

Trang Bom, March 20<sup>th</sup> 2026

## THE RESOLUTION ANNUAL GENERAL MEETING OF SHAREHOLDERS 2026

- Pursuant to the Law on Enterprises No. 59/2020/QH14 dated June 17, 2020, as amended and supplemented by certain articles under Law No. 76/2025/QH15 dated June 17, 2025;

- Pursuant to the Law on Securities No. 54/2019/QH14, as amended and supplemented by Law No. 56/2024/QH15;

- Pursuant to Decree No. 245/2025/NĐ-CP dated September 11, 2025 of the Government amending and supplementing a number of articles of Decree No. 155/2020/NĐ-CP dated December 31, 2020 of the Government detailing the implementation of a number of articles of the Law on Securities;

- Pursuant to the Charter of Organization and Operation of Thong Nhat Joint Stock Company;

- Pursuant to the Minutes of the Annual General Meeting of Shareholders 2026 No: 01/BB-ĐHĐCĐ dated 20/03/2026 of Thong Nhat Joint Stock Company.

### RESOLVES:

**ARTICLE 1:** The Annual General Meeting of Shareholders 2026 resolved the following specific contents:

#### *1/ Performance Report for the year 2025:*

No.	Criteria	Unit	Implemented	Note
1.	Revenue	Dong	123,789,526,132	
2.	Expenses	"	78,459,631,845	
3.	Profit before tax	"	45,329,894,287	
4.	Taxes payable	"	9,505,304,334	
5.	Profit after tax	"	35,824,589,953	

2/ Report on Corporate Governance.

3/ Performance appraisal report of the Board of Supervisors for 2025 business



activities.

4/ Audited Financial Statements for 2025 (audited by AASC Auditing Firm Limited Liability Company)

***5/ Profit distribution and dividend payment for 2025:***

- Allocation to Development Investment Fund: VND 1,791,229,498 (05% PAT).
- Allocation to Reward and Welfare Fund: VND 716,491,799 (02% PAT).
- Bonus for the Board of Directors & Board of Supervisors : VND 716,491,799 (02% PAT).
- Bonus for the Executive Board : VND 358,245,900 (01% PAT).
- 2025 Dividend payment at the rate of 25% : VND 20,500,000,000.
- Retained earnings : VND 11,742,130,957

***6/ Approve the plan targets and profit distribution for 2026:***

***6.1/ Business performance plan targets for 2026:***

- Actual Revenue : VND 137,196,000,000.
- Profit Before Tax : VND 34,570,000,000.
- State budget contribution : VND 7,605,400,000.
- Profit After Tax : VND 26,964,600,000.
- Dividend payout rate : 25%.

***6.2/ Estimated profit distribution for 2026:***

- Development Investment Fund: No appropriation.
- Reward & Welfare Fund: 03 months' salary.
- Bonus for the Board of Directors & Board of Supervisors: 02% of profit after tax.
- Bonus for the Executive Board: 01% of profit after tax.
- 2026 Dividend Payment: 25%

***7/ Approving the remuneration and other benefits for the members of the Board of Directors (BOD), the BOD Secretary, and the Board of Supervisors (BOS) for the year 2026:***

- Chairman of the BOD's remuneration: 10,000,000 VND/person/month.
- Member of the BOD's remuneration: 8,000,000 VND/person/month.
- Head of the BOS's remuneration: 6,000,000 VND/person/month.
- Remuneration for Members of the BOS and the BOD Secretary: 4,000,000 VND/person/month.



- Allowances (Living expenses) for the BOD, the BOD Secretary, and the BOS: 5,000,000 VND/person/month

*(Personal income tax on the above amounts shall be paid by the Company).*

**8/ Through amendments to certain provisions of the Company's Articles of Association as Proposal No. 04/TTr-HĐQT on February 12, 2026.**

**9/ Authorize the Board of Directors to:**

- Select one of the three entities: AASC Auditing Firm Limited Liability Company; A&C Auditing and Consulting Company Limited; Ernst & Young Vietnam Limited Liability Company to audit the Company's 2026 Financial Statements.

**ARTICLE 2: Implementation Clause**

This Resolution takes effect from the date of signing. The Board of Directors of Thong Nhat Joint Stock Company is responsible for carrying out the tasks resolved and authorized by the General Meeting of Shareholders in accordance with the spirit of this Resolution and the provisions of the Law.

**Recipients:**

- The Company's Shareholders;
- The Securities Commission (for reporting);
- Board of Directors' members;
- Member of the Board of Supervisors;
- The Company's General Director;
- For record keeping;

**ON BEHALF OF THE GENERAL MEETING OF  
SHAREHOLDERS  
CHAIRMAN OF THE BOARD OF  
DIRECTORS**



**Trần Trung Tuan**

