

**RESOLUTION**

*About the extension of the deadline for payment to purchase shares issued under the  
Employee Stock Ownership Plan (ESOP)*

**BOARD OF DIRECTORS**

**TNG INVESTMENT AND TRADING JOINT STOCK COMPANY**

- Pursuant to The Law on Enterprises No. 59/2020/QH14 dated June 17, 2020, and its implementing regulations;
- Pursuant to The Law on Securities No. 54/2019/QH14 dated November 26, 2019, and Law No. 56/2024/QH15 dated November 29, 2024, amending and supplementing a number of articles of the Law on Securities;
- Pursuant to The approval of the State Securities Commission No. 5161/UBCK-QLCB dated September 11, 2025, regarding the issuance of shares under the Employee Stock Ownership Plan (ESOP) of TNG Investment and Trading Joint Stock Company;
- Pursuant to The Resolution of the Annual General Meeting of Shareholders No. 162/2025/NQ-ĐHĐCĐ dated April 20, 2025, and the Resolution of the Board of Directors related to the 2025 ESOP share issuance;
- Considering the actual situation and the severe impact of storms and flooding in Thai Nguyen Province since early October 2025, which disrupted the payment process for employees purchasing shares;
- Pursuant to the Minutes of the Board of Directors' Meeting of TNG Investment and Trading Joint Stock Company held on the same day.

**RESOLVES**

**Article 1.** To extend the deadline for payment to purchase shares under the Company's Employee Stock Ownership Plan (ESOP) from October 8, 2025, to the end of October 12, 2025.

**Article 2.** The Board of Directors assigns:

The Chairman of the Board of Directors – Legal Representative of the Company to direct the implementation of necessary tasks, and to decide on the supplementation and adjustment of related contents to complete the 2025 ESOP share issuance in accordance with legal regulations and the Company's internal rules;

The Board of General Directors and the Accounting Department to organize and guide employees in making payment for ESOP shares within the extended period;

The Internal Audit Committee to organize and carry out its assigned duties in accordance with the law and the Charter of TNG Investment and Trading Joint Stock Company.

**Article 3.** This Resolution shall take effect from the date of signing.

The Chairman of the Board of Directors, Board of General Directors, Finance – Accounting Department, Internal Audit Committee, and all related individuals and departments shall be responsible for implementing this Resolution.

***Receive:***

- As Article 2,3
- Save in office

ON BEHALF OF THE BOD  
CHAIRMAN OF THE BOARD OF  
DIRECTORS



NGUYEN VAN THOI

**TNG INVESTMENT AND  
TRADING JOINT STOCK  
COMPANY**

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No: 0810A/BB-HĐQT

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

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Thai Nguyen, October 08, 2025

***MEETING MINUTE OF BOD OF  
TNG INVESTMENT AND TRADING JOINT STOCK COMPANY***  
*About Extension of the deadline for payment to purchase shares issued under the Employee  
Stock Ownership Plan (ESOP)*

Name of Company: TNG Investment and Trading Joint Stock Company

Tax code: 4600305723

Address: No 434/1, Bac Kan Street, Phan Dinh Phung Ward, Thai Nguyen Province, Viet Nam.

**I. TIME, ADDRESS**

- Time: 15h00 on October 08, 2025

- Address: At head office of the Company (No 434/1 Bac Kan street, Phan Dinh Phung Ward, Thai Nguyen Province). Online attendance: 01 member (Mr. Nguyen Hoang Giang)

**II. PARTICIPANTS:**

- Member of Board of Directors

<b>STT</b>	<b>Member of BOM</b>	<b>Title</b>
1	Mr Nguyen Van Thoi	Chairman
2	Mr. Nguyen Duc Manh	Deputy Chairman
3	Mr. Nguyen Hoang Giang	Member of BOD
4	Mrs. Ha Thi Tuyet	Member of BOD
5	Mrs. Doan Thi Thu	Member of BOD
6	Mr Dao Duc Thanh	Member of BOD

- Method of attendance: Direct participation and voting at the meeting.

- Number of absent members: 1/7 members (Mr. Nguyen Manh Linh).

- Number of attending members: 6/7 members of the Board of Directors, sufficient to convene the meeting.

- The members unanimously elected:

Meeting Chair: Mr. Nguyen Van Thoi – Chairman of the Board of Directors.

Meeting Secretary: Ms. Nguyen Thuy Ngan

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*This information disclosure is published simultaneously in Vietnamese and English. In case of any discrepancy or misinterpretation between Vietnamese and English information, information in Vietnamese will take precedence*

### III. ISSUE FOR DISCUSSION AND VOTING AT THE MEETING:

#### 1. Issue for discussion:

Considering the actual situation and the severe impact of storms and flooding in Thai Nguyen Province since early October 2025, which disrupted the payment process for employees purchasing shares, the Company's Board of Directors convened to discuss and vote on extending the payment deadline for shares issued under the 2025 Employee Stock Ownership Plan (ESOP 2025) as follows:

Extended payment period: From October 8, 2025 to October 12, 2025.

The Board of Directors unanimously authorizes the Chairman of the Board – Legal Representative to direct the implementation of necessary tasks, and to decide on the supplementation and adjustment of related contents to complete the 2025 ESOP share issuance in accordance with legal regulations and the Company's internal policies.

The Board of General Directors and the Accounting Department are assigned to organize and guide employees in making payments for ESOP shares within the extended period.

The Internal Audit Committee shall carry out its assigned functions in accordance with the law and the Charter of TNG Investment and Trading Joint Stock Company.

#### 2. Voting Result:

Agree: 6/6 voting members, accounting for 100% of total votes.

Disagree: 0/6 voting members, accounting for 0% of total votes.

No opinion: 0/6 voting members, accounting for 0% of total votes.

### IV. ISSUE APPROVED

The Board of Directors approved the matters stated in Section (III) of this Minutes.

Voting result: 6/6 attending members voted in agree, accounting for 100% of the total votes of attending members with voting rights.

### V. CLOSING OF THE MEETING

The meeting secretary read the draft Resolution of the Board of Directors for all members to review and unanimously approve.

The meeting was adjourned at 3:30 PM on the same day. The minutes were read aloud to all participants and unanimously approved.

  
**CHAIRMAN**  
**NGUYEN VAN THOI**

**SECRETARY**  
  
**NGUYEN THUY NGAN**