board of Directors will continue to maintain the quarterly periodic meeting regime as prescribed and organize extraordinary meetings and/or collect opinions from members of the Board of Directors in writing to promptly implement directing and managing the Company. Continue to implement the assignment and authorization in accordance with functions and tasks to promote the capacity of the Executive Board at all levels to help the management and administration work smoothly and transparently. Promote inspection and supervision through internal audit activities, risk management, and ensure compliance to improve business performance and preserve capital.

Within the framework of implementing the 05-year development strategy (2021-2026) with the message *"The 2021 - 2026 period must prioritize rapid,*

*sustainable and effective development in the main areas of operation at the Parent Company and member companies. Prioritize investment in projects associated with the main fields and occupations of the Corporation. Always put the interests of shareholders in conjunction with the investment process to expand the development scale of the Corporation. Ensure the lives of employees, pay more attention to training and improve the quality of human resources", the Board of Directors directs the key tasks to be implemented in 2025, specifically as follows:*

First, implement the Resolution of the 2025 Annual General Meeting of Shareholders, in which, focus on completing the 2025 business plan and adhere to the 2021-2026 development strategy through the implementation of key solution groups throughout the system.

Second, strongly promote the role of the Parent Company throughout the system through: (1) Centrally manage and coordinate resources throughout the system in terms of finance, human resources - training, information technology, brand, and basic construction investment; (2) Maximize the existing resources of the Corporation to promote overall strength; (3) Increase the financial capacity of the Parent Company to perform well the function of investing capital in member companies in the main fields and occupations of the Corporation.

Third, focus on building a professional corporate governance system in a modern direction and a public company model with the application of advanced management methods and information technology solutions in governance, ensuring the exploitation of resources effectively, creating sustainable values in the long term and attracting investment capital into the business.

Fourth, continue to focus on implementing social security programs, supporting the community, pioneering in environmental protection, towards the implementation of a sustainable development strategy.

The above is the report of the Board of Directors of Tin Nghia Corporation on the results of operations in 2024 and the plan for 2025.

Submit to the Annual General Meeting of Shareholders for discussion, feedback, and approval.

*Recipients:* 

- Shareholders;
- Archive: BOD's Document, Meeting Documents

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



**Dang Thi Thanh Ha**

## APPENDIX 1

**transactions between the company, subsidiaries, companies in which the public company holds control of 50% or more of the charter capital with members of the Board of Directors and related parties of those members**

*(Attached is Report No. .../BC-HDQT dated .../.../2025  
of the Board of Directors of Tín Nghĩa Corporation)*

No	Supplier/Seller of goods/Service provider/Lender/ Provider of other transactions	Buyer of goods/User of services/Borrower/ Participant in other transactions	Time of transaction between companies	Content, quantity, and total transaction value
1	Tín Nghĩa Petrol Joint - Stock Company	Thong Nhat Joint - Stock Company	From 01/2024 to 12/2024	Supply of petroleum fuel. Total transaction value: 243,422,540 VND.
2	Tín Nghĩa Petrol Joint - Stock Company	ICD Bien Hoa - Tín Nghĩa Logistics Joint - Stock Company	From 01/2024 to 12/2024	Supply of petroleum fuel. Total transaction value: 184,472,979 VND.
3	Tín Nghĩa Petrol Joint - Stock Company	Công ty CP Phát triển KCN Tín Nghĩa	From 01/2024 to 12/2024	Supplying gasoline and diesel fuel. Total transaction value: 284,657,402 VND.
4	Công ty CP Phát triển KCN Tín Nghĩa	Tín Nghĩa Petrol Joint - Stock Company	From 01/2024 to 12/2024	Providing environmental consulting services. Total transaction value: 312,500,000 VND
5	Tín Nghĩa Petrol Joint - Stock Company	Phuoc Tan Trading And Construction Joint - Stock Company	From 01/2024 to 12/2024	Supply of petroleum fuel. Total transaction value: 132,700,737 VND.
6	Tín Nghĩa Petrol Joint - Stock Company	Nhon Trach Investment Joint - Stock Company	From 01/2024 to 12/2024	Supply of petroleum fuel. Total transaction value: 182,982,291 VND.
7	Tín Nghĩa Petrol Joint - Stock Company	Tín Nghĩa - A Chau Investment Joint - Stock Company	From 01/2024 to 12/2024	Supply of petroleum fuel. Total transaction value: 158,772,944 VND.
8	Tín Nghĩa Petrol Joint - Stock Company	Petro Vietnam Phuoc An Port Investment & Operation Joint Stock Company	From 01/2024 to 12/2024	Supply of petroleum fuel. Total transaction value: 1,832,175,419 VND.

No	Supplier/Seller of goods/Service provider/Lender/ Provider of other transactions	Buyer of goods/User of services/Borrower/ Participant in other transactions	Time of transaction between companies	Content, quantity, and total transaction value
9	Tin Nghia Petrol Joint - Stock Company	Nhon Trach 6a Investment Construction Industrial Zone Company Limited	From 01/2024 to 12/2024	Supply of petroleum fuel. Total transaction value: 505,413,052 VND.
10	Tin Nghia Petrol Joint - Stock Company	Tin Nghia - Phuong Dong Industrial Park Joint Stock Company	From 01/2024 to 12/2024	Supply of petroleum fuel. Total transaction value: 237,448,848 VND.
11	Tin Nghia Petrol Joint - Stock Company	Dong Nai Import Export Processing Agricultural Products And Foods Joint Stock Company (Donafoods)	From 01/2024 to 12/2024	Supply of petroleum fuel. Total transaction value: 123,210,052 VND.
12	ICD Bien Hoa - Tin Nghia Logistics Joint - Stock Company	Tin Nghia Petrol Joint - Stock Company	From 01/2024 to 12/2024	Leasing of petrol station business premises. Total transaction value: 270,600,000 VND.
13	ICD Bien Hoa - Tin Nghia Logistics Joint - Stock Company	Tin Nghia Petrol Joint - Stock Company	From 01/2024 to 12/2024	Supplying electricity for daily activities at the petrol station. Total transaction value: 94,083,500 VND.
14	ICD Bien Hoa - Tin Nghia Logistics Joint - Stock Company	Dong Nai Import Export Processing Agricultural Products And Foods Joint Stock Company (Donafoods)	From 01/2024 to 12/2024	Provision of logistics services. Total transaction value: 709,925,500 VND.
15	ICD Bien Hoa - Tin Nghia Logistics Joint - Stock Company	Dong Nai Import Export Processing Agricultural Products And Foods Joint Stock Company (Donafoods)	From 01/2024 to 12/2024	Providing working capital loans. Total transaction value: 19,000,000,000 VND.
16	ICD Bien Hoa - Tin Nghia Logistics Joint - Stock Company	Tin Nghia - A Chau Investment Joint - Stock Company	From 01/2024 to 12/2024	Providing working capital loans. Total transaction value: 114,736,301 VND.
17	ICD Bien Hoa - Tin Nghia Logistics Joint - Stock Company	Tin Nghia - Phuong Dong Industrial Park Joint Stock Company	From 01/2024 to 12/2024	Providing working capital loans. Total transaction value: 25,000,000,000 VND.

No	Supplier/Seller of goods/Service provider/Lender/ Provider of other transactions	Buyer of goods/User of services/Borrower/ Participant in other transactions	Time of transaction between companies	Content, quantity, and total transaction value
18	Dong Nai Import Export Processing Agricultural Products And Foods Joint Stock Company (Donafoods)	ICD Bien Hoa - Tin Nghia Logistics Joint - Stock Company	From 01/2024 to 12/2024	Selling cashew nuts. Total transaction value: 11,435,926 VND.
19	Dong Nai Import Export Processing Agricultural Products And Foods Joint Stock Company (Donafoods)	Tin Nghia Petrol Joint - Stock Company	From 01/2024 to 12/2024	Selling cashew nuts. Total transaction value: 13,888,890 VND
20	Dong Nai Import Export Processing Agricultural Products And Foods Joint Stock Company (Donafoods)	Thong Nhat Joint - Stock Company	From 01/2024 to 12/2024	Selling cashew nuts. Total transaction value: 774,074 VND
21	Dong Nai Import Export Processing Agricultural Products And Foods Joint Stock Company (Donafoods)	Tin Nghia - A Chau Investment Joint - Stock Company	From 01/2024 to 12/2024	Selling cashew nuts. Total transaction value: 1,886,805 VND
22	Dong Nai Import Export Processing Agricultural Products And Foods Joint Stock Company (Donafoods)	Phuoc Tan Trading And Construction Joint - Stock Company	From 01/2024 to 12/2024	Selling cashew nuts. Total transaction value: 1.209.491 VND
23	Dong Nai Import Export Processing Agricultural Products And Foods Joint Stock Company (Donafoods)	Tin Nghia Industrial Park Development Joint Stock Company	From 01/2024 to 12/2024	Selling cashew nuts. Total transaction value: 3,373,334 VND
24	Tin Nghia Industrial Park Development Joint Stock Company	Tin Nghia Petrol Joint - Stock Company	From 01/2024 to 12/2024	Supplying water and wastewater treatment. Total transaction value: 11,721,655 VND.
25	Tin Nghia Industrial Park Development Joint Stock Company	Tin Nghia - A Chau Investment Joint - Stock Company	From 01/2024 to 12/2024	Providing working capital loans. Total transaction value: 30,000,000,000 VND.
26	Tin Nghia Industrial Park Development Joint Stock Company	Nhon Trach Investment Joint - Stock Company	From 12/2024	Providing car rental services. Total transaction value: 27,777,778 VND

No	Supplier/Seller of goods/Service provider/Lender/ Provider of other transactions	Buyer of goods/User of services/Borrower/ Participant in other transactions	Time of transaction between companies	Content, quantity, and total transaction value
27	Tin Nghia Industrial Park Development Joint_Stock Company	Tin Nghia - Phuong Dong Industrial Park Joint Stock Company	From 01/2024 to 12/2024	Providing car rental services. Total transaction value: 52,500,000 VND
28	Tin Nghia Industrial Park Development Joint_Stock Company	Phuoc Tan Trading And Construction Joint - Stock Company	From 01/2024 to 12/2024	Providing working capital loans. Tổng giá trị giao dịch: 16,200,000,000 VND.
29	Tin Nghia - Phuong Dong Industrial Park Joint Stock Company	Tin Nghia - A Chau Investment Joint - Stock Company	From 01/2024 to 06/2024	Providing working capital loans. Total transaction value: 496,908,924 VND

## APPENDIX 2

### Transactions between the Corporation and companies in which members of the Board of Directors are founding members or business managers in the 03 years prior to the transaction

(Attached is Report No. ...88../BC-HDQT dated 22./5./2025  
of the Board of Directors of Tin Nghia Corporation)

No	Name of Organization/ Individual	Relation ship with the Corpora tion	Certificate No., Date Issued, Issuing Authority	Headquarter s Address	Transact ion Time	Resolution/ Decision No. (if any)	Content and Value of Transaction
1	Tin Nghia Petrol Joint - Stock Company	Related Parties of the Corporati on	3601038204, issued by the Department of Planning and Investment of Dong Nai Province on 08/12/2008	3rd Floor, No. 96 Ha Huy Giap, Trung Dung Ward, Bien Hoa City, Dong Nai Province	From 01/2024 to 12/2024	Resolution No. 09/NQ-HDQT dated 12/01/2024	Gas station for rent Total value: 2,454,545,457 VND
2	Tin Nghia Petrol Joint - Stock Company	Related Parties of the Corporati on	3601038204, issued by the Department of Planning and Investment of Dong Nai Province on 08/12/2008	3rd Floor, No. 96 Ha Huy Giap, Trung Dung Ward, Bien Hoa City, Dong Nai Province	From 01/2024 to 12/2024	Resolution No. 09/NQ-HDQT dated 12/01/2024	Purchase of fuel, Total value: 1,227,848,677 VND
3	Tin Nghia Petrol Joint - Stock Company	Related Parties of the Corporati on	3601038204, issued by the Department of Planning and Investment of Dong Nai Province on 08/12/2008	3rd Floor, No. 96 Ha Huy Giap, Trung Dung Ward, Bien Hoa City, Dong Nai Province	From 01/2024 to 12/2024	Resolution No. 09/NQ-HDQT dated 12/01/2024	Office for rent, Total value: 860,999,997 VND
4	Tin Nghia Petrol Joint - Stock Company	Related Parties of the Corporati on	3601038204, issued by the Department of Planning and Investment of Dong Nai Province on 08/12/2008	3rd Floor, No. 96 Ha Huy Giap, Trung Dung Ward, Bien Hoa City, Dong Nai Province	From 01/2024 to 12/2024	Resolution No. 09/NQ-HDQT dated 12/01/2024	Fees for electricity, water, and wastewater treatment, Total value: 362,906,106 VND
5	Tin Nghia Petrol Joint - Stock Company	Related Parties of the Corporati on	3601038204, issued by the Department of Planning and Investment of Dong Nai	3rd Floor, No. 96 Ha Huy Giap, Trung Dung Ward, Bien Hoa City, Dong Nai Province	From 01/2024 to 12/2024	Resolution No. 09/NQ-HDQT dated 12/01/2024	Providing advertising services on LED screens, Total value: 12,729,600 VND

No	Name of Organization/ Individual	Relationship with the Corporation	Certificate No., Date Issued, Issuing Authority	Headquarters Address	Transaction Time	Resolution/ Decision No. (if any)	Content and Value of Transaction
			Province on 08/12/2008				
6	Tin Nghia Industrial Park Development Joint-Stock Company	Related Parties of the Corporation	3600964611, issued by the Department of Planning and Investment of Dong Nai Province on 08/11/2008	Street 6, Tam Phuoc Industrial Park, Tam Phuoc Ward, Bien Hoa City, Dong Nai Province	From 01/2024 to 12/2024	Resolution No. 09/NQ-HĐQT dated 12/01/2024	Hire waste collection services, Total value: 6,295,650 VND
7	ICD Bien Hoa - Tin Nghia Logistics Joint - Stock Company	Người có liên quan của Tổng Công ty	3601047417, issued by the Department of Planning and Investment of Dong Nai Province on 07/10/2009	Km 1+900 National Route 51, Long Binh Tan Ward, Bien Hoa City, Dong Nai Province	From 01/2024 to 12/2024	Resolution No. 09/NQ-HĐQT dated 12/01/2024	Hire logistics services, Total value: 671,137,674 VND
8	ICD Bien Hoa - Tin Nghia Logistics Joint - Stock Company	Người có liên quan của Tổng Công ty	3601047417, issued by the Department of Planning and Investment of Dong Nai Province on 07/10/2009	Km 1+900 National Route 51, Long Binh Tan Ward, Bien Hoa City, Dong Nai Province	From 01/2024 to 12/2024	Resolution No. 09/NQ-HĐQT dated 12/01/2024	Management fees and infrastructure usage fees, Total value: 3,885,467,964 VND
9	ICD Bien Hoa - Tin Nghia Logistics Joint - Stock Company	Người có liên quan của Tổng Công ty	3601047417, issued by the Department of Planning and Investment of Dong Nai Province on 07/10/2009	Km 1+900 National Route 51, Long Binh Tan Ward, Bien Hoa City, Dong Nai Province	From 01/2024 to 12/2024	Resolution No. 09/NQ-HĐQT dated 12/01/2024	Providing advertising services on LED screens, Total value: 4,752,000 VND
10	Dong Nai Import Export Processing Agricultural Products And Foods Joint Stock Company	Related Parties of the Corporation	3600268170, issued by the Department of Planning and Investment of Dong Nai Province on 01/07/2010	No. 647, Hanoi Highway, Long Binh Ward, Bien Hoa City, Dong Nai Province	From 01/2024 to 12/2024	Resolution No. 09/NQ-HĐQT dated 12/01/2024	Buy cashew nuts, Total value: 93,976,391 VND
11	Dong Nai Import Export Processing Agricultural Products And	Related Parties of the Corporation	3600268170, issued by the Department of Planning and Investment of	No. 647, Hanoi Highway, Long Binh Ward, Bien	From 01/2024 to 12/2024	Resolution No. 09/NQ-HĐQT dated 12/01/2024	Warehouse rental services, Total value: 360,000,000 VND

No	Name of Organization/ Individual	Relation ship with the Corporation	Certificate No., Date Issued, Issuing Authority	Headquarter s Address	Transact ion Time	Resolution/ Decision No. (if any)	Content and Value of Transaction
	Foods Joint Stock Company		Dong Nai Province on 01/07/2010	Hoa City, Dong Nai Province			
12	Dong Nai Import Export Processing Agricultural Products And Foods Joint Stock Company	Related Parties of the Corporation	3600268170, issued by the Department of Planning and Investment of Dong Nai Province on 01/07/2010	No. 647, Hanoi Highway, Long Binh Ward, Bien Hoa City, Dong Nai Province	From 01/2024 to 12/2024	Resolution No. 09/NQ-HDQT dated 12/01/2024	Hire forklifts and conveyor belts Total value: 82,000,000 VND
13	Petro Vietnam Phuoc An Port Investment & Operation Joint Stock Company	Người có liên quan của Người nội bộ Tổng Công ty	3601010336 Sở KH và ĐT tỉnh Đồng Nai cấp ngày 14/5/2008	Logistics Service Area at Phuoc An Port, Ba Truong Hamlet, Phuoc An Commune, Nhon Trach District, Dong Nai Province.	From 01/2024 to 12/2024	Resolution No. 09/NQ-HDQT dated 12/01/2024	Container transportation fees, Total value: 4,500,000 VND,
14	Tin Nghia - A Chau Investment Joint - Stock Company	Related Parties of the Corporation	3602181239, issued by the Department of Planning and Investment of Dong Nai Province on 08/12/2008	No. 2/11, Bui Huu Nghia, Tan Van Ward, Bien Hoa City, Dong Nai Province	From 01/2024 to 12/2024	Resolution No. 09/NQ-HDQT dated 12/01/2024	Providing advertising services on LED screens Total value: 21,384,000 VND
15	Tin Nghia - A Chau Investment Joint - Stock Company	Related Parties of the Corporation	3602181239, issued by the Department of Planning and Investment of Dong Nai Province on 08/12/2008	No. 2/11, Bui Huu Nghia, Tan Van Ward, Bien Hoa City, Dong Nai Province	02/2024	Resolution No. 29/NQ-HDQT dated 06/02/2024	Working capital lending, Total value: 70,000,000,000 VND
16	Tin Nghia - A Chau Investment Joint - Stock Company	Related Parties of the Corporation	3602181239, issued by the Department of Planning and Investment of Dong Nai Province on 08/12/2008	No. 2/11, Bui Huu Nghia, Tan Van Ward, Bien Hoa City, Dong Nai Province	In 03/2023	Resolution No. 77/NQ-HDQT dated 29/3/2023	Working capital lending, Total value: 11,280,273,973 VND

No	Name of Organization/ Individual	Relationship with the Corporation	Certificate No., Date Issued, Issuing Authority	Headquarters Address	Transaction Time	Resolution/ Decision No. (if any)	Content and Value of Transaction
17	Tin Nghia - A Chau Investment Joint - Stock Company	Related Parties of the Corporation	3602181239, issued by the Department of Planning and Investment of Dong Nai Province on 08/12/2008	No. 2/11, Bui Huu Nghia, Tan Van Ward, Bien Hoa City, Dong Nai Province	In 07/2024	Resolution No. 150/NQ-HĐQT dated 12/7/2024	Extension of the working capital loan period. Total value: 81,391,780,822 VND
18	Tin Nghia - A Chau Investment Joint - Stock Company	Related Parties of the Corporation	3602181239, issued by the Department of Planning and Investment of Dong Nai Province on 08/12/2008	No. 2/11, Bui Huu Nghia, Tan Van Ward, Bien Hoa City, Dong Nai Province	In 11/2024	Resolution No. 231/NQ-HĐQT dated 21/11/2024	Extension of the working capital loan period Working capital lending, Total value: 146,591,483,513 VND
19	Thong Nhat Joint - Stock Company	Related Parties of the Corporation	3600667859, issued by the Department of Planning and Investment of Dong Nai Province on 24/02/2004	Street 2A, Bau Xeo Industrial Park, Trang Bom District, Dong Nai Province	From 01/2024 to 12/2024	Resolution No. 09/NQ-HĐQT dated 12/01/2024	Providing advertising services on LED screens, Total value: 34,918,560 VND,
20	Tin Nghia - Phuong Dong Industrial Park Joint Stock Company	Related Parties of the Corporation	3501499635, issued by the Department of Planning and Investment of Ba Ria - Vungm Tau Province on 23/11/2009	Dat Do I Industrial Park, Phuoc Long Tho Commune, Dat Do Town, Ba Ria - Vung Tau Province.	From 01/2024 to 12/2024	Resolution No. 09/NQ-HĐQT dated 12/01/2024	Providing advertising services on LED screens, Total value: 80,784,000 VND
21	Tin Nghia - Phuong Dong Industrial Park Joint Stock Company	Related Parties of the Corporation	3501499635, issued by the Department of Planning and Investment of Ba Ria - Vungm Tau Province on 23/11/2009	Dat Do I Industrial Park, Phuoc Long Tho Commune, Dat Do Town, Ba Ria - Vung Tau Province.	From 01/2024 to 12/2024	Resolution No. 09/NQ-HĐQT dated 12/01/2024	Phí kiểm định và phí cầu đường, Total value: 13,888,890 VND
22	Tin Nghia - Phuong Dong Industrial Park Joint Stock Company	Related Parties of the Corporation	3501499635, issued by the Department of Planning and Investment of Ba Ria -	Dat Do I Industrial Park, Phuoc Long Tho Commune, Dat Do Town,	In 01/2024	Resolution No. 10/NQ-HĐQT dated 15/01/2024	Extension of the working capital loan period Working capital lending,

No	Name of Organization/ Individual	Relation ship with the Corporation	Certificate No., Date Issued, Issuing Authority	Headquarter s Address	Transact ion Time	Resolution/ Decision No. (if any)	Content and Value of Transaction
			Vungm Tau Province on 23/11/2009	Ba Ria - Vung Tau Province.			Total value: 131,500,000,000 VND,VND,
23	Tin Nghia - Phuong Dong Industrial Park Joint Stock Company	Related Parties of the Corporation	3501499635, issued by the Department of Planning and Investment of Ba Ria - Vungm Tau Province on 23/11/2009	Dat Do I Industrial Park, Phuoc Long Tho Commune, Dat Do Town, Ba Ria - Vung Tau Province.	In 02/2024	Resolution No. 33/NQ-HĐQT dated 23/02/2024	Working capital lending, Total value: 53,000,000,000 VND,VND,
24	Tin Nghia - Phuong Dong Industrial Park Joint Stock Company	Related Parties of the Corporation	3501499635, issued by the Department of Planning and Investment of Ba Ria - Vungm Tau Province on 23/11/2009	Dat Do I Industrial Park, Phuoc Long Tho Commune, Dat Do Town, Ba Ria - Vung Tau Province.	In 04/2024	Resolution No. 91/NQ-HĐQT dated 04/4/2024	Working capital lending, Total value: 130,000,000,000 VND,
25	Nhon Trach Investment Joint - Stock Company	Related Parties of the Corporation	3600694267, issued by the Department of Planning and Investment of Dong Nai Province on 14/09/2004	Street 7, Eastern Saigon Urban Area, Long Tan Commune, Nhon Trach District, Dong Nai Province.	In 01/2024	Resolution No. 16/NQ-HĐQT dated 16/01/2024	Extension of the working capital loan period Working capital lending, Total value: 159,980,867,657 VND

*Bien Hoa, April 02, 2025*

**REPORT**  
**PERFORMANCE RESULTS FOR THE YEAR 2024**  
**SUPERVISION PLAN FOR THE YEAR 2025**

Pursuant to the functions, duties, and powers of the Board of Supervisors as stipulated in the Charter of Tin Nghia Corporation (hereinafter referred to as the Corporation);

Pursuant to the Operating Regulations of the Board of Supervisors for the term of 2021-2026, approved by the Annual General Meeting of Shareholders on June 29, 2021;

Pursuant to the Resolution of the Annual General Meeting of Shareholders in 2024;

Pursuant to the performance results of production and business operations of the Corporation in 2024;

The Board of Supervisors reports to the Annual General Meeting of Shareholders on the results of inspection and supervision of the Corporation's operations in 2024 and the plan for 2025 as follows:

**A. RESULTS OF SUPERVISORY ACTIVITIES IN 2024**

**I. OPERATING SITUATION**

**1. Information on members of the Board of Supervisors in 2024**

The Board of Supervisors of Tin Nghia Corporation for term II (2021-2026) includes the following 03 members:

- ✓ Mr. Tran Tan Nhat – Head of the Board of Supervisors.
- ✓ Mr. Tang Tran Tan Khai – Member of the Board of Supervisors.
- ✓ Ms. Le Ngoc Dung – Member of the Board of Supervisors (Relieved from duty on May 22, 2024).
- ✓ Mr. Nguyen Quoc Ky – Member of the Board of Supervisors (Appointed on May 22, 2024).

**2. Activities of the Board of Supervisors**

Pursuant to the Corporation's Charter and the Working Regulations of the Board of Supervisors, in 2024, the Board of Supervisors performed the following tasks:

✓ Promulgated the control plan for 2024, assigned tasks to each member, and organized the implementation of the plan as prescribed.

✓ Attended meetings of the Board of Directors and other meetings of the Corporation.

✓ Inspected the 6-month and annual financial statements for 2024.

✓ Inspecting and supervising the management and administration of business operations; compliance with laws and regulations of the Corporation; monitoring the implementation of Resolutions and Decisions of the General Meeting of Shareholders and the Board of Directors; promptly detecting and recommending to the Board of Directors activities that do not comply with regulations on corporate governance.

✓ Supervised the activities of the Board of Directors and the Board of General Directors.

## II. RESULTS OF SUPERVISORY ACTIVITIES IN 2024

### 1. Report on monitoring production and business activities in 2024

Target	Unit	2024 Plan	2024 Performance	2023 Performance	% Comparison	
					Plan	Same period
<b>1. Total consolidated revenue (*)</b>	Billion VND	10,000	12,125	8,846	121.25%	137.06%
<i>Of which, Parent Company</i>	<i>Billion VND</i>	6,000	7,675	4,224	127.92%	181.73%
<b>2. Consolidated profit after tax</b>	Billion VND	250	425	260	169.82%	163.51%
<i>Of which, Parent Company</i>	<i>Billion VND</i>	220	247	222	112.23%	110.97%
<b>3. Dividend payout ratio/charter capital</b>	%	10%				

(\*) Total revenue includes revenue from financial activities and other income

### 2. Evaluation of the business performance of the parent company (Separate financial statements)

#### 2.1 Business results

Total Revenue in 2024 reached 7,675 Billion VND, reaching 127.92% compared to the plan and 181.73% compared to the same period. Profit after tax was 247 Billion VND, reaching 112.23% compared to the plan and 110.97% compared to the same period. The structure of revenue and gross profit is as follows:

Target	Unit	2024 Performance	2023 Performance	% Implementation 2024/ Implementation 2023
<b>Revenue</b>		<b>7,675</b>	<b>4,224</b>	<b>181.73%</b>
<b>Revenue from sales and service provision</b>	<b>Billion VND</b>	<b>7,398</b>	<b>3,978</b>	<b>85.98%</b>
<i>Revenue from sales of goods and finished products</i>		<i>6,975</i>	<i>3,598</i>	<i>193.87%</i>
<i>Industrial park infrastructure revenue</i>		<i>341</i>	<i>327</i>	<i>104.28%</i>
<i>Real estate revenue</i>		<i>41</i>	<i>11</i>	<i>371.05%</i>
<i>Revenue from service provision</i>		<i>41</i>	<i>42</i>	<i>98.05%</i>
<b>Revenue from financial activities</b>	<b>Billion VND</b>	<b>263</b>	<b>242</b>	<b>108.87%</b>
<b>Other revenue</b>	<b>Billion VND</b>	<b>14</b>	<b>4</b>	<b>339.43%</b>
<b>Gross profit</b>	<b>Billion VND</b>	<b>308</b>	<b>258</b>	<b>119.24%</b>
<i>Activities of selling goods and finished products</i>		<i>90</i>	<i>31</i>	<i>290.26%</i>
<i>Industrial park infrastructure leasing activities</i>		<i>208</i>	<i>198</i>	<i>105.13%</i>
<i>Real estate business activities</i>		<i>2</i>	<i>3</i>	<i>64.95%</i>
<i>Service provision activities</i>		<i>8</i>	<i>26</i>	<i>29.02%</i>

✓ Revenue from sales of goods and finished products accounted for 94.28% of the revenue structure.

✓ The industrial park infrastructure sector accounted for 67.66% of the Corporation's gross profit structure.

## 2.2 Implementation of expenses

Unit: Billion VND

Indicator	Actual in 2024	Actual in 2023	% TH 2024/TH 2023
Revenue from sales and service provision	7,398	3,978	185.99%
<i>Cost of goods sold</i>	<i>7,091</i>	<i>3,720</i>	<i>190.61%</i>
Gross profit	308	258	119.27%
Financial income	263	242	109.02%
<i>Financial expenses</i>	<i>103</i>	<i>136</i>	<i>75.98%</i>
- Including loan interest expenses	75	52	144.44%
<i>Selling expenses</i>	<i>34</i>	<i>30</i>	<i>110.82%</i>
<i>Enterprise management expenses</i>	<i>79</i>	<i>91</i>	<i>86.82%</i>
Net profit from business activities	355	242	146.56%
Other income	14	4	337.33%
<i>Other expenses</i>	<i>73</i>	<i>3</i>	<i>2,271.50%</i>
Other profit	-59.3	0.8	-
Total profit before tax	296	243	121.67%
Total profit after tax	247	222	110.97%

✓ Total expenses in 2024 were 7,379 Billion VND, equal to 185.40% compared to the same period in 2024. The increase in expenses was mainly due to the increase in the cost of goods sold due to the increase in sales revenue in the coffee business (up 90.61% compared to the same period). The rate of increase in total expenses is lower than the rate of increase in total revenue.

✓ Financial expenses decreased due to a reduction in provisions for impairment of investments during the year, and an increase in interest expenses due to increased borrowing.

✓ Enterprise management expenses decreased (by 86.82%) compared to the same period in 2023 due to reduced employee costs.

### 2.3 Increase/Decrease in Assets/Capital and Financial Situation

#### 2.3.1 Increase/Decrease in Assets/Capital

Unit: Billion VND

Indicator	31/12/2024	31/12/2023	Change	
			Amount	%
<b>ASSETS</b>	<b>10,272</b>	<b>8,153</b>	<b>2,119</b>	<b>125.99%</b>
Short-term assets	4,442	2,334	2,108	190.32%
Long-term assets	5,830	5,819	11	100.19%
<b>RESOURCES</b>	<b>10,272</b>	<b>8,153</b>	<b>2,119</b>	<b>125.99%</b>
Liabilities	7,340	5,261	2,079	139.53%
Owner's equity	2,923	2,892	40	101.37%

✓ The total assets and capital of the Corporation as of 31/12/2024 increased by 2,119 Billion VND compared to 31/12/2023, mainly due to an increase in short-term assets (short-term receivables from customers) and liabilities (short-term loans and financial lease liabilities).

### 2.3.2 Financial Situation of the Corporation through Financial Ratios

	COEFFICIENT	YEAR 2024	YEAR 2023
<b>A</b>	<b>Group of payment ratios (calculated as of December 31)</b>		
	Short-term debt payment ratio	1.35	1.78
	Quick payment ratio	1.31	1.68
	Cash payment ratio	0.04	0.30
<b>B</b>	<b>Group of capital structure ratios (calculated as of December 31)</b>		
	Debt ratio	0.71	0.65
	Debt ratio	0.30	0.15
	Debt/Equity ratio	2.50	1.82
<b>C</b>	<b>Performance ratio (calculated for the year)</b>		
	Accounts receivable turnover	4.60	6.25

	COEFFICIENT	YEAR 2024	YEAR 2023
	Average collection period (days)	79.27	58.41
	Inventory turnover	57.32	46.93
<b>D</b>	<b>Profitability ratio (calculated for the year)</b>		
	Return on Assets (ROA)	0.02	0.03
	Return on Equity (ROE)	0.12	0.11

✓ Based on the above financial ratios, the financial situation of the Corporation is relatively stable. The debt-to-equity ratio increased compared to 2023, mainly due to an increase in short-term loans used for coffee business operations.

### 3. Appraisal of Financial Statements

The 2024 financial statements ending on December 31, 2024 (Including separate financial statements and consolidated financial statements) have been audited by AASC Auditing Company Limited, including:

- ✓ Balance sheet
- ✓ Income statement
- ✓ Cash flow statement
- ✓ Notes to financial statements

The Board of Supervisors has appraised the audited financial statements and agreed with the audit opinion that "The financial statements fairly and reasonably reflect, in all material respects, the financial situation of the Corporation as of December 31, 2024, as well as the business results and cash flow situation for the financial year ended on the same date, in accordance with the accounting standards and regulations for enterprises."

### 4. Salary and remuneration payment situation of the Board of Supervisors

Based on the Resolution of the 2024 Annual General Meeting of Shareholders and the audited business results of 2024, the Board of Supervisors reports the salary and remuneration payment situation of each member of the Board of Supervisors as follows:

Unit: VND

Full name	Position	Remuneration	Salary, bonus
Tran Tan Nhat	Head of Board	360,000,000	588,615,133
Tang Tran Tan Khai	Member	240,000,000	605,931,500

Full name	Position	Remuneration	Salary, bonus
Le Ngoc Dung	Member	60,000,000	-
Nguyen Quoc Ky	Member	120,000,000	243,466,300
<b>Total</b>		<b>780,000,000</b>	<b>1,438,012,933</b>

**5. Report on the evaluation of transactions between Tin Nghia Corporation and its subsidiaries in which the public company holds controlling rights of 50% or more:**

The main transactions in 2024 between the Corporation and its subsidiaries, affiliates, and related parties are mainly the activities of buying and selling goods and services; lending, repaying loans, and recovering loans. The Corporation implements contracts and transactions between Tin Nghia Corporation and related parties in accordance with the provisions of the Enterprise Law and the Corporation's Charter; and discloses information in accordance with regulations.

*(Detailed list of internal transactions attached in Appendix 1)*

**III. SUPERVISION RESULTS OF THE BOARD OF DIRECTORS AND GENERAL MANAGEMENT**

**1. Results of supervision of the Board of Directors' activities**

The current Board of Directors consists of 05 members, including 01 independent Board of Directors member, including:

- ✓ Ms. Dang Thi Thanh Ha                      Chairman
- ✓ Mr. Tran Trung Tuan                         Member
- ✓ Mr. Tran Ngoc Tho                            Independent BOD Member
- ✓ Mr. Tran Hoai Nam                            Member
- ✓ Mr. Nguyen Thanh Dat                        Member

In 2024, the Board of Directors held 04 (Four) quarterly regular meetings in accordance with the law and the Corporation's Charter, 01 (One) extraordinary meeting, and 44 (Forty-four) times of collecting opinions from members in writing. The meetings were chaired by the Chairman of the Board of Directors, and discussions ensured seriousness and responsibility. The members of the Board of Directors fully participated in the meetings and had a high sense of responsibility for participating in giving opinions on the meeting contents. The meetings were recorded in the Minutes and Resolutions were issued for implementation. The documents and Resolutions were issued and managed for storage in accordance with regulations.

*(Detailed list of Board of Directors' Resolutions attached in Appendix 2)*

## **2. Results of Supervision of the General Director Board's activities**

The General Director Board has assigned tasks to each individual within the General Director Board.

The General Director Board has developed a business plan and implemented it to member companies, departments/sections, and directly affiliated units.

Promptly develop internal management regulations and submit them to the Board of Directors for approval and implementation.

Proactively assess business performance, forecast the market, control costs, and implement solutions to improve business efficiency, ensuring capital for business operations.

Fully implement the Resolutions of the Board of Directors.

Report and disclose information in a timely manner as prescribed for large-scale public companies that have registered to trade shares on the Upcom market.

## **IV. ASSESSMENT OF COORDINATION BETWEEN THE BOARD OF SUPERVISORS WITH THE BOARD OF DIRECTORS AND THE GENERAL DIRECTOR BOARD**

The Board of Supervisors, the Board of Directors, and the General Director Board of the Corporation regularly maintain working relationships, closely coordinating on the principle of the Corporation's and shareholders' interests.

The Board of Supervisors fully participates in meetings of the Board of Directors and contributes opinions in the management and administration of the Corporation.

The Board of Supervisors receives full information on the decisions of the Board of Directors.

The reports of the General Director Board of the Corporation reflect data and operating information of the Corporation publicly and transparently and are posted on the Corporation's website. Information disclosure activities comply with regulations and are timely.

In 2024, the activities of the Board of Directors, the General Director Board, and the Board of Supervisors complied with legal regulations, the Corporation's Charter, and the Resolutions of the General Meeting of Shareholders.

## **B. COMMENTS AND RECOMMENDATIONS**

In 2024, the Board of Directors and the Executive Board of the company closely coordinated in their work, performed their management and administration roles well, and drastically implemented the tasks approved by the General Meeting of Shareholders. The activities of the Board of Directors and the Executive Board have demonstrated efforts and flexibility in directing production and business, and promoted the existing resources of the Corporation.

From the results of production and business in 2024 and the operating plan for 2025, the Board of Supervisors recommends several contents as follows:

✓ For the Industrial Park sector: Focus on completing legal procedures, compensation, and infrastructure investment for the Ong Keo Industrial Park.

✓ For the coffee business sector: continue with a cautious business plan, ensuring profitability and debt recovery.

✓ Regarding financial investment in subsidiaries and affiliated companies: have solutions to remove difficulties for companies that are still facing difficulties, are inefficient, or have low efficiency.

✓ Have solutions to recover long-term outstanding debts.

✓ Focus on resolving and overcoming difficulties for projects and land.

### **C. SUPERVISION PLAN FOR 2025**

✓ Supervise the implementation of the Resolutions of the General Meeting of Shareholders in 2025 and the Resolutions and Decisions in the management and administration of the Corporation for the Board of Directors and the Executive Board.

✓ Conduct a review of the 6-month financial statements and an appraisal of the Corporation's annual financial statements.

✓ Inspect and supervise the compliance of the Board of Directors and the Management Board in implementing the regulations of the Corporation and the law.

✓ Attend meetings of the Board of Directors and other meetings of the Corporation.

✓ Supervise the implementation of periodic/irregular reports and information disclosure to the State Securities Commission and the Stock Exchange in accordance with the provisions of law on information disclosure in the Securities market.

✓ Exercise other powers and responsibilities of the Board of Supervisors as prescribed by law, the Corporation's Charter and the Board of Supervisors' Operating Regulations.

The above is the 2024 activity report and 2025 activity plan of the Board of Supervisors of Tin Nghia Corporation, respectfully submitted to the 2025 Annual General Meeting of Shareholders for consideration and approval.

**On behalf of the Board of Supervisors  
Head of the Board**

**Recipients:**

- Shareholders;
- Board of Directors;
- Archive.



**Tran Tan Nhat**

## APPENDIX 1

### Transactions between the Corporation and related parties of the Corporation, or between the Corporation and major shareholders, internal persons, and related parties of internal persons

*(Attached is the Report from the Board of Supervisors of Tin Nghia Corporation dated April 2, 2025)*

No.	Name of Organization / Individual	Relationship with the Corporation	Registration Number, Date of Issue, Issuing	Head Office Address	Time of transaction with the Corporation	Resolution/ Decision Number (if any)	Content and value of the transaction
<b>A The Corporation transaction is the Supplier of goods/services</b>							
1	Tin Nghia Petrol Joint - Stock Company	Related parties of the Corporation	3601038204 issued by the Business Registration Office - Department of Planning and Investment of Dong Nai Province on 08/12/2008	3rd Floor, No. 96 Hà Huy Giáp Street, Trung Dũng Ward, Biên Hòa City, Dong Nai Province	From 01/2024 to 12/2024	Resolution 09/NQ-HĐQT dated 12/01/2024	Gas station for rent. Total value of the transaction: 2,454,545,457 VND.
2	Tin Nghia Petrol Joint - Stock Company	Related parties of the Corporation	3601038204 issued by the Business Registration Office - Department of Planning and Investment of Dong Nai Province on 08/12/2008	3rd Floor, No. 96 Hà Huy Giáp Street, Trung Dũng Ward, Biên Hòa City, Dong Nai Province	From 01/2024 to 12/2024	Resolution 09/NQ-HĐQT dated 12/01/2024	Office for rent. Total value of the transaction: 860,999,997 VND.
3	Tin Nghia Petrol Joint - Stock Company	Related parties of the Corporation	3601038204 issued by the Business Registration Office - Department of Planning and Investment of Dong Nai Province on 08/12/2008	3rd Floor, No. 96 Hà Huy Giáp Street, Trung Dũng Ward, Biên Hòa City, Dong Nai Province	From 01/2024 to 12/2024	Resolution 09/NQ-HĐQT dated 12/01/2024	Electricity, water, and wastewater treatment usage fees. Total value of the transaction: 362,906,106 VND.

No.	Name of Organization / Individual	Relationship with the Corporation	Registration Number, Date of Issue, Issuing Office	Head Office Address	Time of transaction with the Corporation	Resolution/ Decision Number (if any)	Content and value of the transaction
4	Tin Nghia Petrol Joint - Stock Company	Related parties of the Corporation	3601038204 issued by the Business Registration Office - Department of Planning and Investment of Dong Nai Province on 08/12/2008	3rd Floor, No. 96 Hà Huy Giáp Street, Trung Dũng Ward, Biên Hòa City, Dong Nai Province	From 01/2024 to 12/2024	Resolution 09/NQ-HĐQT dated 12/01/2024	Providing advertising services on LED screens. Total value of the transaction: 12,729,600 VND.
5	Tin Nghia Transport Joint Stock Company Tin Nghia Transport Joint Stock Company	Related parties of the Corporation's internal persons	3602738833 issued by the Business Registration Office - Department of Planning and Investment of Dong Nai Province on 29/02/2012	3rd Floor, No. 96 Hà Huy Giáp Street, Trung Dũng Ward, Biên Hòa City, Dong Nai Province	From 01/2024 to 12/2024	Resolution 09/NQ-HĐQT dated 12/01/2024	Providing office rental services. Total value of the transaction: 350,909,092 VND.
6	Tin Nghia Transport Joint Stock Company	Related parties of the Corporation's internal persons	3602738833 issued by the Business Registration Office - Department of Planning and Investment of Dong Nai Province on 29/02/2012	3rd Floor, No. 96 Hà Huy Giáp Street, Trung Dũng Ward, Biên Hòa City, Dong Nai Province	From 01/2024 to 12/2024	Resolution 09/NQ-HĐQT dated 12/01/2024	Providing advertising services on LED screens. Total value of the transaction: 39,758,688 VND.
7	Tin Nghia Professional Security Services Corporation	Related parties of the Corporation	3603272464 issued by the Business Registration Office - Department of Planning and Investment of Dong Nai Province on 25/03/2015	No. 60, Street 1, Tam Phước Residential Area & Resettlement Area, Tam Phước, Dong Nai Province	From 01/2024 to 12/2024	Resolution 09/NQ-HĐQT dated 12/01/2024	Providing advertising services on LED screens. Total value of the transaction: 18,273,600 VND.

No.	Name of Organization / Individual	Relationship with the Corporation	Registration Number, Date of Issue, Issuing Office	Head Office Address	Time of transaction with the Corporation	Resolution/ Decision Number (if any)	Content and value of the transaction
8	Tin Nghia Professional Security Services Corporation	Related parties of the Corporation	3603272464 issued by the Business Registration Office - Department of Planning and Investment of Dong Nai Province 25/03/2015	No. 60, Street 1, Tam Phước Residential Area & Resettlement Area, Tam Phước, Dong Nai Province	From 01/2024 to 12/2024	Resolution 09/NQ-HĐQT dated 12/01/2024	Providing unloading and loading services. Total value of the transaction: 1,888,888,884 VND.
9	Tin Nghia Professional Security Services Corporation	Related parties of the Corporation	3603272464 issued by the Business Registration Office - Department of Planning and Investment of Dong Nai Province 25/03/2015	No. 60, Street 1, Tam Phước Residential Area & Resettlement Area, Tam Phước, Dong Nai Province	From 01/2024 to 12/2024	Resolution 09/NQ-HĐQT dated 12/01/2024	Rental parking space. Total value of the transaction: 89,181,813 VND.
10	Tin Nghia Professional Security Services Corporation	Related parties of the Corporation	3603272464 issued by the Business Registration Office - Department of Planning and Investment of Dong Nai Province 25/03/2015	No. 60, Street 1, Tam Phước Residential Area & Resettlement Area, Tam Phước, Dong Nai Province	From 01/2024 to 12/2024	Resolution 09/NQ-HĐQT dated 12/01/2024	Compensation management for the 560KVA transformer station asset of the rental factory. Total value of the transaction: 189,885,509 VND.
11	ICD Bien Hoa - Tin Nghia Logistics Joint Stock Company	Người có liên quan của Tổng Công ty	3601047417 issued by the Business Registration Office - Department of Planning and Investment of Dong Nai Province 07/10/2009	Km 1+900 National Highway 51, Long Bình Tân Ward, Biên Hòa City, Dong Nai Province	From 01/2024 to 12/2024	Resolution 09/NQ-HĐQT dated 12/01/2024	Management fee, infrastructure usage fee. Total value of the transaction: 3,885,467,964 VND.

No.	Name of Organization / Individual	Relations hip with the Corporat ion	Registration Number, Date of Issue, Issuing	Head Office Address	Time of transacti on with the Corporat ion	Resolution/ Decision Number (if any)	Content and value of the transaction
12	ICD Bien Hoa - Tin Nghia Logistics Joint - Stock Company	Người có liên quan của Tổng Công ty	3601047417 issued by the Business Registration Office - Department of Planning and Investment of Dong Nai Province on 07/10/2009	Km 1+900 National Highway 51, Long Binh Tân Ward, Biên Hòa City, Dong Nai Province	From 01/2024 to 12/2024	Resolution 09/NQ-HĐQT dated 12/01/2024	Providing advertising services on LED screens. Total value of the transaction: 4,752,000 VND.
13	Tuan Loc Commodities Company Limited Tuan Loc Commodities Company Limited	Related parties of the Corporation's internal persons	3603655273 issued by the Business Registration Office - Department of Planning and Investment of Dong Nai Province on 11/7/2019	1st Floor, Nhon Trạch 6 Industrial Park Building, Long Thọ Commune, Nhon Trạch District, Dong Nai Province	From 01/2024 to 12/2024	Resolution 09/NQ-HĐQT dated 12/01/2024	Selling coffee. Total value of the transaction: 42,068,292,931 VND.
14	Tuan Loc Commodities Company Limited	Related parties of the Corporation's internal persons	3603655273 issued by the Business Registration Office - Department of Planning and Investment of Dong Nai Province on 11/7/2019	1st Floor, Nhon Trạch 6 Industrial Park Building, Long Thọ Commune, Nhon Trạch District, Dong Nai Province	From 01/2024 to 12/2024	Resolution 09/NQ-HĐQT dated 12/01/2024	Providing warehouse and electricity rental services. Total value of the transaction: 3,177,665,645 VND.
15	Tuan Loc Commodities Company Limited	Related parties of the Corporation's internal persons	3603655273 issued by the Business Registration Office - Department of Planning and Investment of Dong Nai Province on 11/7/2019	1st Floor, Nhon Trạch 6 Industrial Park Building, Long Thọ Commune, Nhon Trạch District, Dong Nai Province	From 01/2024 to 12/2024	Resolution 09/NQ-HĐQT dated 12/01/2024	Sewage treatment fee. Total value of the transaction: 4,026,263 VND.

No.	Name of Organization / Individual	Relationship with the Corporation	Registration Number, Date of Issue, Issuing Office	Head Office Address	Time of transaction with the Corporation	Resolution/ Decision Number (if any)	Content and value of the transaction
16	Japanese Smes Development JS Company	Related parties of the Corporation	3603294411 issued by the Business Registration Office - Department of Planning and Investment of Dong Nai Province 30/06/2015	Nhon Trach 3 Industrial Park - Phase 2, Hiep Phuoc Town, Nhon Trach District, Dong Nai Province	From 01/2024 to 12/2024	Resolution 09/NQ-HĐQT dated 12/01/2024	Providing advertising services on LED screens. Total value of the transaction: 43,765,530 VND.
17	Japanese Smes Development JS Company	Related parties of the Corporation	3603294411 issued by the Business Registration Office - Department of Planning and Investment of Dong Nai Province 30/06/2015	Nhon Trach 3 Industrial Park - Phase 2, Hiep Phuoc Town, Nhon Trach District, Dong Nai Province	From 01/2024 to 12/2024	Resolution 09/NQ-HĐQT dated 12/01/2024	Providing transportation services, water supply, waste collection, and waste treatment. Total value of the transaction: 5,653,191,422 VND.
18	Tin Nghia - A Chau Investment Joint - Stock Company	Related parties of the Corporation	3602181239 issued by the Business Registration Office - Department of Planning and Investment of Dong Nai Province 08/12/2008	2/11 Bui Huu Nghia Street, Tan Van Ward, Bien Hoa City, Dong Nai Province	From 01/2024 to 12/2024	Resolution 09/NQ-HĐQT dated 12/01/2024	Providing advertising services on LED screens. Total value of the transaction: 21,384,000 VND.
19	Thong Nhat Joint - Stock Company	Related parties of the Corporation	3600667859 issued by the Business Registration Office - Department of Planning and Investment of Dong Nai Province 24/02/2004	Street No. 2A, Bau Xeo Industrial Park, Trang Bom District, Dong Nai Province	From 01/2024 to 12/2024	Resolution 09/NQ-HĐQT dated 12/01/2024	Providing advertising services on LED screens. Total value of the transaction: 34,918,560 VND.

No.	Name of Organization / Individual	Relationship with the Corporation	Registration Number, Date of Issue, Issuing Office	Head Office Address	Time of transaction with the Corporation	Resolution/ Decision Number (if any)	Content and value of the transaction
20	Tin Nghia - A Chau Investment Joint - Stock Company	Related parties of the Corporation	350149963 issued by the Business Registration Office - Department of Planning and Investment of Ba Ria - Vung Tau Province on 23/11/2009	Dat Do I Industrial Park, Phuoc Long Tho Commune, Dat Do District, Ba Ria - Vung Tau Province	From 01/2024 to 12/2024	Resolution 09/NQ-HĐQT dated 12/01/2024	Providing advertising services on LED screens. Total value of the transaction: 80,784,000 VND.
21	Thong Nhat Real Estate Joint Stock Company Thong Nhat Real Estate Joint Stock Company	Related parties of the Corporation's internal persons	3602041707 issued by the Business Registration Office - Department of Planning and Investment of Dong Nai Province on 17/8/2009	L4.09-10, N5 Street, Group 14, Lap Thanh Quarter, Dau Giay Town, Thong Nhat District, Dong Nai Province	From 01/2024 to 12/2024	Resolution 09/NQ-HĐQT dated 12/01/2024	Providing advertising services on LED screens. Total value of the transaction: 42,768,000 VND.
<b>B.</b>	<b>Transactions where the Corporation is the buyer of goods/services</b>						
1	Tin Nghia Petrol Joint - Stock Company	Related parties of the Corporation	3601038204 issued by the Business Registration Office - Department of Planning and Investment of Dong Nai Province on 08/12/2008	No. 96 Hà Huy Giáp Street, Trung Dũng Ward, Biên Hòa City, Dong Nai Province	From 01/2024 to 12/2024	Resolution 09/NQ-HĐQT dated 12/01/2024	Purchasing fuel (gasoline and oil). Total value of the transaction: 1,227,848,677 đồng
2	Tin Nghia Industrial Park Development Joint-Stock Company	Related parties of the Corporation	3600964611 issued by the Business Registration Office - Department of Planning and Investment of Dong Nai	Street 6, Tam Phuoc Industrial Park, Tam Phuoc Ward, Bien Hoa City, Dong Nai Province	From 01/2024 to 12/2024	Resolution 09/NQ-HĐQT dated 12/01/2024	Waste collection service. Total value of the transaction: 6,295,650 VND.

No.	Name of Organization / Individual	Relationship with the Corporation	Registration Number, Date of Issue, Issuing	Head Office Address	Time of transaction with the Corporation	Resolution/ Decision Number (if any)	Content and value of the transaction
			Province on 08/11/2008				
3	Tin Nghia - A Chau Investment Joint - Stock Company	Related parties of the Corporation	350149963 issued by the Business Registration Office - Department of Planning and Investment of Ba Ria - Vung Tau Province on 23/11/2009	Dat Do I Industrial Park, Phuoc Long Tho Commune, Dat Do District, Ba Ria - Vung Tau Province	From 01/2024 to 12/2024	Resolution 09/NQ-HĐQT dated 12/01/2024	Inspection fees and road tolls. Total value of the transaction: 13,888,890 VND.
4	Tin Nghia Industrial Park Development Joint-Stock Company	Related parties of the Corporation	3601381549 issued by the Business Registration Office - Department of Planning and Investment of Dong Nai Province on 10/12/2008	No. 01, Lot C, Phan Chu Trinh Street, Quang Vinh Ward, Bien Hoa City, Dong Nai Province	From 01/2024 to 12/2024	Resolution 09/NQ-HĐQT dated 12/01/2024	Consulting services for project supervision, design consultancy, and cost estimation. Total value of the transaction: 2,937,750,801 VND.
5	Tin Nghia Project Management Joint-Stock Company	Related parties of the Corporation	3601381549 issued by the Business Registration Office - Department of Planning and Investment of Dong Nai Province on 10/12/2008	No. 01, Lot C, Phan Chu Trinh Street, Quang Vinh Ward, Bien Hoa City, Dong Nai Province	From 01/2024 to 12/2024	Resolution 09/NQ-HĐQT dated 12/01/2024	Design verification consulting services. Total value of the transaction: 4,000,000 VND.
6	Tin Nghia Professional Security Services Corporation	Related parties of the Corporation	3603272464 issued by the Business Registration Office - Department of Planning and Investment of Dong Nai	No. 60, Street 1, Tam Phuoc Residential Area and Urban Development, Tam	From 01/2024 to 12/2024	Resolution 09/NQ-HĐQT dated 12/01/2024	Security services. Total value of the transaction: 8,536,664,000 VND.

No.	Name of Organization / Individual	Relationship with the Corporation	Registration Number, Date of Issue, Issuing	Head Office Address	Time of transaction with the Corporation	Resolution/ Decision Number (if any)	Content and value of the transaction
			Province on 25/03/2015	Phuoc, Dong Nai Province			
7	Tin Nghia Professional Security Services Corporation	Related parties of the Corporation	3603272464 issued by the Business Registration Office - Department of Planning and Investment of Dong Nai Province on 25/03/2015	No. 60, Street 1, Tam Phước Residential Area & Resettlement Area, Tam Phước, Dong Nai Province	From 01/2024 to 12/2024	Resolution 09/NQ-HĐQT dated 12/01/2024	Loading and unloading services, import and export of goods, labor, and cleaning services. Total value of the transaction: 259,668,380 VND.
8	Tin Nghia Professional Security Services Corporation	Related parties of the Corporation	3603272464 issued by the Business Registration Office - Department of Planning and Investment of Dong Nai Province on 25/03/2015	No. 60, Street 1, Tam Phước Residential Area & Resettlement Area, Tam Phước, Dong Nai Province	From 01/2024 to 12/2024	Resolution 09/NQ-HĐQT dated 12/01/2024	Maintenance, repair, and replacement fees for damaged equipment in the fire protection system. Total value of the transaction: 199,010,000 VND.
9	ICD Bien Hoa - Tin Nghia Logistics Joint Stock Company	Người có liên quan của Tổng Công ty	3601047417 issued by the Business Registration Office - Department of Planning and Investment of Dong Nai Province on 07/10/2009	Km 1+900 National Highway 51, Long Bình Tân Ward, Biên Hòa City, Dong Nai Province	From 01/2024 to 12/2024	Resolution 09/NQ-HĐQT dated 12/01/2024	Logistics service rental. Total value of the transaction: 671,137,674 VND.
10	Dong Nai Import Export Processing Agricultural Products And Foods Joint Stock Company	Related parties of the Corporation	3600268170 do Sở Kế hoạch và Đầu tư tỉnh Đồng Nai cấp ngày 01/07/2010	Số 647, Xã lộ Hà Nội, P. Long Bình, Biên Hòa, Đồng Nai.	From 01/2024 to 12/2024	Resolution 09/NQ-HĐQT dated 12/01/2024	Purchase cashew nuts. Total value of the transaction: 93,976,391 VND.

No.	Name of Organization / Individual	Relationship with the Corporation	Registration Number, Date of Issue, Issuing Office	Head Office Address	Time of transaction with the Corporation	Resolution/ Decision Number (if any)	Content and value of the transaction
11	Dong Nai Import Export Processing Agricultural Products And Foods Joint Stock Company	Related parties of the Corporation	3600268170 issued by the Business Registration Office - Department of Planning and Investment of Dong Nai Province 01/07/2010	No. 647, Hanoi Highway, Long Binh Ward, Bien Hoa City, Dong Nai Province	From 01/2024 to 12/2024	Resolution 09/NQ-HĐQT dated 12/01/2024	Warehouse rental service, Total value of the transaction: 360,000,000 VND.
12	Dong Nai Import Export Processing Agricultural Products And Foods Joint Stock Company	Related parties of the Corporation	3600268170 issued by the Business Registration Office - Department of Planning and Investment of Dong Nai Province 01/07/2010	No. 647, Hanoi Highway, Long Binh Ward, Bien Hoa City, Dong Nai Province	From 01/2024 to 12/2024	Resolution 09/NQ-HĐQT dated 12/01/2024	Rental of forklifts and conveyor belts. Total value of the transaction: 82,000,000 VND.
13	Nhon Trach Green Trees Corporation	Related parties of the Corporation's internal persons	3603438670 issued by the Business Registration Office - Department of Planning and Investment of Dong Nai Province 10/01/2017	Street No. 7, Dong Sai Gon Urban Area, Long Tan Commune, Nhon Trach District, Dong Nai Province	From 01/2024 to 12/2024	Resolution 09/NQ-HĐQT dated 12/01/2024	Plant care services. Total value of the transaction: 50,000,000 VND.
14	Nhon Trach Green Trees Corporation	Related parties of the Corporation's internal persons	3603438670 issued by the Business Registration Office - Department of Planning and Investment of Dong Nai Province 10/01/2017	Street No. 7, Dong Sai Gon Urban Area, Long Tan Commune, Nhon Trach District, Dong Nai Province	From 01/2024 to 12/2024	Resolution 09/NQ-HĐQT dated 12/01/2024	Tree planting contract execution services. Total value of the transaction: 184,442,400 VND.

No.	Name of Organization / Individual	Relationship with the Corporation	Registration Number, Date of Issue, Issuing Office	Head Office Address	Time of transaction with the Corporation	Resolution/ Decision Number (if any)	Content and value of the transaction
15	Tin Nghia Transport Joint Stock Company	Người có liên quan của Người nội bộ Tổng Công ty	3602738833 issued by the Business Registration Office - Department of Planning and Investment of Dong Nai Province on 27/02/2012	3rd Floor, No. 96 Hà Huy Giáp Street, Trung Dũng Ward, Biên Hòa City, Dong Nai Province	From 01/2024 to 12/2024	Resolution 09/NQ-HĐQT dated 12/01/2024	Vehicle and driver rental services. Total value of the transaction: 88,140,000 VND.
16	Dongnai Pharmaceutical Joint-Stock Company	Related parties of the Corporation's internal persons	3600248086 issued by the Business Registration Office - Department of Planning and Investment of Dong Nai Province on 23/12/2005	No. 221B, Pham Van Thuan Street, Tan Tien Ward, Bien Hoa City, Dong Nai Province	From 01/2024 to 12/2024	Resolution 09/NQ-HĐQT dated 12/01/2024	Purchase of medical supplies. Total value of the transaction: 3,977,209 VND.
17	Thong Nhat Real Estate Joint Stock Company	Related parties of the Corporation's internal persons	3602041707 issued by the Business Registration Office - Department of Planning and Investment of Dong Nai Province on 17/8/2009	L4.09-10, N5 Street, Group 14, Lap Thanh Quarter, Dau Giay Town, Thong Nhat District, Dong Nai Province	From 01/2024 to 12/2024	Resolution 09/NQ-HĐQT dated 12/01/2024	Inspection fees and road tolls. Total value of the transaction: 4,377,273 VND.
18	Petro Vietnam Phuoc An Port Investment & Operation Joint Stock Company	Related parties of the Corporation's internal persons	3601010336 issued by the Business Registration Office - Department of Planning and Investment of Dong Nai Province on 14/5/2008	Phuoc An Port Logistics Service Area, Ba Truong Hamlet, Phuoc An Commune, Nhon Trach District,	From 01/2024 to 12/2024	Resolution 09/NQ-HĐQT dated 12/01/2024	Container transportation fees. Total value of the transaction: 4,500,000 VND.

No.	Name of Organization / Individual	Relationship with the Corporation	Registration Number, Date of Issue, Issuing	Head Office Address	Time of transaction with the Corporation	Resolution/ Decision Number (if any)	Content and value of the transaction
				Dong Nai Province			
<b>C.</b>	<b>Transactions of borrowing and lending</b>						
1	Tin Nghia - Phuong Dong Industrial Park Joint Stock Company	Related parties of the Corporation	3501499635 issued by the Business Registration Office - Department of Planning and Investment of Ba Ria - Vung Tau Province on 23/11/2009	Dat Do I Industrial Park, Phuoc Long Tho Commune, Dat Do District, Ba Ria - Vung Tau Province,	In 01/2024	Resolution 10/NQ-HĐQT dated 15/01/2024	Extension of working capital loan period. Total value: 131,500,000,000 VND.
2	Nhon Trach Investment Joint - Stock Company	Related parties of the Corporation	3600694267 issued by the Business Registration Office - Department of Planning and Investment of Dong Nai Province on 14/9/2004	Street No. 7, Dong Sai Gon Urban Area, Long Tan Commune, Nhon Trach District, Dong Nai Province	In 01/2024	Resolution 16/NQ-HĐQT dated 16/01/2024	Extension of working capital loan period. Total value: 159,980,867,657 VND.
3	Tin Nghia - A Chau Investment Joint - Stock Company	Related parties of the Corporation	3602181239 issued by the Business Registration Office - Department of Planning and Investment of Dong Nai Province on 08/12/2008	2/11 Bui Huu Nghia Street, Tan Van Ward, Bien Hoa City, Dong Nai Province	In 02/2024	Resolution 29/NQ-HĐQT dated 06/02/2024	Working capital lending Total value: 70,000,000,000 VND.

No.	Name of Organization / Individual	Relationship with the Corporation	Registration Number, Date of Issue, Issuing Office	Head Office Address	Time of transaction with the Corporation	Resolution/ Decision Number (if any)	Content and value of the transaction
4	Tin Nghia - Phuong Dong Industrial Park Joint Stock Company	Related parties of the Corporation	3501499635 issued by the Business Registration Office - Department of Planning and Investment of Ba Ria - Vung Tau Province on 23/11/2009	Dat Do I Industrial Park, Phuoc Long Tho Commune, Dat Do District, Ba Ria - Vung Tau Province,	In 02/2024	Resolution 33/NQ-HĐQT dated 23/02/2024	Working capital lending Total value: 53,000,000,000 VND.
5	Tin Nghia - A Chau Investment Joint - Stock Company	Related parties of the Corporation	3602181239 issued by the Business Registration Office - Department of Planning and Investment of Dong Nai Province on 08/12/2008	2/11 Bui Huu Nghia Street, Tan Van Ward, Bien Hoa City, Dong Nai Province	In 3/2024	Resolution 77/NQ-HĐQT dated 29/3/2024	Working capital lending Total value: 11,280,273,973 VND.
6	Tin Nghia - Phuong Dong Industrial Park Joint Stock Company	Related parties of the Corporation	3501499635 issued by the Business Registration Office - Department of Planning and Investment of Ba Ria - Vung Tau Province on 23/11/2009	Dat Do I Industrial Park, Phuoc Long Tho Commune, Dat Do District, Ba Ria - Vung Tau Province,	In 4/2024	Resolution 91/NQ-HĐQT dated 04/4/2024	Working capital lending Total value: 130,000,000,000 VND.
7	Tin Nghia - A Chau Investment Joint - Stock Company	Related parties of the Corporation	3602181239 issued by the Business Registration Office - Department of Planning and Investment of Dong Nai Province on 08/12/2008	2/11 Bui Huu Nghia Street, Tan Van Ward, Bien Hoa City, Dong Nai Province	In 7/2024	Resolution 150/NQ-HĐQT dated 12/7/2024	Extension of working capital loan period. Total value: 81,391,780,822 VND.

No.	Name of Organization / Individual	Relationship with the Corporation	Registration Number, Date of Issue, Issuing	Head Office Address	Time of transaction with the Corporation	Resolution/ Decision Number (if any)	Content and value of the transaction
8	Tin Nghia - A Chau Investment Joint - Stock Company	Related parties of the Corporation	3602181239 issued by the Business Registration Office - Department of Planning and Investment of Dong Nai Province on 08/12/2008	2/11 Bui Huu Nghia Street, Tan Van Ward, Bien Hoa City, Dong Nai Province	In 11/2024	Resolution 231/NQ-HDQT dated 21/11/2024	Extension of working capital loan period. Total value: 146,591,483,513 VND.

## APPENDIX 2

### Resolutions and Decisions of the Board of Directors issued in 2024

*(Attached is the Report from the Board of Supervisors of Tin Nghia Corporation dated April 2, 2025)*

No.	Resolution/ Decision No.	Date	Content	Approv al rate
1	09/NQ-HĐQT	12/01/2024	Approval of the policy for signing and executing contracts and transactions with parties related to the internal persons, within the authority of the Board of Directors, as expected to arise in 2024.	100%
2	10/NQ-HĐQT	15/01/2024	Approval of the policy for extending and adjusting the interest rate on loans for Tin Nghia - Phuong Dong Industrial Park Joint Stock Company.	100%
3	11/NQ-HĐQT	15/01/2024	Approval of the policy for reimbursing previously paid fees and supporting costs for customers due to land recovery from leases in the An Phuoc Industrial Park.	100%
4	12/NQ-HĐQT	16/01/2024	Approval of the policy for granting a short-term credit limit for coffee business in 2024 for Tin Nghia Corporation	100%
5	13/NQ-HĐQT	16/01/2024	Approval of the rental price for infrastructure in the Industrial Park, as well as the prices for goods and services in 2024.	100%
6	14/NQ-HĐQT	16/01/2024	Approval of the policy for receiving back the land from the Hiep Hoa Residential and Resettlement Project.	100%
7	15/NQ-HĐQT	16/01/2024	Approval of the policy for adjusting and re-issuing the Investment Registration Certificate for Tin Nghia Corporation.	100%
8	16/NQ-HĐQT	16/01/2024	Approval of the policy for extending the loan repayment period for Tin Nghia – A Chau Investment Joint - Stock Company.	100%
9	17/NQ-HĐQT	16/01/2024	Approval of the policy for financial treatment of debt cancellation for Art Dat Vang Limited Liability Company.	100%
10	18/NQ-HĐQT	16/01/2024	Approval of the policy for borrowings from BIDV - Dong Dong Nai Branch.	100%
11	19/NQ-HĐQT	16/01/2024	Approval of the report on the 2023 business performance and the operation plan for 2024 of Tin Nghia Corporation.	100%
12	26/NQ-HĐQT	31/01/2024	Approval of the policy appoint a representative to participate in voting at the Board of Directors' meeting of Phuoc Tan Trading and Construction Joint - Stock Company.	100%

No.	Resolution/ Decision No.	Date	Content	Approval rate
13	29/NQ-HĐQT	06/02/2024	Approval of the policy for providing a loan to Tin Nghia – A Chau Investment Joint Stock Company.	100%
14	33/NQ-HĐQT	23/02/2024	Approval of the policy for providing a loan to Tin Nghia - Phuong Dong Industrial Park Joint Stock Company.	100%
15	34/QĐ-HĐQT	26/02/2024	Approval of the policy for allowing Tin Nghia Petrol Joint - Stock Company to lease the fuel stations of Tin Nghia Corporation.	100%
16	36/NQ-HĐQT	27/02/2024	Approval of the policy for finalizing the list of shareholders entitled to attend the 2024 Annual General Meeting of Shareholders of Tin Nghia Corporation.	100%
17	38/QĐ-HĐQT	27/02/2024	Issuing the organizational and operational regulations of Tin Nghia Corporation.	100%
18	42/QĐ-HĐQT	18/03/2024	Amending the Investment Registration Certificate for Nhon Trach 3 Industrial Park - Phase 2.	100%
19	20, 45, 46, 47, 49, 51, 52, 54, 55, 60, 67, 68, 70, 71, 72, 84, 85, 95, 100, 124, 162, 165, 184, 188, 191, 193, 195, 200, 201, 217, 218, 219, 220, 237, 238, 241, 242, 245, 246, 255, 267, 275, 276		Appointing or removing staff that work at subsidiaries.	100%
20	77/NQ-HĐQT	29/03/2024	Approval of the policy for adjusting the interest rate on the loan for Tin Nghia - A Chau Investment Joint Stock Company.	100%
21	80/NQ-HĐQT	01/04/2024	Approval of the policy to terminate the shareholder list announcement and change the date of the 2024 Annual General Meeting of Shareholders of Tin Nghia Corporation.	100%
22	91/NQ-HĐQT	04/04/2024	Approval of the policy to provide a loan to Tin Nghia - Phuong Dong Industrial Park Joint Stock Company.	100%
23	102/NQ-HĐQT	19/04/2024	Approval of the matters to be presented at the 2024 Annual General Meeting of Shareholders of Tin Nghia Corporation.	100%
24	120/NQ-HĐQT 126/NQ-HĐQT	22/5/2024 29/5/2024	Approval of the policy for the appointed representative to participate in voting at the Board of Directors' meeting of Tin Nghia – A Chau Investment Joint Stock Company.	80%

No.	Resolution/ Decision No.	Date	Content	Approval rate
25	122/NQ-HĐQT	22/05/2024	Approval of various matters to be presented at the periodical Board of Directors' meeting in Quarter 2,2024.	100%
26	127/QĐ-HĐQT	29/05/2024	Issuing the Financial Regulations of Tin Nghia Corporation.	100%
27	129/QĐ-HĐQT	04/06/2024	Deciding on the transfer of land use rights for the Ong Keo Industrial Park infrastructure.	100%
28	133/NQ-HĐQT	10/06/2024	Approval of the policy for adding collateral assets for Tin Nghia Corporation's loan at BIDV - Dong Dong Nai Branch.	100%
29	134/NQ-HĐQT	10/06/2024	Selecting the auditing firm for the 2024 financial statements.	100%
30	139/NQ-HĐQT	17/06/2024	Implementing the dividend payment for 2023.	100%
31	145/NQ-HĐQT	10/07/2024	Approval of the actual wage fund for 2023 and the planned wage fund for 2024 of Tin Nghia Corporation.	100%
32	150/NQ-HĐQT	12/07/2024	Approval of the policy to extend the loan repayment period granted to Tin Nghia – A Chau Investment Joint Stock Company.g	100%
33	153/QĐ-HĐQT	16/07/2024	Dismissing the position and terminating the labor contract of the Deputy General Director of Tin Nghia Corporation.	100%
34	155/NQ-HĐQT	18/07/2024	Approval of the report on the business performance for the first half of 2024 and the operation plan for the second half of 2024 of Tin Nghia Corporation.	100%
35	170/NQ-HĐQT	09/09/2024	Approval of the policy for short-term loan for coffee business at Agribank - Dong Nai Branch.	100%
36	172/NQ-HĐQT	11/09/2024	Approval of the policy for some matters related to The Tan Van Islet Residential, Service, and Tourism Project (Centria Island) of Tin Nghia – A Chau Investment Joint Stock Company.	100%
37	174/NQ-HĐQT	01/10/2024	Approval of the policy for short-term loan for coffee business of Tin Nghia Corporation at CCB Bank - Ho Chi Minh City Branch.	100%
38	175/NQ-HĐQT	01/10/2024	Approval of the policy for extending the loan guarantee term for Tin Nghia - Phuong Dong Industrial Park Joint Stock Company at PG Bank - Dong Nai Branch.	100%

No.	Resolution/ Decision No.	Date	Content	Approv al rate
39	179/NQ-HĐQT	08/10/2024	Approval of the policy for paying costs to ICD Bien Hoa - Tin Nghia Logistics Joint - Stock Company for the land area of 7,1 hectares at Nhon Trach 3 Industrial Park - Phase 2.	100%
40	182/QĐ-HĐQT	15/10/2024	Leasing out 2,9 hectares of land at An Phuoc Industrial Park to Binh Minh Do Real Estate Company Limited.	100%
41	185/NQ-HĐQT	18/10/2024	Approval of the report on the business performance for the first 9 months and the plan for the last 3 months of 2024 of Tin Nghia Corporation.	100%
42	186/NQ-HĐQT	18/10/2024	Approval of the short-term credit limit for bank loans for the Corporation's coffee business operations in 2025.	100%
43	187/NQ-HĐQT	18/10/2024	Recovering the capital used to purchase 23 land plots for the Dong Sai Gon University project of Nhon Trach Investment Joint - Stock Company.	100%
44	203/NQ-HĐQT	07/11/2024	Approval of the infrastructure usage fee for the Nhon Trach 3&4 Power Plant project by PetroVietnam Power Corporation (PV Power) at Ong Keo Industrial Park.	100%
45	207/NQ-HĐQT	12/11/2024	Approval of the one-time payment unit price for infrastructure usage fees for the 29.157 m <sup>2</sup> land leased for Hung Ta Company Limited at Nhon Trach 3 Industrial Park - Phase 1.	100%
46	209/QĐ-HĐQT	14/11/2024	Adjustment of the Investment Registration Certificate for the Infrastructure Development and Business Project of Ong Keo Industrial Park.	100%
47	213, 226, 227/NQ-HĐQT	14/11/2024 18/11/2024	Approval of the written authorization by a Board of Directors member of Tin Nghia Corporation.	100%
48	222/QĐ-HĐQT	18/11/2024	Dismissing the position and terminating the labor contract of the Deputy General Director of Tin Nghia Corporation.	100%
49	228/NQ-HĐQT	19/11/2024	Obtaining financing from from BIDV - Dong Dong Nai Branch.	100%
50	231/NQ-HĐQT	21/11/2024	Approval of the policy for extending the loan repayment period for Tin Nghia – A Chau Investment Joint - Stock Company	100%
51	233/NQ-HĐQT	21/11/2024	Approval of the organizational restructuring plan for the departments and functional divisions of the parent company - Tin Nghia Corporation.	100%

No.	Resolution/ Decision No.	Date	Content	Approval rate
52	234/NQ-HĐQT	21/11/2024	Approval of the additional policy to resolve difficulties in the real estate project at Tin Nghia – A Chau Investment Joint Stock Company.	100%
53	235/NQ-HĐQT	21/11/2024	Approval of the policy for ICD Bien Hoa-Tin Nghia Logistics Joint Stock Company to transfer assets on land and lease the land with the associated assets at Nhon Trach 3 Industrial Park, as well as to invest in building a modern warehouse system at Phuoc An Port.	100%
54	252/QĐ-HĐQT	09/12/2024	Adjusting the timeline for the Phuoc Binh fuel station project in Phuoc Binh Commune, Long Thanh District, Dong Nai Province.	100%
55	253/NQ-HĐQT	11/12/2024	Approval of the restructuring plan for Tin Nghia Corporation.	100%
56	259/NQ-HĐQT	18/12/2024	Approval of the selling price for the D7 property at Quang Vinh Residential Area.	100%
57	262/NQ-HĐQT	19/12/2024	Approval of the starting price for the transfer of Tin Nghia Corporation's stake in Tin Nghia – A Chau Investment Joint Stock Company.	80%
58	264/QĐ-HĐQT	23/12/2024	Issuing the organizational and operational regulations for Tin Nghia Corporation.	100%
59	272/NQ-HĐQT	30/12/2024	Approval of the starting price for the transfer of Tin Nghia Corporation's stake in Tin Nghia Joint Stock Company (Laos).	80%
60	274/NQ-HĐQT	30/12/2024	Approval of the decision to halt the implementation of the Long Khanh Shopping Mall project	100%

No: 89/TTr - HDQT

*Bien Hoa, May 22, 2025*

## **PROPOSAL**

### **Regarding the approval of the Audited Financial Statements for 2024**

To: The Annual General Meeting of Shareholders 2025

Pursuant to the Law on Enterprises No. 59/2020/QH14 dated June 17, 2020;

Pursuant to the Law on Securities No. 54/2019/QH14 dated November 26, 2019;

Pursuant to the Charter of Tin Nghia Corporation,

The Board of Directors respectfully submits to the Annual General Meeting of Shareholders for approval the Audited Financial Statements for 2024 as follows:

The financial statements of Tin Nghia Corporation (hereinafter referred to as “Tin Nghia Corporation” or “the Corporation”) for the fiscal year ended December 31, 2024 (including the consolidated financial statements and separate financial statements) have been audited and certified by AASC Limited, and inspected by the Corporation's Board of Supervisors. The audited financial statements for 2024 include the following:

- (1) Report of the General Director Board.
- (2) Report of the Independent Auditor.
- (3) Balance sheet as of December 31, 2024.
- (4) Report on Business Performance Results for 2024.
- (5) Report on Cash Flow for 2024.
- (6) Explanation of the Financial Statements for 2024.

AASC Limited has confirmed the consolidated financial statements and separate financial statements as follows: “In our opinion, the consolidated financial statements (and separate financial statements) have fairly and reasonably reflected, in all material respects, the consolidated financial situation of the Group (and of the Corporation) as of December 31, 2024, as well as the consolidated business performance results (and separate business performance results) and the consolidated cash flow situation (and separate cash flow situation) for the fiscal year ended on the same date, in accordance with the Accounting Standards, the Vietnamese Enterprise Accounting System and the legal regulations related to the preparation and presentation of financial statements”.

The detailed report is attached and published on the website of Tin Nghia Corporation.

Respectfully submit to the Congress for consideration and approval./.

*Recipients:* 

- As above;
- Archive: Meeting Documents, BOD's Document.

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



**Dang Thi Thanh Ha**

# **CONSOLIDATED FINANCIAL STATEMENTS**

**TIN NGHIA CORPORATION**

For the fiscal year ended as at 31/12/2024

(Audited)



**Tin Nghia Corporation**

96 Ha Huy Giap street, Trung Dung ward, Bien Hoa city, Dong Nai province

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**Tin Nghia Corporation**

96 Ha Huy Giap street, Trung Dung ward, Bien Hoa city, Dong Nai province

## **REPORT OF THE BOARD OF MANAGEMENT**

The Board of Management of Tin Nghia Corporation ("the Corporation") presents its report and the Corporation's Consolidated Financial Statements for the fiscal year ended as at 31/12/2024.

### **THE CORPORATION**

Tin Nghia Corporation which was established and operating activities under Enterprise Registration Certificate joint stock company No. 3600283394 issued by Dong Nai Department of Investment and Planning for the first time on 03 November 2004, 25th re-registered on 21 November 2024.

The Corporation's head office is located at: 96 Ha Huy Giap street, Trung Dung ward, Bien Hoa city, Dong Nai province.

### **BOARD OF DIRECTORS, BOARD OF MANAGEMENT AND BOARD OF SUPERVISION**

The members of the Board of Directors during the year and to the reporting date are:

Mrs. Dang Thi Thanh Ha	Chairwoman
Mr. Tran Hoai Nam	Member
Mr. Tran Trung Tuan	Member
Mr. Nguyen Thanh Dat	Member
Mr. Tran Ngoc Tho	Member

The members of the Board of Management during the year and to the reporting date are:

Mr. Tran Trung Tuan	General Director	
Mr. Nguyen Cao Nhon	Deputy General Director	
Mr. Hoang Sy Quyet	Deputy General Director	Resigned on 18/11/2024
Mr. Nguyen Hieu Loc	Deputy General Director	Resigned on 20/07/2024
Mr. Le Van Danh	Deputy General Director	Resigned on 01/01/2024

The members of the Board of Supervision are:

Mr. Tran Tan Nhat	Head of the Board of Supervision	
Mr. Tang Tran Tan Khai	Member	
Mr. Nguyen Quoc Ky	Member	Appointed on 22/05/2024
Mrs. Le Ngoc Dung	Member	Resigned on 22/05/2024

### **LEGAL REPRESENTATIVE**

The legal representatives of the Corporation during the year and until the preparation of these Consolidated Financial Statements are Mrs. Dang Thi Thanh Ha - Chairwoman of the Board of Directors and Mr. Tran Trung Tuan - General Director.

### **AUDITORS**

The auditors of the AASC Auditing Firm Company Limited have taken the audit of the Consolidated Financial Statements for the Corporation.

**Tin Nghia Corporation**

96 Ha Huy Giap street, Trung Dung ward, Bien Hoa city, Dong Nai province

**STATEMENT OF THE BOARD OF MANAGEMENT'S RESPONSIBILITY IN RESPECT OF THE CONSOLIDATED FINANCIAL STATEMENTS**

The Board of Management is responsible for the Consolidated Financial Statements which give a true and fair view of the financial position of the Corporation, its operating results and its cash flows for the year. In preparing those Consolidated Financial Statements, the Board of Management is required to:

- Establish and maintain an internal control system which is determined necessary by the Board of Management and Board of Directors to ensure the preparation and presentation of the Consolidated Financial Statements do not contain any material misstatement caused by errors or frauds;
- Select suitable accounting policies and then apply them consistently;
- Make judgments and estimates that are reasonable and prudent;
- State whether applicable accounting standards have been followed, subject to any material departures disclosed and explained in the Consolidated Financial Statements;
- Prepare and present the Consolidated Financial Statements on the basis of compliance with Vietnamese Accounting Standards, Vietnamese Corporate Accounting System and the statutory requirements relevant to preparation and presentation of the Financial Statements;
- Prepare the Consolidated Financial Statements on the going concern basis unless it is inappropriate to presume that the Corporation will continue in business.

The Board of Management is responsible for ensuring that accounting records are kept to reflect the financial position of the Corporation, with reasonable accuracy at any time and to ensure that the Consolidated Financial Statements comply with the current State's regulations. It is responsible for safeguarding the assets of the Corporation and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

The Board of Management confirms that the Consolidated Financial Statements give a true and fair view of the financial position as at 31/12/2024, its operating results and cash flows for the fiscal year then ended of the Corporation in accordance with the Vietnamese Accounting Standards, Vietnamese Corporate Accounting System and the statutory requirements relevant to the preparation and presentation of Consolidated Financial Statements.

**Other commitments**

The Board of Management pledges that the Corporation complies with the Decree No. 155/2020/ND-CP dated 31 December 2020 on detailing and guiding the implementation of a number of articles of the Law on Securities and the Corporation does not violate the obligations of information disclosure in accordance with the regulations of the Circular No. 96/2020/TT-BTC dated 16 November 2020 issued by the Ministry of Finance guiding the disclosure of information on Securities Market and the Circular No. 68/2024/TT-BTC dated 18 September 2024 issued by the Ministry of Finance amending and supplementing some articles of the Circular No. 96/2020/TT-BTC.

On behalf of the Board of Management



**Tran Trung Tuan**

General Director

Bien Hoa City, 28 March 2025



No. 280325.008/BCTC.HCM

## INDEPENDENT AUDITORS' REPORT

To: **Shareholders, the Board of Directors and the Board of Management  
Tin Nghia Corporation**

We have audited the Consolidated Financial Statements of Tin Nghia Corporation prepared on 28 March 2025, as set out on pages 06 to 72, including: Consolidated Statement of Financial Position as at 31 December 2024, Consolidated Statement of Income, Consolidated Statement of Cash Flows for the fiscal year then ended and Notes to Consolidated Financial Statements.

### The Board of Management's responsibility

The Board of Management is responsible for the preparation and presentation of the Consolidated Financial Statements that give a true and fair view in accordance with Vietnamese Accounting Standards, Vietnamese Corporate Accounting System and the statutory requirements relevant to the preparation and presentation of the Financial Statements and for such internal control as the Board of Management determines is necessary to enable the preparation and presentation of the Consolidated Financial Statements that are free from material misstatement, whether due to fraud or error.

### Auditors' responsibility

Our responsibility is to express an opinion on these Consolidated Financial Statements based on our audit. We conducted our audit in accordance with Vietnamese Standards on Auditing. Those standards require that we comply with standards and ethical requirements; plan and perform the audit to obtain reasonable assurance about whether the Consolidated Financial Statements are free from material misstatement.

An audit involves performing procedures to obtain audit evidence about the amounts and disclosures in the Consolidated Financial Statements. The procedures selected depend on the auditor's judgment, including the assessment of the risks of material misstatement of the Consolidated Financial Statements, whether due to fraud or error. In making those risk assessments, the auditor considers internal control relevant to the entity's preparation and presentation of the Consolidated Financial Statements that give a true and fair view in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the entity's internal control. An audit also includes evaluating the appropriateness of accounting policies used and the reasonableness of accounting estimates made by the Board of Management, as well as evaluating the overall presentation of the Consolidated Financial Statements.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinion.

### Auditors' opinion

In our opinion, the Consolidated Financial Statements give a true and fair view, in all material respects, of the financial position of Tin Nghia Corporation as at 31 December 2024, its operating results and its cash flows for the fiscal year then ended in accordance with the Vietnamese Accounting Standards, Vietnamese Corporate Accounting System and the statutory requirements relevant to the preparation and presentation of the Financial Statements.

**Emphasis of matter**

We draw readers' attention to Note No. 41 of the Notes to the Consolidated Financial Statements, which discloses that Nhon Trach Investment Joint Stock Company ("NIC"), a subsidiary of the Corporation, and its key managers are currently under prosecution in connection with a case that occurred at NIC and as at the date of preparation of these Consolidated Financial Statements, no legally effective court judgment has been issued. The Board of Management of the Corporation will continue to update the information upon receipt of a legally effective court judgment from the competent authorities and will fully reflect any related impacts in the Consolidated Financial Statements of subsequent periods.

Our opinion is not modified in respect of this matter.

**AASC Auditing Firm Company Limited**



**Ngô Minh Quý**

Deputy General Director

Certificate of registration to audit practice

No. 2434-2023-002-1

*Ho Chi Minh City, 28 March 2025*

**Phạm Văn Sang**

Auditor

Certificate of registration to audit practice

No. 3864-2025-002-1



## CONSOLIDATED STATEMENT OF FINANCIAL POSITION

As at 31 December 2024

Code	ASSETS	Note	31/12/2024	01/01/2024
			VND	VND
100	<b>A. CURRENT ASSETS</b>		<b>5,067,166,778,242</b>	<b>3,681,160,122,681</b>
110	<b>I. Cash and cash equivalents</b>	3	<b>536,544,589,313</b>	<b>602,122,958,828</b>
111	1. Cash		279,633,871,956	487,281,710,055
112	2. Cash equivalents		256,910,717,357	114,841,248,773
120	<b>II. Short-term financial investments</b>	4	<b>563,306,076,601</b>	<b>218,553,248,963</b>
121	1. Trading securities		6,616,661,800	6,616,661,800
122	2. Provision for diminution in value of trading securities		-	(573,714,800)
123	3. Held-to-maturity investments		556,689,414,801	212,510,301,963
130	<b>III. Short-term receivables</b>		<b>3,589,887,007,733</b>	<b>2,442,966,264,572</b>
131	1. Short-term trade receivables	5	2,550,934,547,283	1,145,897,353,271
132	2. Short-term prepayments to suppliers	6	762,790,423,176	19,579,057,920
135	3. Short-term lending receivables	7	312,954,805,041	310,030,009,270
136	4. Other short-term receivables	8	242,950,575,652	1,264,206,967,464
137	5. Provision for short-term doubtful debts		(279,770,606,911)	(296,825,842,081)
139	6. Shortage of assets awaiting resolution		27,263,492	78,718,728
140	<b>IV. Inventories</b>	10	<b>311,613,753,279</b>	<b>335,813,611,687</b>
141	1. Inventories		319,931,601,076	336,087,796,414
149	2. Provision for devaluation of inventories		(8,317,847,797)	(274,184,727)
150	<b>V. Other short-term assets</b>		<b>65,815,351,316</b>	<b>81,704,038,631</b>
151	1. Short-term prepaid expenses	15	6,327,880,854	9,938,553,412
152	2. Deductible VAT		40,276,040,832	59,969,686,334
153	3. Taxes and other receivables from State budget	20	19,211,429,630	11,795,798,885
200	<b>B. NON-CURRENT ASSETS</b>		<b>13,014,274,131,028</b>	<b>11,896,150,469,356</b>
210	<b>I. Long-term receivables</b>		<b>1,043,019,280,498</b>	<b>51,945,222,466</b>
216	1. Long-term other receivables	8	1,043,019,280,498	51,945,222,466

## CONSOLIDATED STATEMENT OF FINANCIAL POSITION

As at 31 December 2024  
 (continued)

Code	ASSETS	Note	31/12/2024 VND	01/01/2024 VND
220	<b>II. Fixed assets</b>		<b>504,315,380,339</b>	<b>535,538,408,979</b>
221	1. Tangible fixed assets	12	425,724,758,849	455,920,455,237
222	- Historical cost		1,109,760,307,726	1,118,222,369,037
223	- Accumulated depreciation		(684,035,548,877)	(662,301,913,800)
227	2. Intangible fixed assets	13	78,590,621,490	79,617,953,742
228	- Historical cost		91,301,689,163	92,658,122,743
229	- Accumulated amortization		(12,711,067,673)	(13,040,169,001)
230	<b>III. Investment properties</b>	14	<b>2,058,204,368,003</b>	<b>1,924,438,064,814</b>
231	- Historical cost		3,245,986,712,398	2,993,170,692,950
232	- Accumulated depreciation		(1,187,782,344,395)	(1,068,732,628,136)
240	<b>IV. Long-term assets in progress</b>	11	<b>8,333,386,636,363</b>	<b>8,276,792,343,742</b>
241	1. Long-term work in progress		5,492,966,979,185	5,401,007,915,910
242	2. Construction in progress		2,840,419,657,178	2,875,784,427,832
250	<b>V. Long-term financial investments</b>	4	<b>266,625,757,612</b>	<b>277,722,268,611</b>
252	1. Investments in joint ventures and associates		134,205,184,190	147,744,202,808
253	2. Equity investments in other entities		137,315,605,065	137,315,605,065
254	3. Provision for devaluation of long-term investments		(4,895,031,643)	(7,337,539,262)
260	<b>VI. Other long-term assets</b>		<b>808,722,708,213</b>	<b>829,714,160,744</b>
261	1. Long-term prepaid expenses	15	808,236,403,231	828,255,245,794
269	2. Goodwill	16	486,304,982	1,458,914,950
270	<b>TOTAL ASSETS</b>		<b>18,081,440,909,270</b>	<b>15,577,310,592,037</b>

## CONSOLIDATED STATEMENT OF FINANCIAL POSITION

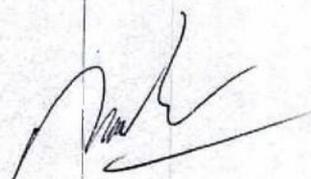
*As at 31 December 2024*  
*(continued)*

Code	CAPITAL	Note	31/12/2024 VND	01/01/2024 VND
300	<b>C. LIABILITIES</b>		<b>13,864,569,721,098</b>	<b>11,481,359,062,143</b>
310	<b>I. Short-term liabilities</b>		<b>5,149,560,624,621</b>	<b>2,988,219,646,565</b>
311	1. Short-term trade payables	18	182,266,594,928	115,710,567,998
312	2. Short-term prepayments from customers	19	371,512,871,331	312,374,721,855
313	3. Taxes and other payables to State budget	20	68,748,438,599	68,624,598,621
314	4. Payables to employees		14,867,421,484	18,589,617,246
315	5. Short-term accrued expenses	21	229,912,250,973	222,319,458,868
318	6. Short-term unearned revenue	22	140,675,792,245	164,726,135,965
319	7. Other short-term payables	23	494,053,240,392	282,694,248,035
320	8. Short-term borrowings and finance lease liabilities	17	3,614,891,829,277	1,765,900,066,906
322	9. Bonus and welfare funds		32,632,185,392	37,280,231,071
330	<b>II. Non-current liabilities</b>		<b>8,715,009,096,477</b>	<b>8,493,139,415,578</b>
332	1. Long-term prepayments from customers	19	252,487,200,195	172,404,244,101
333	2. Long-term accrued expenses	21	590,744,908,414	590,744,908,414
336	3. Long-term unearned revenue	22	4,958,776,147,099	4,753,351,087,746
337	4. Other long-term payables	23	262,949,393,685	116,690,246,022
338	5. Long-term borrowings and finance lease liabilities	17	2,601,232,870,614	2,771,808,754,750
341	6. Deferred income tax liabilities	37	43,610,926,490	82,012,555,785
342	7. Provisions for long-term payables	24	5,207,649,980	6,127,618,760

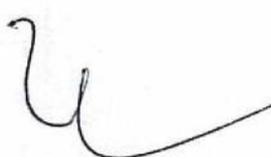
## CONSOLIDATED STATEMENT OF FINANCIAL POSITION

As at 31 December 2024  
(continued)

Code	CAPITAL	Note	31/12/2024	01/01/2024
			VND	VND
400	D. OWNER'S EQUITY		4,216,871,188,172	4,095,951,529,894
410	I. Owner's equity	25	4,216,791,879,035	4,095,872,220,757
411	1. Contributed capital		2,000,000,000,000	2,000,000,000,000
411a	- Ordinary shares with voting rights		2,000,000,000,000	2,000,000,000,000
412	2. Share premium		5,634,952,321	5,634,952,321
414	3. Other capital		83,029,718,628	83,029,718,628
416	4. Differences upon asset revaluation		(216,747,758,176)	(216,747,758,176)
417	5. Exchange rate differences		(11,217,792,404)	(11,875,303,367)
418	6. Development and investment fund		174,005,490,476	153,057,398,020
420	7. Other reserves		1,058,573,962	1,177,626,926
421	8. Retained earnings		288,645,871,647	229,663,596,160
421a	- Retained earnings accumulated to previous year		(21,843,556,233)	(9,695,671,677)
421b	- Retained earnings of the current year		310,489,427,880	239,359,267,837
429	9. Non - Controlling interest		1,892,382,822,581	1,851,931,990,245
430	II. Non-business funds and other funds		79,309,137	79,309,137
431	1. Non-business fund		79,309,137	79,309,137
440	TOTAL CAPITAL		<u>18,081,440,909,270</u>	<u>15,577,310,592,037</u>



Duong Thi Minh Hong  
Preparer



Nguyen Thi Thuy Van  
Chief Accountant





Tran Trung Tuan  
General Director  
Bien Hoa City, 28 March 2025

## CONSOLIDATED STATEMENT OF INCOME

For the fiscal year ended as at 31/12/2024

Code ITEMS	Note	Year 2024	Year 2023
		VND	VND
01 1. Revenue from sales of goods and rendering of services	27	11,737,055,057,707	8,596,981,526,958
02 2. Revenue deductions	28	3,372,680,233	1,988,974,398
10 3. Net revenue from sales of goods and rendering of services		11,733,682,377,474	8,594,992,552,560
11 4. Cost of goods sold	29	10,945,508,563,195	7,892,492,657,112
20 5. Gross profit from sales of goods and rendering of services		788,173,814,279	702,499,895,448
21 6. Financial income	30	272,219,449,565	221,708,345,696
22 7. Financial expenses	31	172,115,475,935	151,084,403,854
23 <i>In which: Interest expense</i>		143,673,919,758	119,712,317,108
24 8. Share of joint ventures and associates' profit or loss		2,336,920,882	(1,162,156,503)
25 9. Selling expenses	32	136,926,510,342	129,690,991,785
26 10. General administrative expenses	33	231,148,312,318	241,213,852,126
30 11. Net profits from operating activities		522,539,886,131	401,056,836,876
31 12. Other income	34	118,712,114,574	29,206,793,647
32 13. Other expenses	35	122,896,886,598	14,703,903,609
40 14. Other profit		(4,184,772,024)	14,502,890,038
50 15. Total net profit before tax		518,355,114,107	415,559,726,914
51 16. Current corporate income tax expense	36	132,201,785,520	105,531,110,553
52 17. Deferred corporate income tax expense	37	(38,401,629,295)	50,370,994,913
60 18. Profit after corporate income tax		424,554,957,882	259,657,621,448
61 19. Profit after tax attributable to owners of the Parent Company		310,489,427,880	239,359,267,837
62 20. Profit after tax attributable to non-controlling interest		114,065,530,002	20,298,353,611
70 21. Basic earnings per share	38	1,552	1,157

Duong Thi Minh Hong  
Preparer

Nguyen Thi Thuy Van  
Chief Accountant

Tran Trung Tuan  
General Director  
Bien Hoa City, 28 March 2025



## CONSOLIDATED STATEMENT OF CASH FLOWS

For the fiscal year ended as at 31/12/2024  
(Indirect method)

Code	ITEMS	Note	Year 2024	Year 2023
			VND	VND
	<b>I. CASH FLOWS FROM OPERATING ACTIVITIES</b>			
01	1. Profit before tax		518,355,114,107	415,559,726,914
	2. Adjustments for			
02	1. Depreciation and amortization of fixed assets and investment properties		166,060,907,521	166,080,174,479
03	2. Provisions		(12,947,763,299)	(22,423,071,307)
04	3. Exchange gains / losses from retranslation of monetary items denominated in foreign currency		2,164,740,085	(6,107,457,324)
05	4. Gains / losses from investment activities		(196,349,800,675)	(45,511,686,940)
06	5. Interest expense		143,673,919,758	119,712,317,108
08	3. Operating profit before changes in working capital		620,957,117,497	627,310,002,930
09	1. Increase, decrease in receivables		(1,910,561,731,946)	(643,368,109,712)
10	2. Increase, decrease in inventories		(75,802,867,937)	(135,950,017,665)
11	3. Increase, decrease in payables (excluding interest payable, corporate income tax payables)		579,492,849,765	125,778,916,676
12	4. Increase, decrease in prepaid expenses		23,629,515,121	21,129,409,661
13	5. Increase, decrease in trading securities		-	6,000,000,000
14	6. Interest paid		(97,643,249,434)	(41,106,501,253)
15	7. Corporate income tax paid		(123,310,015,772)	(76,464,239,753)
17	8. Other payments on operating activities		(43,338,798,382)	(24,355,526,892)
20	Net cash flow from operating activities		(1,026,577,181,088)	(141,026,066,008)
	<b>II. CASH FLOWS FROM INVESTING ACTIVITIES</b>			
21	1. Purchase or construction of fixed assets and other long-term assets		(302,333,753,058)	(272,440,702,703)
22	2. Proceeds from disposals of fixed assets and other long-term assets		8,038,823,075	7,729,855,986
23	3. Lendings and purchase of debt instruments from other entities		(571,878,908,609)	(22,949,672,987)
24	4. Collection of lendings and resale of debt instrument of other entities		224,775,000,000	8,790,000,000
26	5. Proceeds from equity investment in other entities		-	30,000,000,000
27	6. Interest and dividend received		162,182,298,292	57,352,941,094
30	Net cash flow from investing activities		(479,216,540,300)	(191,517,578,610)

## CONSOLIDATED STATEMENT OF CASH FLOWS

*For the fiscal year ended as at 31/12/2024  
 (Indirect method)*

Code ITEMS	Note	Year 2024 VND	Year 2023 VND
<b>III. CASH FLOWS FROM FINANCING ACTIVITIES</b>			
33 1.	Proceeds from borrowings	9,444,329,632,166	7,856,530,476,775
34 2.	Repayment of principal	(7,765,913,753,931)	(7,231,553,327,750)
36 3.	Dividends or profits paid to owners	(236,252,799,427)	(169,972,071,690)
40	<i>Net cash flow from financing activities</i>	<i>1,442,163,078,808</i>	<i>455,005,077,335</i>
50	Net cash flows in the year	(63,630,642,580)	122,461,432,717
60	Cash and cash equivalents at the beginning of the year	602,122,958,828	474,219,810,273
61	Effect of exchange rate fluctuations	(1,947,726,935)	5,441,715,838
70	Cash and cash equivalents at the end of the year	536,544,589,313	602,122,958,828



**Duong Thi Minh Hong**  
Preparer



**Nguyen Thi Thuy Van**  
Chief Accountant

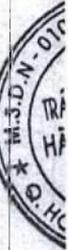


**Tran Trung Tuan**  
General Director  
Bien Hoa City, 28 March 2025

# **SEPARATE FINANCIAL STATEMENTS**

**TIN NGHIA CORPORATION**

For the fiscal year ended as at 31/12/2024  
(audited)



**Tin Nghia Corporation**

96 Ha Huy Giap street, Trung Dung ward, Bien Hoa city, Dong Nai province

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## **REPORT OF THE BOARD OF MANAGEMENT**

The Board of Management of Tin Nghia Corporation ("the Corporation") presents its report and the Corporation's Separate Financial Statements for the fiscal year ended as at 31/12/2024.

### **THE CORPORATION**

Tin Nghia Corporation which was established and operating activities under Enterprise Registration Certificate joint stock company No. 3600283394 issued by Dong Nai Department of Investment and Planning for the first time on 03 November 2004, 25th re-registered on 21 November 2024.

The Corporation's head office is located at: 96 Ha Huy Giap street, Trung Dung ward, Bien Hoa city, Dong Nai province

### **BOARD OF DIRECTORS, BOARD OF MANAGEMENT AND BOARD OF SUPERVISION**

The members of the Board of Directors during the year and to the reporting date are:

Mrs. Dang Thi Thanh Ha	Chairwoman
Mr. Tran Hoai Nam	Member
Mr. Tran Trung Tuan	Member
Mr. Nguyen Thanh Dat	Member
Mr. Tran Ngoc Tho	Member

The members of the Board of Management during the year and to the reporting date are:

Mr. Tran Trung Tuan	General Director	
Mr. Nguyen Cao Nhon	Deputy General Director	
Mr. Hoang Sy Quyet	Deputy General Director	(Resigned on 18/11/2024)
Mr. Nguyen Hieu Loc	Deputy General Director	(Resigned on 20/07/2024)
Mr. Le Van Danh	Deputy General Director	(Resigned on 01/01/2024)

The members of the Board of Supervision are:

Mr. Tran Tan Nhat	Head of the Board of Supervision	
Mr. Tang Tran Tan Khai	Member	
Mr. Nguyen Quoc Ky	Member	(Appointed on 22/05/2024)
Mrs. Le Ngoc Dung	Member	(Resigned on 22/05/2024)

### **LEGAL REPRESENTATIVE**

The legal representatives of the Corporation during the year and until the preparation of these Separate Financial Statements are Mrs. Dang Thi Thanh Ha - Chairwoman of the Board of Directors and Mr. Tran Trung Tuan – General Director.

**AUDITORS**

The auditors of the AASC Auditing Firm Company Limited have taken the audit of the Separate Financial Statements for the Corporation.

**STATEMENT OF THE BOARD OF MANAGEMENT'S RESPONSIBILITY IN RESPECT OF THE SEPARATE FINANCIAL STATEMENTS**

The Board of Management is responsible for the Separate Financial Statements which give a true and fair view of the financial position of the Corporation, its operating results and its cash flows for the year. In preparing those Separate Financial Statements, the Board of Management is required to:

- Establish and maintain an internal control system which is determined necessary by the Board of Management and Board of Directors to ensure the preparation and presentation of the Separate Financial Statements do not contain any material misstatement caused by errors or frauds;
- Select suitable accounting policies and then apply them consistently;
- Make judgments and estimates that are reasonable and prudent;
- State whether applicable accounting standards have been followed, subject to any material departures disclosed and explained in the Separate Financial Statements;
- Prepare and present the Separate Financial Statements on the basis of compliance with Vietnamese Accounting Standards, Vietnamese Corporate Accounting System and the statutory requirements relevant to preparation and presentation of the Financial Statements;
- Prepare the Separate Financial Statements on the going concern basis unless it is inappropriate to presume that the Corporation will continue in business.

The Board of Management is responsible for ensuring that accounting records are kept to reflect the financial position of the Corporation, with reasonable accuracy at any time and to ensure that the Separate Financial Statements comply with the current State's regulations. It is responsible for safeguarding the assets of the Corporation and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

The Board of Management confirms that the Separate Financial Statements give a true and fair view of the financial position as at 31/12/2024, its operation results and cash flows for the fiscal year then ended of the Corporation in accordance with the Vietnamese Accounting Standards, Vietnamese Corporate Accounting System and the statutory requirements relevant to the preparation and presentation of the Financial Statements.

**Other commitments**

The Board of Management pledges that the Corporation complies with Decree No. 155/2020/ND-CP dated 31/12/2020 on detailing and guiding the implementation of a number of articles of the Law on Securities and the Corporation does not violate the obligations of information disclosure in accordance with the regulations of the Circular No. 96/2020/TT-BTC dated 16/11/2020 issued by the Ministry of Finance guiding the disclosure of information on Securities Market and the Circular No. 68/2024/TT-BTC dated 18/09/2024 issued by Ministry of Finance.



On behalf of the Board of Management

*[Handwritten signature]*

**Tran Trung Tuan**

General Director

Dong Nai, 28 March 2025



No. 280325.007/BCTC.HCM

## INDEPENDENT AUDITORS' REPORT

**To: Shareholders, the Board of Directors and the Board of Management  
Tin Nghia Corporation**

We have audited the Separate Financial Statements of Tin Nghia Corporation prepared on 28 March 2025, as set out on pages 05 to 62, including: Separate Statement of Financial Position as at 31 December 2024, Separate Statement of Income, Separate Statement of Cash Flows for the fiscal year then ended and Notes to the Separate Financial Statements.

### The Board of Management's responsibility

The Board of Management is responsible for the preparation and presentation of the Separate Financial Statements that give a true and fair view in accordance with Vietnamese Accounting Standards, Vietnamese Corporate Accounting System and the statutory requirements relevant to the preparation and presentation of the Financial Statements and for such internal control as the Board of Management determines is necessary to enable the preparation and presentation of the Separate Financial Statements that are free from material misstatement, whether due to fraud or error.

### Auditors' responsibility

Our responsibility is to express an opinion on these Separate Financial Statements based on our audit. We conducted our audit in accordance with Vietnamese Standards on Auditing. Those standards require that we comply with standards and ethical requirements; plan and perform the audit to obtain reasonable assurance about whether the Separate Financial Statements are free from material misstatement.

An audit involves performing procedures to obtain audit evidence about the amounts and disclosures in the Separate Financial Statements. The procedures selected depend on the auditor's judgment, including the assessment of the risks of material misstatement of the Separate Financial Statements, whether due to fraud or error. In making those risk assessments, the auditor considers internal control relevant to the entity's preparation and presentation of the Separate Financial Statements that give a true and fair view in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the entity's internal control. An audit also includes evaluating the appropriateness of accounting policies used and the reasonableness of accounting estimates made by the Board of Management, as well as evaluating the overall presentation of the Separate Financial Statements.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinion.

### Auditors' opinion

In our opinion, the Separate Financial Statements give a true and fair view, in all material respects, of the financial position of Tin Nghia Corporation as at 31 December 2024, its operating results and its cash flows for the fiscal year then ended in accordance with the Vietnamese Accounting Standards, Vietnamese Corporate Accounting System and the statutory requirements relevant to the preparation and presentation of Financial Statements.

**AASC Auditing Firm Company Limited**



**Ngô Minh Quý**  
Deputy General Director  
Certificate of registration to audit practice  
No. 2434-2023-002-1  
Ho Chi Minh City, 28 March 2025

**Phạm Văn Sang**  
Auditor  
Certificate of registration to audit practice  
No. 3864-2025-002-1

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## SEPARATE STATEMENT OF FINANCIAL POSITION

As at 31 December 2024

Code	ASSETS	Note	31/12/2024	01/01/2024
			VND	VND
100	<b>A. CURRENT ASSETS</b>		<b>4,441,976,550,506</b>	<b>2,333,989,051,123</b>
110	<b>I. Cash and cash equivalents</b>		<b>134,146,425,483</b>	<b>391,864,647,067</b>
111	1. Cash	03	134,146,425,483	391,864,647,067
120	<b>II. Short-term financial investments</b>	<b>04</b>	<b>433,583,366,242</b>	<b>125,235,867,274</b>
121	1. Trading securities		6,616,661,800	6,616,661,800
122	2. Provision for diminution in value of trading securities		-	(573,714,800)
123	3. Held-to-maturity investments		426,966,704,442	119,192,920,274
130	<b>III. Short-term receivables</b>		<b>3,745,659,829,553</b>	<b>1,686,051,707,768</b>
131	1. Short-term trade receivables	05	2,233,551,146,132	980,099,798,426
132	2. Short-term prepayments to suppliers	06	740,080,908,239	17,599,931,180
135	3. Short-term lending receivables	07	606,939,894,599	573,613,504,034
136	4. Other short-term receivables	08	431,134,010,539	401,282,079,521
137	5. Provision for short-term doubtful debts	09	(266,046,129,956)	(286,543,605,393)
140	<b>IV. Inventories</b>	<b>10</b>	<b>118,649,924,559</b>	<b>128,773,982,668</b>
141	1. Inventories		118,649,924,559	128,773,982,668
150	<b>V. Other short-term assets</b>		<b>9,937,004,669</b>	<b>2,062,846,346</b>
151	1. Short-term prepaid expenses	15	1,782,585,478	1,127,109,419
152	2. Deductible VAT		446,651,903	927,946,875
153	3. Taxes and other receivables from State budget	18	7,707,767,288	7,790,052



## SEPARATE STATEMENT OF FINANCIAL POSITION

As at 31 December 2024

(continued)

Code	ASSETS (continued)	Note	31/12/2024	01/01/2024
			VND	VND
200	<b>B. NON-CURRENT ASSETS</b>		<b>5,829,994,858,047</b>	<b>5,818,798,152,479</b>
210	<b>I. Long-term receivables</b>		<b>27,010,467,576</b>	<b>27,015,101,576</b>
216	1. Other long-term receivables	08	75,579,360,967	75,583,994,967
219	2. Provision for long-term doubtful debts	09	(48,568,893,391)	(48,568,893,391)
220	<b>II. Fixed assets</b>		<b>312,210,810,927</b>	<b>321,201,261,957</b>
221	1. Tangible fixed assets	12	263,690,517,204	271,964,996,147
222	- Historical cost		469,683,343,297	461,531,060,791
223	- Accumulated depreciation		(205,992,826,093)	(189,566,064,644)
227	2. Intangible fixed assets	13	48,520,293,723	49,236,265,810
228	- Historical cost		52,473,077,066	53,987,246,904
229	- Accumulated amortization		(3,952,783,343)	(4,750,981,094)
230	<b>III. Investment properties</b>	14	<b>1,040,026,267,445</b>	<b>880,265,618,217</b>
231	- Historical cost		1,808,177,035,633	1,579,112,354,300
232	- Accumulated depreciation		(768,150,768,188)	(698,846,736,083)
240	<b>IV. Long-term assets in progress</b>	11	<b>1,235,272,266,808</b>	<b>1,356,573,042,256</b>
242	1. Construction in progress		1,235,272,266,808	1,356,573,042,256
250	<b>V. Long-term investments</b>	04	<b>2,814,665,423,094</b>	<b>2,822,188,367,021</b>
251	1. Investments in subsidiaries		3,066,293,895,702	3,066,293,895,702
252	2. Investments in joint ventures and associates		35,529,209,727	35,529,209,727
254	3. Provision for devaluation of long-term investments		(287,157,682,335)	(279,634,738,408)
260	<b>VI. Other long-term assets</b>		<b>400,809,622,197</b>	<b>411,554,761,452</b>
261	1. Long-term prepaid expenses	15	400,809,622,197	411,554,761,452
270	<b>TOTAL ASSETS</b>		<b><u>10,271,971,408,553</u></b>	<b><u>8,152,787,203,602</u></b>

## SEPARATE STATEMENT OF FINANCIAL POSITION

As at 31 December 2024  
(continued)

Code	CAPITAL	Note	31/12/2024	01/01/2024
			VND	VND
300	<b>C LIABILITIES</b>		<b>7,340,093,072,546</b>	<b>5,260,611,343,731</b>
310	<b>I. Current liabilities</b>		<b>3,404,861,787,374</b>	<b>1,423,442,910,230</b>
311	1. Short-term trade payables	16	33,698,142,401	18,034,505,332
312	2. Short-term prepayments from customers	17	44,479,461,509	91,228,095,702
313	3. Taxes and other payables to State budget	18	29,075,208,405	26,432,625,934
314	4. Payables to employees		3,324,589,100	7,000,000,000
315	5. Short-term accrued expenses	19	74,530,894,287	59,284,503,455
318	6. Short-term unearned revenue	21	118,818,899,445	113,730,168,929
319	7. Other short-term payments	20	108,148,121,893	42,435,308,760
320	8. Short-term borrowings and finance lease liabilities	22	2,985,706,872,852	1,053,452,538,536
322	9. Bonus and welfare funds		7,079,597,482	11,845,163,582
330	<b>II. Non-current liabilities</b>		<b>3,935,231,285,172</b>	<b>3,837,168,433,501</b>
332	1. Long-term prepayments from customers	17	80,000,000,000	-
336	2. Long-term unearned revenue	21	3,635,730,912,191	3,568,667,067,391
337	3. Other long-term payables	20	41,433,826,374	41,573,330,161
338	4. Long-term borrowings and finance lease liabilities	22	134,099,436,365	179,622,272,729
341	5. Deferred income tax liabilities	34a	38,759,460,262	41,178,144,460
342	6. Long-term provisions for payables		5,207,649,980	6,127,618,760
400	<b>D. OWNER'S EQUITY</b>		<b>2,931,878,336,007</b>	<b>2,892,175,859,871</b>
410	<b>I. Owner's equity</b>	23	<b>2,931,878,336,007</b>	<b>2,892,175,859,871</b>
411	1. Contributed capital		2,000,000,000,000	2,000,000,000,000
411a	Ordinary shares with voting rights		2,000,000,000,000	2,000,000,000,000
412	2. Share premium		5,634,952,321	5,634,952,321
418	3. Development and investment fund		128,018,554,241	116,894,247,579
421	4. Retained earnings		798,224,829,445	769,646,659,971
421a	Retained earnings accumulated to the previous year		551,322,353,309	547,160,526,730
421b	Retained earnings of the current year		246,902,476,136	222,486,133,241
440	<b>TOTAL CAPITAL</b>		<b>10,271,971,408,553</b>	<b>8,152,787,203,602</b>

Nguyen Nhu Huynh  
Preparer

Nguyen Thi Thuy Van  
Chief Accountant

Tran Trung Tuan  
General Director  
Dong Nai, 28 March 2025



## SEPARATE STATEMENT OF INCOME

For the fiscal year ended as at 31/12/2024

Code	ITEMS	Note	Year 2024	Year 2023
			VND	VND
01	1. Revenue from sales of goods and rendering of services	25	7,398,336,565,224	3,977,865,753,216
02	2. Revenue deductions		-	-
10	3. Net revenue from sales of goods and rendering of services		7,398,336,565,224	3,977,865,753,216
11	4. Cost of goods sold	26	7,090,709,321,065	3,719,946,130,321
20	5. Gross profit from sales of goods and rendering of services		307,627,244,159	257,919,622,895
21	6. Financial income	27	263,455,209,065	241,661,692,099
22	7. Financial expenses	28	103,237,224,531	135,877,273,454
23	<i>In which: Interest expense</i>		75,410,323,560	52,209,282,155
25	8. Selling expenses	29	33,512,698,435	30,239,535,139
26	9. General administrative expenses	30	79,048,122,389	91,051,199,929
30	10. Net profit from operating activities		355,284,407,869	242,413,306,472
31	11. Other income	31	13,577,077,715	4,024,867,350
32	12. Other expenses	32	72,926,001,784	3,210,484,412
40	13. Other profit		(59,348,924,069)	814,382,938
50	14. Total profit before tax		295,935,483,800	243,227,689,410
51	15. Current corporate income tax expense	33	51,451,691,862	34,663,099,651
52	16. Deferred corporate income tax expense	34b	(2,418,684,198)	(13,921,543,482)
60	17. Profit after corporate income tax		246,902,476,136	222,486,133,241

Nguyễn Nhu Huỳnh  
Preparer

Nguyễn Thị Thủy Vân  
Chief Accountant

Trần Trung Tuấn  
General Director  
Dong Nai, 28 March 2025



## SEPARATE STATEMENT OF CASH FLOWS

For the fiscal year ended as at 31/12/2024  
 (Under indirect method)

Code	ITEMS	Note	Year 2024	Year 2023
			VND	VND
	<b>I. CASH FLOWS FROM OPERATING ACTIVITIES</b>			
01	1. Profit before tax		295,935,483,800	243,227,689,410
	2. Adjustments for			
02	- Depreciation and amortization of fixed assets and investment properties		88,435,420,928	86,067,777,801
03	- Provisions		(14,468,215,090)	66,068,341,095
04	- Exchange gains / losses from retranslation of monetary items denominated in foreign currency		(378,414,532)	884,050,808
05	- Gains / losses from investment activities		(186,144,615,435)	(212,137,852,337)
06	- Interest expense		75,410,323,560	52,209,282,155
08	3. Operating profit before changes in working capital		258,789,983,231	236,319,288,932
09	- Increase, decrease in receivables		(1,819,596,982,428)	(755,492,848,329)
10	- Increase, decrease in inventories		10,124,058,109	(99,000,266,271)
11	- Increase, decrease in payables (excluding interest payable, corporate income tax payables)		180,961,342,836	200,758,942,484
12	- Increase, decrease in prepaid expenses		10,089,663,196	1,329,115,259
14	- Interest paid		(73,934,700,891)	(51,025,888,854)
15	- Corporate income tax paid		(52,178,532,285)	(7,714,358,594)
16	- Other receipts from operating activities		8,117,409,079	76,865,000
17	- Other payments on operating activities		(20,081,092,201)	(10,582,842,876)
20	Net cash flow from operating activities		(1,497,708,851,354)	(485,331,993,249)
	<b>II. CASH FLOWS FROM INVESTING ACTIVITIES</b>			
21	1. Purchase or construction of fixed assets and other long-term assets		(252,176,883,013)	(81,709,681,353)
22	2. Proceeds from disposals of fixed assets and other long-term assets		29,862,913	48,636,364
23	3. Lendings and purchase of debt instruments from other entities		(518,465,592,462)	(259,983,890,061)
24	4. Collection of lendings and resale of debt instrument of other entities		249,324,237,393	297,674,277,023
26	5. Proceeds from equity investment in other entities		-	30,000,000,000
27	6. Interest and dividend received		74,460,550,068	243,983,545,715
30	Net cash flow from investing activities		(446,827,825,101)	230,012,887,688

**SEPARATE STATEMENT OF CASH FLOWS**

*For the fiscal year ended as at 31/12/2024  
 (Under indirect method)*

Code	ITEMS	Note	Year 2024	Year 2023
			VND	VND
<b>III. CASH FLOWS FROM FINANCING ACTIVITIES</b>				
33	1. Proceeds from borrowings		6,906,039,791,412	3,681,451,025,155
34	2. Repayment of principal		(5,019,308,293,460)	(3,172,753,074,703)
36	3. Dividends or profits paid to owners		(199,941,397,000)	(99,950,878,500)
40	<i>Net cash flow from financing activities</i>		<i>1,686,790,100,952</i>	<i>408,747,071,952</i>
50	Net cash flows in the year		(257,746,575,503)	153,427,966,391
60	Cash and cash equivalents at the beginning of the year		391,864,647,067	238,429,714,217
61	Effect of exchange rate fluctuations		28,353,919	6,966,459
70	Cash and cash equivalents at the end of the year	03	<u>134,146,425,483</u>	<u>391,864,647,067</u>

*Nh*  
 Nguyen Nhu Huynh  
 Preparer

*u*  
 Nguyen Thi Thuy Van  
 Chief Accountant



*le*  
 Tran Trung Tuan  
 General Director  
 Dong Nai, 28 March 2025

**REPORT****On the profit distribution plan for the year 2024**

To: The Annual General Meeting of Shareholders in 2025.

Pursuant to the Enterprise Law No. 59/2020/QH14 dated June 17, 2020;

Pursuant to the Securities Law No. 54/2019/QH14 dated November 26, 2019;

Pursuant to the Charter of Tin Nghia Corporation,

As stipulated in point d, clause 1, article 74 of Circular No. 200/2014/IT-BTC dated December 22, 2014, of the Ministry of Finance guiding the Enterprise Accounting Regime, which stipulates "**The parent company is allowed to distribute profits to owners (shareholders) not exceeding the undistributed after-tax profit on the Consolidated Financial Statements**".

The Board of Directors respectfully submits to the Annual General Meeting of Shareholders the profit distribution plan for 2024 as follows:

*Unit: VND*

No.	Explanation	Amount of money
1	After-tax profit on the consolidated financial statements in 2024	424,554,957,882
2	After-tax profit on the separate financial statements in 2024	246,902,476,136
3	Profit distribution in 2024	238,345,123,807
3.1	Appropriation for the investment and development fund (5% of after-tax profit)	12,345,123,807
3.2	Appropriation for the reward and welfare fund (2 months' salary)	6,000,000,000
3.3	Dividend payment in 2024 (11% of charter capital)	220,000,000,000
4	Remaining after-tax profit in 2024 (4=2-3)	8,557,352,329

Respectfully submit to the General Meeting for consideration and approval the profit distribution plan as above, including the level of appropriation for the funds and the dividend rate for 2024 is 11%.

*Recipients:* 

- As above;
- Archive: Meeting Documents, BOD's Document.

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



**Dang Thi Thanh Ha**

No: 91 /TTr - HDQT

Bien Hoa, May 22, 2025

**PROPOSAL****Regarding the 2025 business production and operation plan targets  
and expected dividend payout ratio for 2025**

To: The 2025 Annual General Meeting of Shareholders.

Pursuant to the Law on Enterprises No. 59/2020/QH14 dated June 17, 2020;  
Pursuant to the Law on Securities No. 54/2019/QH14 dated November 26, 2019;  
Pursuant to the Charter of Tin Nghia Corporation,

The Board of Directors respectfully submits to the Annual General Meeting of Shareholders for approval the targets of the 2025 business production and operation plan and the expected dividend payout ratio for 2025 as follows:

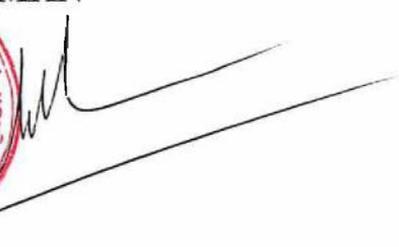
*Unit of calculation: Billion VND*

No.	Indicator	Implementation year 2024	Plan year 2025
1	<b>Total consolidated revenue</b>	<b>12,125</b>	<b>11,700</b>
	<i>Of which: Parent Company</i>	7,675	7,600
2	<b>Consolidated profit after tax</b>	<b>425</b>	<b>672</b>
	<i>Of which: Parent Company</i>	247	622
3	<b>Dividend payout ratio/charter capital (minimum)</b>	<b>11%</b>	<b>12%</b>

Respectfully submit to the General Meeting for consideration and approval of the targets for the 2025 business production and operation plan and the expected dividend payout ratio for 2025./.

*Recipients:* 

- As above;
- Archive: Meeting Documents, BOD's Document.

**ON BEHALF OF  
THE BOARD OF DIRECTORS  
CHAIRMAN**  
**Dang Thi Thanh Ha**

No: 92/TTr - HDQT

Bien Hoa, May 22, 2025

**PROPOSAL****On the finalization of remuneration, salary, and bonuses for 2024 and the estimate of remuneration, salary, and bonuses for 2025 of the Board of Directors and the Board of Supervisors**

To: The 2025 Annual General Meeting of Shareholders

Pursuant to the Law on Enterprises No. 59/2020/QH14 dated June 17, 2020;

Pursuant to the Law on Securities No. 54/2019/QH14 dated November 26, 2019;

Pursuant to the Charter of Tin Nghia Corporation (hereinafter referred to as "Tin Nghia Corporation" or "the Corporation");

Pursuant to the Resolution of the Annual General Meeting of Shareholders of Tin Nghia Corporation passed on May 22, 2024, regarding remuneration, salary, and bonus expenses of the Board of Directors and the Board of Supervisors in 2024,

The Board of Directors respectfully submits to the Annual General Meeting of Shareholders for consideration and approval of the following contents:

**1. Remuneration, salary, and bonus expenses of the Board of Directors and Board of Supervisors in 2024***Unit of calculation: VND*

No.	Content	Resolution of the AGM 2024	Amount disbursed	Disbursed
1	Remuneration of BOD and BOS	5.200.000.000	5,200,000,000	4,466,666,673
2	Bonus of BOD and BOS	5% of profit after tax exceeding the plan	1,345,123,807	-
	<b>Total</b>		<b>6,545,123,807</b>	<b>4,466,666,673</b>

*Note: Salaries of full-time members of the Board of Directors and full-time Board of Supervisors are paid from the Corporation's salary fund.*

The Board of Directors respectfully requests the Annual General Meeting of Shareholders to approve the finalization of remuneration of the Board of Directors and the Board of Supervisors paid in 2024, which is 4,466,666,673 VND and the bonus of 5% of profit after tax exceeding the plan is 1,345,123,807 VND.

**2. Plan for remuneration, salary, and bonus expenses of the Board of Directors and Board of Supervisors in 2025**

Based on the production and business tasks for 2025 of Tin Nghia Corporation and to implement the Resolution of the Annual General Meeting of Shareholders, with the aim of ensuring efficiency and savings, the Board of Directors respectfully submits to the Annual General Meeting of Shareholders for approval the estimated level of remuneration, salary, and bonus expenses for the Board of Directors and the Board of Supervisors in 2025 as follows:

**a) Remuneration for members of the Board of Directors and members of the Board of Supervisors.**

The total remuneration for members of the Board of Directors and members of the Board of Supervisors in 2025 is 864,000,000 VND (The total remuneration of the BOD and the BOS is after personal income tax).

**b) Salaries of full-time members of the Board of Directors and full-time members of the Board of Supervisors:** Paid from the Corporation's Salary Fund.

**c) Bonuses for members of the Board of Directors and members of the Board of Supervisors:**

The bonus amount for members of the Board of Directors and members of the Board of Supervisors in 2025 is capped at 5% calculated on the after-tax profit exceeding the plan for 2025.

**d) Authorize the Board of Directors** to decide the specific levels of remuneration, salary, and bonuses for each member of the Board of Directors and member of the Board of Supervisors and be responsible for public disclosure and transparency in accordance with regulations.

Respectfully submitted to the General Meeting for consideration and approval as a basis for implementation.

Recipients: 

- As above;
- Archive: Meeting Documents, BOD's Document.

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



**Dang Thi Thanh Ha**

No: 01 /TTr - BKS

*Bien Hoa, May 22, 2025***PROPOSAL****Regarding the selection of an auditing firm for the 2025 Financial Statements**

To: The Annual General Meeting of Shareholders 2025.

Pursuant to the Law on Enterprises No. 59/2020/QH14 dated June 17, 2020;

Pursuant to the Law on Securities No. 54/2019/QH14 dated November 26, 2019;

Pursuant to the Charter of Tin Nghia Corporation (hereinafter referred to as "Tin Nghia Corporation" or "the Corporation"),

In order to comply with regulations and ensure transparency in the business operations of Tin Nghia Corporation as required by the State Securities Commission, the Board of Supervisors respectfully submits to the Annual General Meeting of Shareholders for approval the list of independent auditing firms to audit the 2025 Financial Statements of Tin Nghia Corporation as follows:

No.	Name of Auditing Firm
1	PwC (Vietnam) Limited
2	Ernst & Young Vietnam Co., Ltd. (E&Y)
3	AASC Auditing Firm Co., Ltd. (AASC)
4	A&C Auditing and Consulting Co., Ltd.

The above auditing firms operate legally in Vietnam and are on the list approved by the State Securities Commission as fully qualified to audit public companies and listed companies.

We respectfully request the Annual General Meeting of Shareholders to authorize the Board of Directors to select one of the 04 (four) auditing firms from the above list to audit the 2025 Financial Statements of Tin Nghia Corporation.

In the event that an agreement cannot be reached with the above 04 (four) auditing firms, the 2025 Annual General Meeting of Shareholders authorizes the Board of Directors of Tin Nghia Corporation to select 01 (one) other auditing firm from the list approved by the State Securities Commission as fully qualified to audit

public companies and listed companies to audit the 2025 Financial Statements of Tin Nghia Corporation.

We respectfully submit this for the Assembly's consideration and approval as a basis for implementation./.

***Recipients:***

- As above;
- Archive: Meeting Documents, BOD's Document.

**ON BEHALF OF  
THE BOARD OF SUPERVISORS  
HEAD OF THE BOARD**

A handwritten signature in black ink, consisting of a stylized 'T' and 'N' followed by a horizontal line extending to the right.

**Tran Tan Nhat**

*Bien Hoa, May 22, 2025*

**REGULATIONS**  
**ON NOMINATION, CANDIDACY AND SUPPLEMENTARY ELECTION OF**  
**MEMBERS OF THE BOARD OF DIRECTORS AND MEMBERS OF THE**  
**BOARD OF SUPERVISOR OF TIN NGHIA CORPORATION,**  
**TERM II (2021 – 2026)**

**Chapter I**  
**GENERAL PROVISIONS**

**Article 1. Purpose, Scope and Subjects of Application**

1. This regulation is used for the nomination, candidacy, and supplementary election of members of the Board of Directors and members of the Board of Supervisor of Tin Nghia Corporation (hereinafter referred to as “Tin Nghia Corporation” or “the Corporation”), term II (2021 - 2026) at the Annual General Meeting of Shareholders in 2025, ensuring compliance with the Enterprise Law and current legal regulations.

2. Subjects of application: Shareholders owning voting shares and authorized representatives of shareholders owning voting shares (according to the Company's shareholder list closed on **12/5/2025**), members of the Voting and Election Ballot Counting Board and units related to the organization of the Annual General Meeting of Shareholders in 2025.

**Article 2. Voting and Election Ballot Counting Board**

As regulated in the Working Regulations at the Annual General Meeting of Shareholders in 2025.

**Chapter II**  
**REGULATIONS ON NOMINATION, CANDIDACY AND**  
**SUPPLEMENTARY ELECTION MEMBERS OF THE BOARD OF**  
**DIRECTORS AND MEMBERS OF THE BOARD OF SUPERVISOR**

**Article 3. Number, criteria for nomination, candidates for supplementary election to the Board of Directors**

1. Number of members to be additionally elected to the Board of Directors of the Corporation for term II (2021 - 2026): **01 (one)** member.

2. The standards and conditions of persons nominated or running for the position of member of the Board of Directors are as follows:



2. The standards and conditions of persons nominated or running for the position of member of the Board of Directors are as follows:

a) Must fully meet the provisions of Clause 1, Article 155 of the Enterprise Law;

b) Have full civil act capacity, not be subject to the cases of being prohibited from managing enterprises as prescribed in Clause 2, Article 17 of the Enterprise Law;

c) Have professional qualifications and experience in business administration or in the field, industry, or profession of the Corporation and are not necessarily shareholders of the Corporation;

d) Have good health, moral qualities, honesty, integrity, objectivity, and a sense of compliance with the law.

3. Nomination of candidates for supplementary election to the Board of Directors:

a) Shareholders holding common shares have the right to combine the number of voting rights to nominate candidates for the Board of Directors. Shareholders or groups of shareholders holding:

- From 5% to less than 10% are entitled to nominate 01 (one) candidate;

- From 10% to less than 30% are entitled to nominate a maximum of 02 (two) candidates;

- From 30% to less than 40% are entitled to nominate a maximum of 03 (three) candidates;

- From 40% to less than 50% are entitled to nominate a maximum of 04 (four) candidates;

- From 50% to less than 60% are entitled to nominate a maximum of 05 (five) candidates;

- From 60% to less than 70% are entitled to nominate a maximum of 06 (six) candidates;

- From 70% to 80% are entitled to nominate a maximum of 07 (seven) candidates;

- And from 80% to less than 90% are entitled to nominate a maximum of 08 (eight) candidates.

b) In case the number of candidates through nomination and candidacy is still not enough, the incumbent Board of Directors will nominate additional candidates or organize nomination according to the mechanism specified by the Corporation.

#### **Article 4. Number, criteria for nomination, candidates for additional election to the Board of Supervisors**

1. Number of additional members to be elected to the Board of Supervisors of the Corporation for term II (2021 - 2026): **02 (two) members.**

2. Criteria and conditions for a person to be nominated or apply for the title of member of the Board of Supervisors are as follows:

a) Fully meet the regulations in Article 169 of the Law on Enterprises and not fall under the following cases:

- Not subject to the provisions of Clause 2, Article 17 of the Law on Enterprises;

- Not working in the accounting or finance department of the Corporation;
- Not being a member or employee of an audit organization approved to audit the financial statements of the Corporation in the previous 03 consecutive years.

b) Being trained in one of the majors of economics, finance, accounting, auditing, law, business administration or a major suitable to the business operations of the Corporation; it is not required to be a shareholder or employee of the Corporation

### 3. Nomination of candidates for additional election to the Board of Supervisors:

a) Shareholders holding common shares have the right to combine the number of voting rights to nominate candidates for the Board of Supervisors. Shareholders or groups of shareholders holding:

- From 5% to less than 10% are entitled to nominate 01 (one) candidate;
- From 10% to less than 30% are entitled to nominate a maximum of 02 (two) candidates;
- From 30% to less than 40% are entitled to nominate a maximum of 03 (three) candidates;
- From 40% to less than 50% are entitled to nominate a maximum of 04 (four) candidates;
- From 50% to less than 60% are entitled to nominate a maximum of 05 (five) candidates;
- From 60% to less than 70% are entitled to nominate a maximum of 06 (six) candidates;
- From 70% to 80% are entitled to nominate a maximum of 07 (seven) candidates;
- And from 80% to less than 90% are entitled to nominate a maximum of 08 (eight) candidates.

b) If the number of candidates through nomination and application is still not enough, the current Board of Supervisors will nominate additional candidates or organize nominations according to the mechanism prescribed by the Corporation in the Internal Regulations on Corporate Governance and the Operating Regulations of the Board of Supervisors.

### **Article 5. Selection of candidates**

Based on the applications for candidacy and nominations of shareholders or individuals representing shareholders, groups of shareholders and accompanying documents of candidates for the Board of Supervisors of Tin Nghia Corporation, the Board of Directors will compile a list of candidates who meet the prescribed criteria and conditions to be included in the list of candidates to participate in the election of members of the Board of Supervisors and will approve the list at the Meeting.

## **Chapter III**

### **ELECTION OF MEMBERS OF THE BOARD OF DIRECTORS AND MEMBERS OF THE BOARD OF SUPERVISORS**



## **Article 6. Election method**

1. The voting on the election of members of the Board of Directors and members of the Board of Supervisors shall be carried out by cumulative voting as prescribed in Clause 3, Article 148 of the Law on Enterprises.

2. Each shareholder has a total number of votes equal to the total number of shares owned multiplied by the number of members to be elected to the Board of Directors and the Board of Supervisors as approved by the General Meeting of Shareholders. Shareholders have the right to concentrate all or part of their total votes for one or several candidates.

## **Article 7. Electronic voting for election at the Meeting**

### 1. Principle:

a) Shareholders and authorized representatives shall cast their votes electronically at the following link: <https://ezgsm.fpts.com.vn> according to the timeframe stipulated in the Meeting's Working Regulations.

b) The vote counting procedure shall be conducted immediately after the electronic voting concludes.

c) The vote counting results shall be documented and announced to the Meeting by the Head of the Vote Counting Committee.

### 2. Ballot:

a) The ballot is an online ballot.

b) Ballots are invalid in the following cases:

(i) The ballot leaves the feedback section blank for the issue requiring feedback;

(ii) The ballot has a total number of votes cast for the shareholder's candidates exceeding the total number of voting rights held by that shareholder (including ownership and authorization).

### 3. Conducting the election and determining the results:

a) How to fill out the ballot:

- Shareholders or their authorized representatives shall vote for a number of candidates up to the number of members to be elected.

- If allocating all votes to one candidate or evenly distributing all votes to the candidates, the representative shall mark the "Allocate votes evenly" box for the corresponding candidates.

- If allocating an unequal number of votes to each candidate, the representative shall clearly indicate the number of votes in the " Unequally split voting " box for the corresponding candidates.

b) In case of errors, shareholders may change the election results but cannot cancel the election results. The online system only records vote counting for the final election results at the time of the electronic voting deadline for each round of vote counting as stipulated in the Meeting's Working Regulations.

**Article 8. Principles for determining the winning candidates for the Board of Directors and the Board of Supervisor**

1. The winning candidates for the Board of Directors and the Board of Supervisor shall be determined based on the number of votes, from highest to lowest, starting from the candidate with the highest number of votes until the required number of additional members is reached.

2. In the event that the final winning member cannot be selected because two (02) or more candidates have an equal number of votes, the Meeting will conduct a re-election among the candidates with an equal number of votes.

3. If the results of the first (01) election do not meet the required number, the General Meeting of Shareholders shall decide whether to continue the election until the required number of members is elected.

**Article 9. Regulations on complaints**

Complaints regarding the election and vote counting of members of the Board of Directors and members of the Board of Supervisor shall be resolved by the Presiding Board of the General Meeting of Shareholders immediately at the Meeting and recorded in the minutes of the General Meeting of Shareholders.

**Chapter IV**

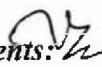
**IMPLEMENTATION PROVISIONS**

**Article 10. Organization of implementation**

1. This Regulation consists of 4 Chapters and 10 Articles, officially takes effect and is applied immediately at the 2025 Annual General Meeting of Shareholders of Tin Nghia Corporation after being approved by the number of shareholders representing over 50% of the total voting shares of the attending shareholders and authorized representatives.

2. The shareholders, authorized representatives, and members of the Organizing Committee of the 2025 Annual General Meeting of Shareholders of Tin Nghia Corporation are responsible for the implementation./.

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

*Recipients:* 

- As above;
- Archive: Meeting Documents, BOD's Document.



**Dang Thi Thanh Ha**

No: 93/TTr - HĐQT

*Bien Hoa, May 22, 2025*

## **PROPOSAL**

### **On the dismissal of members of the Board of Directors and members of the Board of Supervisors of Tin Nghia Corporation, term II (2021 – 2026)**

To: Annual General Meeting of Shareholders in 2025.

Pursuant to the Law on Enterprises No. 59/2020/QH14 dated June 17, 2020;

Pursuant to the Charter of Tin Nghia Corporation (hereinafter referred to as “Tin Nghia Corporation” or “Corporation”);

Pursuant to the duties and powers of the Board of Directors of Tin Nghia Corporation as stipulated in the Corporation's Charter on May 22, 2024;

Pursuant to the resignation letters from the position of member of the Board of Directors by Mr. Tran Hoai Nam, Mr. Nguyen Thanh Dat, Mr. Tran Ngoc Tho; and from the position of member of the Supervisory Board by Mr. Tran Tan Nhat, Mr. Nguyen Quoc Ky,

The Board of Directors respectfully submits to the General Meeting of Shareholders for consideration and approval the dismissal of members of the Board of Directors and members of the Board of Supervisors of Tin Nghia Corporation, term II (2021 - 2026) for the following individuals:

#### **I. Approving the dismissal of members of the Board of Directors of Tin Nghia Corporation, term II (2021 - 2026) for the following individuals:**

- 1) Mr. **Tran Hoai Nam** – Member of the Board of Directors.
- 2) Mr. **Nguyen Thanh Dat** – Member of the Board of Directors.
- 3) Mr. **Tran Ngoc Tho** – Independent Member of the Board of Directors.

#### **II. Approving the dismissal of members of the Board of Supervisors of Tin Nghia Corporation, term II (2021 - 2026) for the following individuals:**

- 1) Mr. **Tran Tan Nhat** – Head of the Board of Supervisors.
- 2) Mr. **Nguyen Quoc Ky** – Member of the Board of Supervisors.

The dismissal period shall be effective from the date of approval by the Annual General Meeting of Shareholders in 2025 as prescribed.

Reason: There are resignation letters (as stipulated in point b, clause 1, Article 160, point b, clause 1, Article 174 of the Law on Enterprises and point h, clause 2, Article 14 of the Corporation's Charter).

Respectfully submit to the General Meeting for consideration and approval./.

*Recipients:* 

- As above;
- Archive: Meeting Documents, BOD's Document.

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



**Dang Thi Thanh Ha**

No: 94 /TB-HĐQT

*Bien Hoa, May 22, 2025*

**NOTICE**

**Regarding the nomination and candidacy of additional members expected to be elected Board of Directors and Board of Supervisors, term II (2021 - 2026)**

To: Shareholders of Tin Nghia Corporation.

Pursuant to the Law on Enterprises No. 59/2020/QH14 dated June 17, 2020;

Pursuant to the Law on Securities No. 54/2019/QH14 dated November 26, 2019;

Pursuant to the Charter of Tin Nghia Corporation (hereinafter referred to as “Tin Nghia Corporation” or “Tong Cong Ty”);

Pursuant to the resignation letters of Mr. Tran Hoai Nam, Mr. Nguyen Thanh Dat, Mr. Tran Ngoc Tho – Members of the Board of Directors and Mr. Tran Tan Nhat, Mr. Nguyen Quoc Ky - Members of the Board of Supervisors of Tin Nghia Corporation;

Pursuant to the need to elect additional members to the Board of Directors and members to the Board of Supervisors of Tin Nghia Corporation;

In order to proceed with the preparation steps for the election, the Board of Directors of the Corporation respectfully announces to the Esteemed Shareholders regarding the nomination and candidacy of personnel expected to be elected to the Board of Directors and the Board of Supervisors, term II (2021 - 2026) as follows:

**I. Quantity:**

1. Number of additional members to be elected to the Board of Directors: 01 (One) member.
2. Number of additional members to be elected to the Board of Supervisors: 02 (Two) members.

**II. Standards and conditions of candidates:**

1. Title of member of the Board of Directors:
  - a) Must fully meet the regulations in Clause 1, Article 155 of the Law on Enterprises;
  - b) Have full legal capacity, not be subject to the cases prohibited from managing enterprises as prescribed in Clause 2, Article 17 of the Law on Enterprises;
  - c) Have professional qualifications and experience in business administration or in the field, industry, or profession of the Corporation and do not necessarily have to be shareholders of the Corporation;
  - d) Have good health, moral qualities, honesty, integrity, objectivity, and a sense of compliance with the law.
2. Title of member of the Board of Supervisors:
  - a) Fully meet the regulations in Article 169 of the Law on Enterprises and not fall into the following cases:

- Not be subject to the provisions of Clause 2, Article 17 of the Law on Enterprises;
- Not be working in the accounting or finance department of the Corporation;
- Not be a member or employee of an audit organization approved to audit the financial statements of the Corporation in the 03 consecutive years prior to that.

b) Be trained in one of the majors in economics, finance, accounting, auditing, law, business administration or a major suitable for the business operations of the Corporation; it is not necessary to be a shareholder or employee of the Corporation.

### **III. Instructions on procedures and documents for nomination and candidacy:**

1. Nomination and candidacy documents include 02 (two) copies according to the form, including:

- a) Application for candidacy/nomination, Minutes of the nomination group meeting (if any) to elect to the Board of Directors, Board of Supervisors (according to the form);
- b) Curriculum vitae (according to the form);
- c) Copies of the following documents: ID card/Passport;
- d) Copies of diplomas, certificates, certificates of cultural level and professional qualifications (if any).

2. Deadline for receiving nomination and candidacy documents: No later than 15:00 P.M. on 29/5/2025. After this time, if the number of candidates through nomination and candidacy is still not enough, the incumbent Board of Directors will nominate additional candidates or organize nominations according to the mechanism prescribed by the Corporation.

3. Place for submitting nomination and application documents: Tin Nghia Corporation.

- Address: No. 96, Ha Huy Giap, Trung Dung Ward, Bien Hoa City, Dong Nai Province.

- Contact person: Duong Thi Loan Anh – Assistant Board.

- Email: [anh.dtl@tinnghiacorp.com.vn](mailto:anh.dtl@tinnghiacorp.com.vn)

- Phone: (0251) 3 822 486 – Ext.: 120; Fax: (0251) 3823 747.

Candidates nominated or applying to be additional candidates for election to the Board of Directors and the Board of Supervisors of Tin Nghia Corporation, term II (2021 - 2026), must be responsible before the law and the General Meeting of Shareholders for the accuracy and truthfulness of the contents of their nomination and application documents.

Sincerely./.

Recipient: 

- As above;
- Archive: Meeting Documents, BOD's Document.

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



**Đặng Thị Thanh Hà**

## MINUTES OF GROUP MEETING

### CANDIDATE NOMINATION FOR THE BOARD OF DIRECTORS / THE BOARD OF SUPERVISORS TIN NGHIA CORPORATION, TERM II (2021 – 2026)



Pursuant to the Charter of Tin Nghia Corporation.

Pursuant to the Regulation on nomination, candidacy and election of additional members of the Board of Directors/ the Board of Supervisors of Tin Nghia Corporation for Term II (2021 – 2026).

Today, on ...../...../2025, at....., we are shareholders of Tin Nghia Corporation, jointly holding..... shares (in words: ..... shares), accounting for.....% of the voting shares of the Company, whose names are on the list below:

No.	Shareholder Name	ID CARD/PASSPORT/BRC	Address	Number of shares owned as of 12/5/2025	Signature and full name
1					
2					
3					
	<b>Total</b>				

*We unanimously nominate:*

**Mr./Ms.:**.....  
 ID card/Passport No.:..... Date of issue:..... Place of issue:.....  
 Permanent address:.....

As a group representative to carry out the nomination procedures for the Board of Directors/ the Board of Supervisors of Tin Nghia Corporation for Term II (2021 – 2026).

**And unanimously nominate the following candidates to participate in the Board of Directors/ the Board of Supervisors:**

**1. Mr./Ms.:**.....  
 ID card/Passport No.:..... Date of issue:..... Place of issue:.....  
 Permanent address:.....  
 Education level:..... Major:.....  
 Currently owning:..... TID shares  
 Corresponding to the total value at par value:..... VND

*\* Next candidate (if any): record similarly to the first candidate.*

This record is made at.... hours, on..... /.../..... at.....

.....

**Group representative**

*(Signature, full name and seal, if any)*

**NOMINATION PROPOSAL FORM FOR MEMBER OF  
THE BOARD OF DIRECTORS/ THE BOARD OF SUPERVISORS  
TERM II (2021 – 2026)**



*(Applicable to individual/organizational shareholders)*

To: **Board of Directors of Tin Nghia Corporation**

Shareholder's full name:.....

ID card/Passport/ Business Registration Certificate No.:..... Date of issue:.....  
Place of issue:.....

Legal representative (if any):.....

Number of TID shares owned (As of 12/5/2025):.....

Corresponding to the total value at par:..... VND

**We would like to propose to Tin Nghia Corporation:**

1. **Mr./Ms.:**.....

ID card/Passport No.:.....Date of issue:..... Place of issue:.....

Permanent address:.....

Education level:.....Major:.....

Currently owning:..... TID shares

Corresponding to the total value at par:..... VND

**To be a candidate to participate in the Board of Directors/ the Board of Supervisors of Tin Nghia Corporation for term II (2021 – 2026)**

2. **Mr./Ms.:**.....

*\* Next candidate (if any): record similarly to the first candidate.*

**To be a candidate to participate in the Board of Directors/ the Board of Supervisors of Tin Nghia Corporation for term II (2021 – 2026).**

Sincerely thank you.

*Attached documents:*

a) *Curriculum vitae (according to the form);*

b) *Copies of the following documents: ID card/Passport;*

c) *Diplomas, certificates, and certifications of cultural and professional qualifications (if any).*

....., ....., .....

**Nominator**

*(Signature, full name and seal, if any)*

**NOMINATION PROPOSAL FORM FOR MEMBER OF  
THE BOARD OF DIRECTORS/ THE BOARD OF SUPERVISORS  
TERM II (2021 – 2026)**



*(Applicable to group shareholders)*

To: **Board of Directors of Tin Nghia Corporation**

Representative of the group of shareholders:.....

ID card/Passport/Business Registration Certificate No.:.....Date of issue:.....

Place of issue:..... (attached is the list of the group of shareholders)

Number of TID shares owned (As of 12/5/2025) by the group of shareholders:

.....

Corresponding to the total value at par:..... VND

**We would like to propose to Tin Nghia Corporation:**

1. **Mr./Ms.:**.....

ID card/Passport No.:..... Date of issue:..... Place of issue:.....

Permanent address:.....

Education level:.....Major:.....

Currently owning:..... TID shares

Corresponding to the total value at par:..... VND

**To be a candidate to participate in the Board of Directors/ the Board of Supervisors of Tin Nghia Corporation for term II (2021 – 2026).**

2. **Mr./Ms.:**.....

*\* Next candidate (if any): record similarly to the first candidate.*

**To be a candidate to participate in the Board of Directors/ the Board of Supervisors of Tin Nghia Corporation for term II (2021 – 2026).**

**Sincerely thank you.**

*Attached documents:*

*a) Curriculum vitae (according to the form);*

*b) Copies of the following documents: ID card/Passport;*

*c) Diplomas, certificates, and certifications of cultural and professional qualifications (if any).*

.....

**Representative of the group of  
shareholders**

*(Signature, full name and seal, if any)*

**LIST OF SHAREHOLDER GROUPS**  
**ATTACHED TO THE PROPOSAL FOR NOMINATION OF THE**  
**GROUP OF SHAREHOLDERS**

(as per the form)



No.	Full name	ID/Passport/BRC	Permanent address	Number of shares owned (as of 12/5/2025)	Shareholder's signature/signature, seal if organization
1					
2					
3					
....					
....					
....					
....					
<b>Total</b>					

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

**APPLICATION FORM FOR CANDIDACY TO**  
**THE BOARD OF DIRECTORS/ THE BOARD OF SUPERVISORS**  
**TERM II (2021 – 2026)**



*(Applicable to individual shareholders)*

**To: Board of Directors of Tin Nghia Corporation**

My name is:.....  
ID card/Passport No.:..... Date of issue:.....Place of issue:.....  
Number of TID shares owned (As of 12/5/2025):.....  
Corresponding to the total value at par:..... VND

I would like Tin Nghia Corporation to allow me to run for the Board of Directors/ the Board of Supervisors of Tin Nghia Corporation for Term II (2021 – 2026). If I am trusted by the shareholders to be elected as a member of the Board of Directors/ the Board of Supervisors, I would like to dedicate all my abilities and enthusiasm to contribute to the development of Tin Nghia Corporation.

Sincerely thank you.

*Attached documents:*

- a) *Curriculum vitae (according to the form);*
- b) *Copies of the following documents: ID card/Passport;*
- c) *Diplomas, certificates, certifications of cultural and professional qualifications (if any).*

.....

**Candidate**  
*(Signature and full name)*

**SOCIALIST REPUBLIC OF VIETNAM**

**Independence – Freedom – Happiness**

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**PERSONAL HISTORY**

*(For candidates for the Board of Directors/ the Board of Supervisors)*

**Full name** **TÔNG** .....

**Candidate** : **Member of the Board of Directors/ the Board of Supervisors**



Full name:	
Gender:	
Date of birth:	
Place of birth:	
Citizen identification card:	No. ..., date of issue: ....., place of issue: .....
Nationality:	
Permanent address:	
Contact phone number:	
Professional qualifications:	
Work experience:	
+ From ..... to.....	
<b>Current positions at the Corporation:</b>	
<b>Current positions held in other organizations:</b>	
<b>Interests related to the Corporation (if any):</b>	
Number of TID shares held (as of 12/5/2025):	..... shares, accounting for ... % of the charter capital
+ Ownership representative:	..... shares, accounting for ... % of the charter capital
+ Individual ownership:	..... shares, accounting for ... % of the charter capital
<b>Commitment to holding shares (if any)</b>	
<b>Related persons holding shares of the Corporation:</b>	1. Relationship: ....., Name of individual/organization: ..... holding: ... shares, accounting for ...% of charter capital.
	2. Relationship: ....., Name of individual/organization: ..... holding: ... shares, accounting for ...% of charter capital.

I warrant that the above statements are entirely true. If they are incorrect, I will be fully responsible before the law and commit to performing my duties honestly if elected as a member of the Board of Supervisors.

.....  
Declarant signs, clearly stating full name

No: /NQ-DHDCĐ

Bien Hoa, June 11, 2025

DRAFT

**RESOLUTION**  
**ANNUAL GENERAL MEETING OF SHAREHOLDERS 2025****GENERAL MEETING OF SHAREHOLDERS**  
**TIN NGHIA CORPORATION**

Pursuant to the Law on Enterprises No. 59/2020/QH14 dated June 17, 2020;

Pursuant to the Business Registration Certificate No. 3600283394, issued by the Business Registration Office - Department of Planning and Investment of Dong Nai Province;

Pursuant to the Charter of Tin Nghia Corporation (hereinafter referred to as "Tin Nghia Corporation" or "the Corporation");

Pursuant to the rights and obligations of the General Meeting of Shareholders of Tin Nghia Corporation as stipulated in the Corporation's Charter;

Pursuant to the Minutes of the 2025 Annual General Meeting of Shareholders of Tin Nghia Corporation dated June 11, 2025,

**RESOLVES:**

**Article 1.** Approving the Report of the Board of Directors of Tin Nghia Corporation on the business results of 2024 and the plan for 2025 (*Attached Report*) with some key indicators as follows:

Target	Unit	2024 Plan	2024 Implementation	% Comparison of 2024 Implementation	
				Plan	Same period
Total consolidated revenue	Billion VND	10,000	12,125	121.25%	137.06%
<i>Of which: Parent Company</i>	Billion VND	6,000	7,675	127.92%	181.73%
Profit after tax	Billion VND	250	425	169.82%	163.51%

Target	Unit	2024 Plan	2024 Implementation	% Comparison of 2024 Implementation	
				Plan	Same period
<i>Of which: Parent Company</i>	Billion VND	220	247	112.23%	110.97%
Dividends (*)	%	10	11	110.00%	110.00%

**Article 2.** Approving the Report of the Board of Supervisors of Tin Nghia Corporation on the performance results of 2024 and the control plan for 2025 (*Attached Report*).

**Article 3.** Approving the financial statements of Tin Nghia Corporation for the fiscal year ended December 31, 2024 (including consolidated financial statements and separate financial statements) audited and certified by AASC Auditing Company Limited (AASC), and inspected by the Board of Supervisors of the Corporation (*Attached Report*).

**Article 4.** Approving the profit distribution plan of Tin Nghia Corporation for 2024 with some key indicators as follows:

*Unit: VND*

No.	Explanation	Amount
1	<b>Profit after tax on the consolidated financial statements for 2024</b>	<b>424,554,957,882</b>
2	<b>Profit after tax on the separate financial statements for 2024</b>	<b>246,902,476,136</b>
3	<b>Profit distribution for 2024</b>	<b>238,345,123,807</b>
3.1	Appropriation for the Investment and Development Fund (5% of PAT)	12,345,123,807
3.2	Appropriation for the Reward and Welfare Fund (2 months' salary)	6,000,000,000
3.3	Dividend payout for 2024 (11% of charter capital)	220,000,000,000
4	<b>Remaining profit after tax for 2024 (4=2-3)</b>	<b>8,557,352,329</b>

Based on the actual profit of 2024 and undistributed after-tax profit according to the parent company's financial statements as of December 31, 2024, approving the rate of setting up the funds as mentioned above and agreeing to pay dividends for 2024 at the rate of 11%/par value of shares in cash.

**Article 5.** Approving the production and business plan targets for 2025 and the expected dividend payout ratio for 2025 with the following key indicators:

1. Total consolidated revenue: 11,700 Billion VND.  
*Of which, the Parent Company: 7,600 Billion VND.*
2. Consolidated profit after tax: 672 Billion VND.  
*Of which, the Parent Company: 622 Billion VND.*
3. Dividend payout ratio/charter capital (minimum) in cash: 12%.

**Article 6.** Finalizing remuneration, salaries, bonuses for 2024 and estimating remuneration, salaries, bonuses for 2025 of the Board of Directors, Board of Supervisors of Tin Nghia Corporation.

1. Approval of the final settlement of remuneration expenses for the Board of Directors and the Board of Supervisors to be paid in 2024 is 4,466,666,673 VND, and a bonus equivalent to 5% of profit after tax exceeding the plan is 1,345,123,807 VND.

2. Approving the estimate of remuneration, salaries, bonuses of the Board of Directors, Board of Supervisors in 2025 as follows:

a) Remuneration for members of the Board of Directors and members of the Board of Supervisors: The total remuneration for members of the Board of Directors and members of the Board of Supervisors in 2025 is 864,000,000 VND (*The total remuneration for the Board of Directors and the Board of Supervisors is after personal income tax*).

b) Salaries of full-time members of the Board of Directors and full-time members of the Board of Supervisors: Paid from the Corporation's Salary Fund.

c) Bonuses for members of the Board of Directors and members of the Board of Supervisors: The bonus amount for members of the Board of Directors and members of the Board of Supervisors in 2025 is capped at 5% based on the after-tax profit exceeding the 2025 plan.

d) Authorize the Board of Directors of the Corporation to decide on the specific remuneration, salaries, and bonuses for each member of the Board of Directors and member of the Board of Supervisors, and be responsible for public disclosure and transparency in accordance with regulations.

**Article 7.** On the selection of an audit firm for the 2025 Financial Statements.

1. Approve the list of independent audit firms to be selected to audit the 2025 Financial Statements of Tin Nghia Corporation as follows:

No.	Auditing Company Name
1	PwC (Vietnam) Limited
2	Ernst & Young Vietnam Co., Ltd. (E&Y)
3	AASC Auditing Firm Limited (AASC)
4	A&C Auditing and Consulting Company Limited

2. Authorize the Board of Directors of the Corporation to select one of the 04 (four) audit firms from the above list to audit the 2025 Financial Statements of Tin Nghia Corporation.

3. In the event that an agreement cannot be reached with the aforementioned 04 (four) audit firms, the 2025 Annual General Meeting of Shareholders authorizes the Board of Directors to select 01 (one) other audit firm from the list approved by the State Securities Commission as eligible to audit public companies and listed companies to audit the 2025 Financial Statements of Tin Nghia Corporation.

**Article 8.** Approving the dismissal of positions of members of the Board of Directors and members of the Board of Supervisors of Tin Nghia Corporation, term II (2021 - 2026) for the following individuals:

1. Dismissal of Mr. Tran Hoai Nam from the position of member of the Board of Directors of Tin Nghia Corporation, term II (2021 - 2026) from June 11, 2025, according to the resignation letter dated May 14, 2025.

2. Dismissal of Mr. Nguyen Thanh Dat from the position of member of the Board of Directors of Tin Nghia Corporation, term II (2021 - 2026) from June 11, 2025, according to the resignation letter dated May 14, 2025.

3. Dismissal of Mr. Tran Ngoc Tho from the position of independent member of the Board of Directors of Tin Nghia Corporation, term II (2021 - 2026) from June 11, 2025, according to the resignation letter dated May 14, 2025.

4. Dismissal of Mr. Tran Tan Nhat from the position of Head of the Board of Supervisors of Tin Nghia Corporation, term II (2021 - 2026) from June 11, 2025, according to the resignation letter dated May 14, 2025.

5. Dismissal of Mr. Nguyen Quoc Ky from the position of member of the Board of Supervisors of Tin Nghia Corporation, term II (2021 - 2026) from June 11, 2025, according to the resignation letter dated May 14, 2025.

**Article 9.** Approving the number and list of candidates who won the election to supplement members of the Board of Directors of Tin Nghia Corporation, term II (2021 - 2026):

1. Approving the number of members of the Board of Directors to be additionally elected: 01 member.

2. Approving the list and results of the additional election to the Board of Directors of Tin Nghia Corporation, term II (2021 - 2026), including the following individuals:

No.	Full name	Year of birth	Gender	ID number	Professional qualifications	Current position	Form of candidacy/ nomination
1							

*(Detailed curriculum vitae attached)*

**Article 10.** Approving the number and list of candidates who won the election to supplement members of the Board of Supervisors of Tin Nghia Corporation, term II (2021 - 2026):

1. Approving the number of members of the Board of Supervisors to be additionally elected: 02 members.

2. Approving the list and results of the additional election to the Board of Supervisors of Tin Nghia Corporation, term II (2021 - 2026), including the following individuals:

No.	Full name	Year of birth	Gender	ID number	Professional qualifications	Current position	Form of candidacy/nomination
1							
2							

*(Detailed curriculum vitae attached)*

**Article 11.** Terms of enforcement.

1. Assigning the Board of Directors of the Corporation to be responsible for:

a) Directing and organizing the implementation of the contents mentioned in this Resolution in accordance with the provisions of law and the Corporation's Charter.

b) Reporting on the situation and results of the implementation of this Resolution in the next General Meeting of Shareholders.

2. Assigning the Board of Supervisors of the Corporation to be responsible for inspecting and supervising the implementation of this Resolution in accordance with the provisions of law and the Corporation's Charter.

3. This Resolution was approved by the Annual General Meeting of Shareholders of Tin Nghia Corporation in 2025 in accordance with the provisions of law and the Corporation's Charter; it is posted on the electronic information page of Tin Nghia Corporation at: [www.tinnghiacorp.com.vn](http://www.tinnghiacorp.com.vn) within 24 hours, from the time of the end of the Congress.

4. This Resolution takes effect from the date of signing./.

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

**CHAIRMAN**

**Recipients:**

- As per Article 12;
- Board of Directors;
- Archive: Meeting Documents,  
BOD's Document.

**Dang Thi Thanh Ha**