

Ho Chi Minh City, April 17, 2026

MEETING MINUTES

ANNUAL GENERAL MEETING OF SHAREHOLDERS 2026

I. COMPANY INFORMATION

1. Business Name: TAN PHU VIETNAM JOINT STOCK COMPANY ("Company")
2. Business Registration Certificate No.: 0303640880 issued by the Department of Planning and Investment of Ho Chi Minh City on January 24, 2005, amended for the 28th time by the Department of Finance of Ho Chi Minh City on November 27, 2025.
3. Head office address: 314 Luỹ Bán Bích Street, Tan Phu Ward, Ho Chi Minh City, Vietnam

II. TIME AND LOCATION OF THE CONFERENCE

1. Meeting time: 8:30 AM, April 17, 2026
2. Meeting location: Inochi Office, 258B Nam Ky Khoi Nghia Street, Xuan Hoa Ward, Ho Chi Minh City.

III. PARTICIPANTS IN THE CONFERENCE

Ms. Le Thi Van – Head of the Shareholder Eligibility Verification Committee – read the Minutes of the Verification of Shareholder Eligibility for those present at the General Meeting as of 9:00 AM on April 17, 2026. The results are as follows:

- The total number of shareholders on the list and who have received invitations to attend the general meeting is: **509** shareholders holding **62,886,282 shares**, equivalent to 100% of the total voting shares of the Company (according to the shareholder list as of March 17, 2026, of the Vietnam Securities Depository and Clearing Corporation).
- Total number of shareholders attending the General Meeting: 30 shareholders, representing 60,663,321 shares, accounting for 96.47 % of the total voting shares of the Company.

In there:

- Total number of shareholders in attendance: 11 shareholders, representing 569,624 shares and accounting for 0.91% of the company's total voting shares.
- Total number of authorized shareholders: 19 shareholders, representing 60,093,739 shares and accounting for 95.56% of the company's total voting shares.

(At the time of voting, the number of shareholders attending/authorizing to attend the General Meeting was: 39 shareholders, representing 60,663,450 shares, accounting for 96.47% of the total voting shares of the Company) .

Therefore, in accordance with the provisions of the 2020 Enterprise Law and the Company's Articles of Association, the Company's Annual General Meeting of Shareholders in 2026 (" **the Meeting** ") is eligible to proceed.

IV. STRUCTURE OF THE PRESIDIUM AND SUPPORTING COMMITTEE OF THE CONGRESS

1. **Presidium:** In accordance with the Company's current Articles of Association, the

composition of the Presidium at the General Meeting includes:

- | | |
|---------------------|--|
| – Mr. Tran Duc Huy | Chairman of the Board of Directors and member of the Company's Inspection Committee – Presiding officer of the General Meeting |
| – Mr. Phan Anh Tuan | Board Member and General Director – Member of the Presidium |
| – Mr. Ngo Duc Trung | Board Member and Deputy General Director – Member of the Presidium |

2. Congress Secretariat (as appointed by the Presidium)

- | | |
|------------------------|-----------------------------|
| - Ms. Trinh Thi Binh | - Head of the Secretariat |
| - Ms. Nguyen Thi Huong | - Member of the Secretariat |

3. The Vote Counting Committee (elected by the General Meeting of Shareholders with 100% of the votes) (attend the congress and vote in favor)

- | | |
|-------------------------|------------------------------------|
| - Grandma Le Thi Van | - Head of the Inspection Committee |
| - Mr. Doan Duy Duc | - Member Audit Committee |
| - Ms. Tran Thi Xuan Mai | - Member Audit Committee |

V. AGENDA OF THE MEETING

1. At the meeting, the General Meeting of Shareholders approved (1) the Regulations on organization and voting at the General Meeting, (2) the Regulations on election of members of the Board of Directors for the term 2026 – 2031, and (3) the Meeting Agenda with 100% of the votes cast in attendance at the meeting.
2. The entire Congress heard the following reports and presentations:
 - i. Report of the Board of Directors (accompanied by the Audit Committee Report) and the General Director of Tan Phu Vietnam Joint Stock Company (“the Company”) on operations in 2025 and plans for 2026 ;
 - ii. Report No. 01/2026/TTr-HĐQT dated March 27, 2026, approving the Financial Statements and the Report on the Use of Capital Obtained from the Capital Increase Issuance in 2025 audited ;
 - iii. Report No. 02/2026/TTr-HĐQT dated March 27, 2026, approving the profit distribution plan for 2025 , the remuneration of the Board of Directors for 2025 , and the remuneration plan for 2026;
 - iv. Submission No. 03/2026/TTr-HĐQT dated March 27, 2026, approves the list of auditing firms to audit the Company's financial statements for 2026;
 - v. Report No. 04/2026/TTr-HĐQT dated March 27, 2026, approving the election of Board of Directors members for the term 2026 – 2031;
 - vi. Report No. 05/2026/TTr-HĐQT dated March 27, 2026, approving the change and addition of the Company's business lines;
 - vii. Report No. 06/2026/TTr-HĐQT dated March 27, 2026, approving the amendment and supplementation of the Company's Charter;
 - viii. Report No. 07/2026/TTr-HĐQT dated March 27, 2026, approves a number of general issues within the authority of the General Meeting of Shareholders ;

- ✚ Total number of valid votes: 60,663,450 votes, equivalent to 60,663,450 shares.
- ✚ Total number of invalid votes: 0 votes, equivalent to 0 shares.
- ✚ The number of votes in favor was 60,663,450 , equivalent to 60,663,450 shares, representing 100% of the total votes cast by shareholders present and voting.
- ✚ Number of dissenting votes: 0 votes, equivalent to 0 shares, representing 0% of the total votes cast by shareholders present and voting.
- ✚ Abstained votes: 0 votes, equivalent to 0 shares, representing 0% of the total votes cast by shareholders present and voting.

Content 4. Approval of the profit distribution plan for 2025 (according to the content of Proposal No. 02/2026/TTr-HĐQT dated March 27, 2026):

- ❖ Total number of ballots issued: 60,663,450 ballots, equivalent to 60,663,450 shares, representing 96.47 % of the Company's total voting shares.
- ❖ Total number of votes cast and received: 60,663,450 votes, including:
 - ✚ Total number of valid votes: 60,663,450 votes, equivalent to 60,663,450 shares.
 - ✚ Total number of invalid votes: 0 votes, equivalent to 0 shares.
 - ✚ The number of votes in favor was 60,663,450 , equivalent to 60,663,450 shares, representing 100% of the total votes cast by shareholders present and voting.
 - ✚ Number of dissenting votes: 0 votes, equivalent to 0 shares, representing 0% of the total votes cast by shareholders present and voting.
 - ✚ Abstained votes: 0 votes, equivalent to 0 shares, representing 0% of the total votes cast by shareholders present and voting.

Content 5. Approval of the Board of Directors' remuneration for 2025 and the remuneration plan for 2026 (according to the content of Proposal No. 02/2026/TTr-HĐQT dated March 27, 2026):

- ❖ Total number of ballots issued: 60,663,450 ballots, equivalent to 60,663,450 shares, representing 96.47 % of the Company's total voting shares.
- ❖ Total number of votes cast and received: 60,663,450 votes, including:
 - ✚ Total number of valid votes: 60,663,450 votes, equivalent to 60,663,450 shares.
 - ✚ Total number of invalid votes: 0 votes, equivalent to 0 shares.
 - ✚ The number of votes in favor was 60,663,450 , equivalent to 60,663,450 shares, representing 100% of the total votes cast by shareholders present and voting.
 - ✚ Number of dissenting votes: 0 votes, equivalent to 0 shares, representing 0% of the total votes cast by shareholders present and voting.
 - ✚ Abstained votes: 0 votes, equivalent to 0 shares, representing 0% of the total votes cast by shareholders present and voting.

Content 6. Approval of the list of auditing firms to audit the Company's 2026 financial statements (according to the content of Proposal No. 03/2026/TTr-HĐQT dated March 27, 2026):

- ❖ Total number of ballots issued: 60,663,450 ballots, equivalent to 60,663,450 shares, representing 96.47 % of the Company's total voting shares.
- ❖ Total number of votes cast and received: 60,663,450 votes, including:
 - ✚ Total number of valid votes: 60,663,450 votes, equivalent to 60,663,450 shares.
 - ✚ Total number of invalid votes: 0 votes, equivalent to 0 shares.

- ✚ The number of votes in favor was 60,663,450 , equivalent to 60,663,450 shares, representing 100% of the total votes cast by shareholders present and voting.
- ✚ Number of dissenting votes: 0 votes, equivalent to 0 shares, representing 0% of the total votes cast by shareholders present and voting.
- ✚ Abstained votes: 0 votes, equivalent to 0 shares, representing 0% of the total votes cast by shareholders present and voting.

Content 7. Through the amendment and supplementation of the Company's business lines (according to the content of Proposal No. 05/2026/TTr-HĐQT dated March 27, 2026):

- ❖ Total number of ballots issued: 60,663,450 ballots, equivalent to 60,663,450 shares, representing 96.47 % of the Company's total voting shares.
- ❖ Total number of votes cast and received: 60,663,450 votes, including:
- ✚ Total number of valid votes: 60,663,450 votes, equivalent to 60,663,450 shares.
- ✚ Total number of invalid votes: 0 votes, equivalent to 0 shares.
- ✚ The number of votes in favor was 60,663,450 , equivalent to 60,663,450 shares, representing 100% of the total votes cast by shareholders present and voting.
- ✚ Number of dissenting votes: 0 votes, equivalent to 0 shares, representing 0% of the total votes cast by shareholders present and voting.
- ✚ Abstained votes: 0 votes, equivalent to 0 shares, representing 0% of the total votes cast by shareholders present and voting.

Content 8. Through the amendment and supplementation of the Company Charter (according to the content of Proposal No. 06/2026/TTr-HĐQT dated March 27, 2026):

- ❖ Total number of ballots issued: 60,663,450 ballots, equivalent to 60,663,450 shares, representing 96.47 % of the Company's total voting shares.
- ❖ Total number of votes cast and received: 60,663,450 votes, including:
- ✚ Total number of valid votes: 60,663,450 votes, equivalent to 60,663,450 shares.
- ✚ Total number of invalid votes: 0 votes, equivalent to 0 shares.
- ✚ The number of votes in favor was 60,663,450 , equivalent to 60,663,450 shares, representing 100% of the total votes cast by shareholders present and voting.
- ✚ Number of dissenting votes: 0 votes, equivalent to 0 shares, representing 0% of the total votes cast by shareholders present and voting.
- ✚ Abstained votes: 0 votes, equivalent to 0 shares, representing 0% of the total votes cast by shareholders present and voting.

Item 9. Approval of several general issues within the authority of the General Meeting of Shareholders (according to the content of Proposal No. 07/2026/TTr-HĐQT dated March 27, 2026):

- ❖ Total number of ballots issued: 60,663,450 ballots, equivalent to 60,663,450 shares, representing 96.47 % of the Company's total voting shares.
- ❖ Total number of votes cast and received: 60,663,450 votes, including:
- ✚ Total number of valid votes: 60,663,450 votes, equivalent to 60,663,450 shares.
- ✚ Total number of invalid votes: 0 votes, equivalent to 0 shares.
- ✚ The number of votes in favor was 60,663,450 , equivalent to 60,663,450 shares, representing 100% of the total votes cast by shareholders present and voting.
- ✚ Number of dissenting votes: 0 votes, equivalent to 0 shares, representing 0% of the total votes cast by shareholders present and voting.

- ✚ Abstained votes: 0 votes, equivalent to 0 shares, representing 0% of the total votes cast by shareholders present and voting.

Content 10. Approval of the Board of Directors for the 2026-2031 term as 5 members, including at least 1 independent Board member and 1 non-executive Board member (according to the content of Proposal No. 04/2026/TTr-HĐQT dated March 27, 2026):

- ❖ Total number of ballots issued: 60,663,450 ballots, equivalent to 60,663,450 shares, representing 96.47 % of the Company's total voting shares.
- ❖ Total number of votes cast and received: 60,663,450 votes, including:
 - ✚ Total number of valid votes: 60,663,450 votes, equivalent to 60,663,450 shares.
 - ✚ Total number of invalid votes: 0 votes, equivalent to 0 shares.
- ✚ The number of votes in favor was 60,663,450 , equivalent to 60,663,450 shares, representing 100% of the total votes cast by shareholders present and voting.
- ✚ Number of dissenting votes: 0 votes, equivalent to 0 shares, representing 0% of the total votes cast by shareholders present and voting.
- ✚ Abstained votes: 0 votes, equivalent to 0 shares, representing 0% of the total votes cast by shareholders present and voting.

Item 11. Through the election of Board of Directors members for the term 2026-2031 (according to the content of Proposal No. 04/2026/TTr-HĐQT dated March 27, 2026):

- ❖ Total number of ballots issued: 60,663,450 ballots, equivalent to 60,663,450 shares, representing 96.47 % of the Company's total voting shares.
- ❖ Total number of votes cast and received: 60,663,450 votes, including:
 - ✚ Total number of valid votes: 60,663,450 votes, equivalent to 60,663,450 shares.
 - ✚ Total number of invalid votes: 0 votes, equivalent to 0 shares.
- ✚ The number of votes in favor was 60,663,450 , equivalent to 60,663,450 shares, representing 100% of the total votes cast by shareholders present and voting.
- ✚ Number of dissenting votes: 0 votes, equivalent to 0 shares, representing 0% of the total votes cast by shareholders present and voting.
- ✚ Abstained votes: 0 votes, equivalent to 0 shares, representing 0% of the total votes cast by shareholders present and voting.

2. Results of the vote count for the Board of Directors members for the 2026-2031 term:

Total number of ballots issued to attendees at the Congress:	60,663,450 Voting ballot
Number of Board of Directors members to be elected for the 2026-2031 term.	05 members
Total number of votes cast using the cumulative voting method.	303,317,250 votes
Total number of ballots counted	303,317,250 votes, representing 100% of the votes cast.
In there:	
+ Number of valid votes:	303,317,250 votes, representing 100% of the votes cast.

+ Number of invalid ballots:

0 votes, corresponding to 0% of the votes cast in the election.

The results of the vote count for the Board of Directors members are as follows:

No.	Candidate's full name	Number of votes received	Election success rate (%) (Calculated based on the total number of votes cast at the Congress or based on the total number of votes cast at the Congress)
1	Mr. Tran Duc Huy – Non-Executive Member of the Board of Directors	60,663,450	100%
2	Mr. Phan Anh Tuan	60,663,450	100%
3	Mr. Ngo Duc Trung	60,663,450	100%
4	Mr. Hoang Quoc Thuy – Non-Executive Member of the Board of Directors	60,663,450	100%
5	Ms. Vu Thuy Linh – Independent Member of the Board of Directors	60,663,450	100%

VII. ISSUES APPROVED BY THE CONGRESS

1. Based on the above voting results and in accordance with the Regulations on the Organization of the Congress, the following issues have been approved:

No.	Content approved	Percentage of the total number of voting shares held by shareholders attending and voting.
1	Through the Report of the Board of Directors (accompanied by the Report of the Audit Committee) and the General Director of Tan Phu Vietnam Joint Stock Company (“the Company”) on the operations in 2025 and the plan for 2026	100%
2	Through the audited financial report for 2025 (as per the content of Submission No. 01/2026/TTr-HĐQT dated March 27, 2026)	100%
3	Through the audited Report on the use of capital raised from the 2025 capital increase issuance (as per Submission No. 01/2026/TTr-HĐQT dated March 27, 2026)	100%
4	Through the profit distribution plan for 2025 (as outlined in	100%

	Proposal No. 02/2026/TTr-HĐQT dated March 27, 2026)	
5	Through the payment of Board of Directors' remuneration for 2025 and the remuneration plan for 2026 (as per the content of Proposal No. 02/2026/TTr-HĐQT dated March 27, 2026)	100%
6	Through the List of auditing firms to audit the Company's 2026 financial statements (as per the content of Submission No. 03/2026/TTr-HĐQT dated March 27, 2026)	100%
7	Through the amendment and addition of the Company's business lines (as per the content of Proposal No. 05/2026/TTr-HĐQT dated March 27, 2026)	100%
8	Through amendments and additions to the Company's Charter (as per the content of Proposal No. 06/2026/TTr-HĐQT dated March 27, 2026)	100%
9	Through a number of general issues within the authority of the General Meeting of Shareholders (as per the content of Report No. 07/2026/TTr-HĐQT dated March 27, 2026)	100%
10	The Board of Directors for the 2026-2031 term will consist of 5 members, including at least 1 independent board member and 1 non-executive board member (as per Proposal No. 04/2026/TTr-HĐQT dated March 27, 2026).	100%
11	Through the election of Board of Directors members for the term 2026-2031 (according to the content of Proposal No. 04/2026/TTr-HĐQT dated March 27, 2026)	100%

2. Based on the above election results, and in accordance with the Regulations on the Organization of the General Meeting and the Regulations on the Election of Board of Directors members for the 2026-2030 term, the list of Board of Directors members for the 2026-2031 term of Tan Phu Vietnam Joint Stock Company is as follows:

No.	Full name
1	Mr. Tran Duc Huy – Non-Executive Member of the Board of Directors
2	Mr. Phan Anh Tuan
3	Mr. Ngo Duc Trung
4	Mr. Hoang Quoc Thuy – Non-Executive Member of the Board of Directors
5	Ms. Vu Thuy Linh – Independent Member of the Board of Directors

VIII. ISSUES APPROVED BY THE CONGRESS

These minutes were fully and accurately recorded by the General Meeting Secretary, read

aloud to the entire General Meeting, and unanimously approved by 100% of the shareholders attending the meeting.

This meeting minutes is prepared in 03 (three) copies in Vietnamese and English, each having equal legal validity. In case of any conflict in content, the Vietnamese version shall prevail. Based on the voting results, elections, and the content of the Meeting Minutes approved by the General Meeting of Shareholders, the Chairman of the Board of Directors is responsible for signing and issuing the Resolution of the 2026 Annual General Meeting of Shareholders of Tan Phu Vietnam Joint Stock Company in accordance with regulations.

The meeting concluded at 11:20 AM on the same day.

SECRETARIAT



Trinh Thi Binh

Nguyen Thi Huong

**CHAIRMAN OF THE
SHAREHOLDER'S GENERAL
MEETING**



Tran Duc Huy



APPENDIX OF DISCUSSION TOPICS

Question 1: If no dividends are distributed in 2025, will the company distribute dividends to shareholders if it performs well and achieves good results in 2026?

The Presiding Committee responded: The business results for 2025 are very positive. If we look at the results of Tan Phu or Inochi in recent years, we see that we are planting the trees and only recently started harvesting the fruit. As for the extraordinary profit in 2025 due to factory relocation and asset liquidation, the Management Board will explain further later."

If we look at the capital contribution to the new factory, we see that Tan Phu has many factories, which reduces the concentration of production. Now we have fulfilled Tan Phu's long-awaited dream, and the new factory is quite large. The capital investment alone is 270 billion VND, and Tan Phu invests 80-100 billion VND annually. Therefore, all the profits we earn are reinvested to bring long-term value to Tan Phu and, in some ways, value to shareholders.

As in previous years, the management of Tan Phu wants shareholders to have an assessment of this issue. In fact, whether the dividend distribution is short-term or a small amount is not as important as the long-term investment of shareholders.

We promise that when we reach the stage of truly reaping the rewards, which is projected to be around 2028, we will then consider allocating dividends. However, for now, prioritizing the highest possible benefit for shareholders, reinvestment is the more sensible approach.

Question 2: Given the current volatile economic situation and rising oil prices affecting the company's input costs, will this impact the company's operations?

The Presiding Board responded: It will certainly have a significant impact on the company because raw material prices are heavily influenced by oil prices. Shareholders are likely aware that raw material prices have increased significantly (from 50% to 80%). The company has anticipated this increase in raw material prices and has implemented measures to mitigate the impact, as follows:

- Anticipating material price increases and implementing a material contingency plan;
- There are reasonable price adjustments to ensure the company's interests are protected while retaining strategic customers;
- Seek better raw material prices from the Chinese market;
- Implement Kaizen measures to find alternative materials;
- The company has numerous risk management measures in place.

Question 3: What were the business results for the first quarter of 2026 for your company?

The Management Board responded: The Q1/2026 business results will be announced around Monday, April 20th, 2026. Revenue is expected to increase by 1-2%, and profit by 10% compared



to the previous year. Despite significant fluctuations in raw material and oil prices, the company implemented effective measures, resulting in increased profits.

Question 4: In the financial report, regarding profit from the liquidation of fixed assets, could the company provide more details about this profit?

The management responded: Regarding the large profit reported in the financial statements, firstly, it is due to the company's asset liquidation resulting from the relocation of the new factory to Dat Do 1 Industrial Park; secondly, the profit comes from leasing assets located on the land at the Long An factory; and additionally, the company liquidated assets at factory 314, thus increasing profits.

Question 5: I saw a report that interest rates would double in 2025, so why would they increase so sharply?

The management responded: Regarding loan interest rates, they are expected to double in 2025 compared to 2024, especially in the fourth quarter of 2025. In 2024, we were at a period where loan interest rates were at their lowest point in the last 10 years. Secondly, outstanding loans will increase due to the company's focus on boosting revenue and inventory for Inochi products. Thirdly, raw material reserves in 2025 – when prices are low – will push outstanding loans higher.

Question 6: Why invest in a construction company outside its core business? Is this a strategic move to expand the company's product range?

The management responded: In recent years, the company has hardly engaged in external investments, mainly focusing on production and business operations. The Board of Directors assesses the company's business capabilities and optimizes investment activities by exploring the market first; if successful, they will expand further later.



No.: 01/2026/NQ-ĐHĐCĐ

Ho Chi Minh City, April 17, 2026

RESOLUTION

(Regarding the approval of matters within the authority of the General Meeting of Shareholders)

ANNUAL GENERAL MEETING OF SHAREHOLDERS 2026 TAN PHU VIETNAM JOINT STOCK COMPANY

- Based on the 2020 Enterprise Law, the 2025 amended Enterprise Law, and the implementing guidelines;
- Based on the Securities Law of 2019; the amended Securities Law of 2024 and the guiding documents for its implementation;
- Based on the Articles of Association of Tan Phu Vietnam Joint Stock Company;
- Based on the Minutes of the Annual General Meeting of Shareholders 2026 of Tan Phu Vietnam Joint Stock Company held on the same day,

RESOLUTION:

Article 1. Board of Directors ' Report (accompanied by the Audit Committee's Report) and the Board of Directors regarding operations in 2025 and plans for 2026 .

Article 2. Through the financial report Audited by the Company (According to the content of Report No. 01/2026/TT r -HĐQT dated March 27, 2026).

Article 3. Through the Report on the use of capital raised from the 2025 capital increase issuance , Audited by the Company (According to the content of Report No. 01/2026/TT r -HĐQT dated March 27, 2026).

Article 4. Through the Company's profit distribution plan for 2025 (According to the content of Proposal No. 02/2026/TT r -HĐQT dated March 27, 2026) .

Article 5. Through the payment of Board of Directors ' remuneration for 2025 and the remuneration plan for 2026 (According to the content of Proposal No. 02/2026/TT r -HĐQT dated March 27, 2026).



Article 6. Through the List of auditing firms to audit the Company's 2026 financial statements (as per the content of Submission No. 03/2026/TTr-HĐQT dated March 27, 2026).

Article 7. Through the amendment and addition of the Company's business lines (as per the content of Proposal No. 05/2026/TTr-HĐQT dated March 27, 2026).

Article 8. Through the amendment and supplementation of the Company Charter and the issuance of the full text of the amended and supplemented Charter (as per the content of Proposal No. 06/2026/TTr-HĐQT dated March 27, 2026).

Article 9. Through a number of general issues within the jurisdiction of the University of Technology and Development . (According to the content of Report No. 067/2026/TTr-HĐQT dated March 27, 2026).

Article 10. Through the election of Board of Directors members. Company term 2026 - 2031 :

10.1. The Board of Directors for the 2026-2031 term will consist of 5 members, including at least 1 independent Board member and 1 non-executive Board member.

10.2. The following individuals have been elected as members of the Company's Board of Directors for the term 2026 – 2031:

- (1) Mr. Tran Duc Huy – Non-executive board members
- (2) Mr. Hoang Quoc Thuy – Non-executive board members
- (3) Mr. Phan Anh Tuan
- (4) Mr. Ngo Duc Trung
- (5) Ms. Vu Thuy Linh – Independent member of the Board of Directors.

Article 11. This resolution takes effect from the date of signing.

The Board of Directors, the General Management Board, and all relevant parties are responsible for implementing this Resolution.

Recipient:

- As above;
- Shareholders of the Company;
- Saved: VP.

**TM. GENERAL MEETING OF
SHAREHOLDERS**



TRAN DUC HUY

RULES OF ORGANIZATION AND VOTING AT THE 2026 ANNUAL GENERAL MEETING OF SHAREHOLDERS

**Dear: ANNUAL GENERAL MEETING OF SHAREHOLDERS 2026
TAN PHU VIETNAM JOINT STOCK COMPANY**

- *Based on the 2020 Enterprise Law, the 2025 amended Enterprise Law, and the implementing guidelines;*
- *Based on the Securities Law of 2019, the amended Securities Law of 2024, and the guiding documents for their implementation;*
- *Based on the Company's Articles of Organization and Operation,*

In order for the 2026 Annual General Meeting of Shareholders (“ **the Meeting** ”) of Tan Phu Vietnam Joint Stock Company (“ **the Company** ”) to be conducted quickly, smoothly, successfully, ensuring the rights of shareholders and complying with the provisions of the Enterprise Law and the Company Charter.

The Organizing Committee of the General Meeting respectfully submits to the General Meeting of Shareholders for approval *the “Regulations on Organization and Voting at the Annual General Meeting of Shareholders 2026”* (“ **Regulations** ”) with the following main contents:

Article 1. Tasks of the Congress

- Voting approved the Regulations on Organization and Voting at the General Meeting; the Regulations on Election of Board of Directors members for the 2026-2031 term; the General Meeting Program; and the Vote Counting Committee.
- Discuss and vote on the Board of Directors' Report (including the Audit Committee's Report) and the General Director's Report on operations in 2025 and plans for 2026;
- Discuss and vote on the audited financial statements and the report on the use of capital raised from the 2025 capital increase issuance of the Company ;
- Discuss and vote on the proposed profit distribution plan for 2025, the remuneration for the Board of Directors in 2025, and the remuneration plan for 2026 .
- Discuss and vote on the list of audit firms for the 2026 financial statements .
- Discuss and vote on the Proposal for the election of Board of Directors members for the term 2026-2031;
- Discuss and vote on changes and additions to the Company's business lines;
- Discuss and vote on amendments and additions to the Company's Charter;
- Discuss and vote on a number of general issues within the authority of the General Meeting of Shareholders;
- Discuss other issues arising at the Congress;
- The minutes of the General Meeting were voted on and approved.

Article 2. Shareholders attending the General Meeting of Shareholders

Shareholders of the Company whose names are on the shareholder list as of **March 17, 2026** are entitled to attend the Company's 2026 Annual General Meeting of Shareholders.



1. Shareholders or their authorized representatives attending the General Meeting must register with the Shareholder Eligibility Verification Committee to receive **Voting Slips, Voting Cards, and Discussion Forms**, which will include the name of the shareholder or authorized representative, the voting code, and the corresponding number of voting shares held by the shareholder.
2. Shareholders or their authorized representatives must arrive at the meeting room on time and register with the meeting organizers. Shareholders or their authorized representatives must bring the following documents to prove their eligibility to attend and to complete the registration and confirmation procedures with the meeting organizers:
 - (A) *In the case of shareholders who are individuals attending the General Meeting in person, they must bring:*
 - + Citizen Identification Card/Passport (original) that is still valid.
 - (B) *In the case where a shareholder is an individual and authorizes another person to attend the General Meeting, the authorized representative must bring:*
 - + Citizen Identification Card/Passport (original) that is still valid; and
 - + A valid power of attorney in the company's standard format.
 - (C) *In the case where the shareholder is an organization and the organization's legal representative directly attends the General Meeting of Shareholders, the organization's legal representative must bring:*
 - + A copy of the Business Registration Certificate/Establishment Decision (a duly certified copy); and
 - + The original Citizen Identification Card/Passport of the legal representative, still valid.
 - (D) *In the case where a shareholder is an organization and that organization authorizes someone other than the organization's legal representative to attend the General Meeting, the authorized person must bring:*
 - + The authorized person's valid original Citizen Identification Card/Passport;
 - + A copy of the Business Registration Certificate/Establishment Decision (a duly certified copy); and
 - + A valid power of attorney in the company's standard format.

In the event that a shareholder or authorized representative is unable to present the documents to prove their eligibility to attend in accordance with cases (A), (B), (C), and (D) above, the General Meeting Organizing Committee has the right and will refuse the shareholder or authorized representative's attendance at the General Meeting.
3. Authorized representatives attending the General Meeting must use the authorization form provided by the Company with the Meeting Invitation Notice; they are not permitted to re-authorize a third party to attend the General Meeting.
4. No smoking in the conference room;
5. No private conversations or use of mobile phones during the Congress. All mobile phones must be switched off or silenced;
6. Recording or filming at the General Meeting requires the permission of the Chairperson and/or the unanimous consent of all shareholders present.

7. Shareholders/authorized representatives attending the General Meeting must, throughout the duration of the meeting, sit in the designated seats and areas as specified by the Organizing Committee, comply with the instructions of the Presidium, behave in a civilized and courteous manner, and adhere to security and order regulations at the meeting venue as required by the Organizing Committee.
8. For the benefit of the General Meeting, shareholders/authorized representatives may be denied attendance by the Organizing Committee if they violate or fail to comply with regulations regarding safety and order at the meeting.

Article 3. Presidium

1. The Presidium consists of at least three members, including one Chairperson appointed by the Chairman of the Board of Directors and members designated by the Chairman of the Board of Directors. The Chairman of the Board of Directors presides over the General Meeting of Shareholders. The Presidium manages the proceedings of the General Meeting according to the agenda and program presented by the Board of Directors (" **BOD** ") and approved by the General Meeting.
2. Responsibilities of the Presidium:
 - a. Conduct the activities of the Company's General Meeting of Shareholders according to the agenda of the Board of Directors that has been approved by the General Meeting of Shareholders;
 - b. Instruct shareholders and/or their authorized representatives and the General Meeting to discuss the items on the agenda;
 - c. Present drafts and conclusions on necessary issues for the Congress to vote on;
 - d. Discuss and clarify matters related to the General Meeting agenda as requested by shareholders.
 - e. Making decisions and resolving issues that arise throughout the Congress.
3. Principles of operation of the Presidium:

The Chairperson is the highest-ranking official and decision-maker at the Congress. Members of the Presidium carry out tasks assigned/delegated by the Chairperson.

Article 4. Congress Secretariat

1. The General Meeting Secretariat shall consist of a maximum of two members appointed by the Chairman; they shall be accountable to the Chairman, the Presidium, and the General Meeting of Shareholders for their duties and shall operate under the direction of the Chairman.
2. Responsibilities of the Secretariat:
 - a. Assist the Presidium in announcing the agenda, draft documents, conclusions, resolutions of the General Meeting, and announcements from the Presidium to shareholders when requested;
 - b. Receive and organize the shareholder registration forms for expressing their opinions, and forward them to the Presidium for decision.

- c. Record fully and truthfully the entire content and proceedings of the General Meeting and the issues approved or noted by the shareholders in the Minutes of the General Meeting;
- d. Draft resolutions on issues adopted at the Congress;
- e. Read the minutes of the meeting as the basis for the Congress to approve them;
- f. Perform other tasks as requested or assigned by the Chairperson.

Article 5. Shareholder Eligibility Verification Committee

1. The Shareholder Eligibility Verification Committee of the General Meeting shall consist of a maximum of 3 members, including 1 Chairman and a maximum of 2 members appointed by the Chairman of the Board of Directors of the Company.
2. Duties of the Shareholder Eligibility Verification Committee:
 - Verify the eligibility of shareholders and authorized representatives to attend the General Meeting.
 - The shareholder eligibility verification committee reports to the General Meeting of Shareholders on the attendance of shareholders. If the meeting has a sufficient number of shareholders/authorized representatives of shareholders entitled to attend, representing more than 50% of the voting shares, then the General Meeting of Shareholders of the Company can proceed in accordance with regulations.
 - The Shareholder Eligibility Verification Committee must prepare a record of shareholder eligibility verification, report it, and be accountable to the General Meeting of Shareholders for the performance of its duties.
 - After the General Meeting, the Shareholder Eligibility Verification Committee must hand over the Shareholder Eligibility Verification Minutes, along with the list of shareholders attending the meeting, to the General Meeting Organizing Committee for archiving purposes.
 - Perform other tasks as requested or assigned by the Chairperson.

Article 6. Vote Counting Committee

1. The Congress's vote counting committee shall consist of a maximum of 3 people, including 1 Chairman and a maximum of 2 members nominated by the Chairman and approved by a vote of the Congress.
2. Responsibilities of the Vote Counting Committee
 - Disseminate the Voting Rules, Election Regulations, and instructions to shareholders on how to vote and/or elect;
 - Determine the exact voting results for each issue put to a vote;
 - Review and report to the Congress any cases of violations of voting rules, election regulations, or complaints regarding voting or election results;
 - The results of the voting and election should be communicated to the Secretariat and updated in the Meeting Minutes.
 - The vote counting committee must prepare a vote counting report, submit it, and be accountable to the General Meeting of Shareholders for the performance of its duties.

- After the Congress, the Vote Counting Committee must hand over the Vote Counting Minutes, along with all the ballot papers, to the Congress Organizing Committee for archiving purposes.
- Perform other tasks as requested or assigned by the Chairperson.

Article 7. Discussion at the Congress

1. Principle:

- Discussions will only be conducted within the allotted time and will be limited to the issues presented in the agenda of the Shareholders' General Meeting. If the meeting requires more time for discussion than planned, the Chairperson will have the authority to decide on this matter.
- Shareholders or their authorized representatives wishing to express their opinions must fill in all shareholder information and clearly state the content they wish to discuss on the Discussion Form that has been distributed and submitted to the General Meeting Secretariat;
- The Congress Secretariat will organize the Discussion Forms and forward them to the Presidium;
- Shareholders or their authorized representatives who wish to speak or debate should raise their hands and adhere to the following rules:
 - + With the Chairman's approval;
 - + Names and voting codes must be stated before speaking;
 - + The content of the speeches must be concise and in line with the Congress program;

2. Responding to questions from shareholders or their authorized representatives:

- Based on the shareholder discussion form, the Chairman or a person designated by the Chairman will address the shareholders' opinions. or authorized representative ;
- In cases where there are many topics for discussion and the discussion time is insufficient, the Chairperson has the full right to review and select the topics to prioritize for discussion, ensuring they are most relevant and practical for shareholders.

Article 8. Voting on matters at the Congress

1. Principle:

- All matters on the agenda of the General Meeting must be discussed and voted on publicly by the General Meeting of Shareholders by raising Voting Cards or by secret ballot using Voting Slips (*depending on the item being voted on*) by all shareholders and/or their authorized representatives .

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- Voting cards/voting slips are printed by the Company and distributed to shareholders/authorized representatives at the beginning of the General Meeting of Shareholders. The Organizing Committee will collect them at the end of the meeting. Each shareholder/authorized representative is issued one voting card and one voting slip. The voting card clearly states the shareholder's ID number, full name, and voting slip number. The voting slip, in addition to the information recorded on the voting card, also includes the voting items according to the agenda of the General Meeting of Shareholders. and the signature of the shareholder/authorized representative of the shareholder.

2. Voting method:

2.1. Voting Card method

- ❖ Voting will be conducted by raising voting cards:
 - Through the Regulations on Organization and Voting at the Congress;
 - Regulations for the election of members of the Board of Directors for the term 2026 – 2031;
 - Through the Congress Program;
 - Through the composition of the Vote Counting Committee;
 - Through the Meeting Minutes;
 - Other matters falling under the authority of the General Meeting of Shareholders will be decided by the Chairperson.
- ❖ Voting method by raising voting cards:
 - Shareholders and/or their authorized representatives (approve, disapprove, or abstain) on an issue by directly raising their Voting Card at the General Meeting;
 - During the General Meeting, shareholders or their authorized representatives who vote in favor of a resolution will raise their Voting Cards. Members of the Vote Counting Committee will mark the Shareholder ID and the corresponding number of voting shares held by each shareholder or authorized representative who voted in favor. Similarly, under the direction of the Chairman, shareholders or their authorized representatives who disagree or have no opinion will raise their Voting Cards in turn.
 - Immediately after the voting process for each item proposed by the Chairman for the Congress's opinion is completed, the Vote Counting Committee will proceed with counting the votes, and the Vote Counting Committee/Chairman will announce the voting results to the entire Congress.

2.2. Secret ballot method

- ❖ **The following items are subject to voting by secret ballot (Voting ballots):**
 - Report of the Board of Directors (including the Audit Committee Report) and the General Management Board on operations in 2025 and plans for 2026;
 - The submission concerns the approval of the Company's audited financial statements and the report on the use of capital raised from the 2025 capital increase issuance;
 - The proposal approves the profit distribution plan for 2025, the remuneration for the Board of Directors in 2025, and the remuneration plan for 2026 ;
 - Proposal for approval of the list of auditing firms for the 2026 financial statements;
 - Proposal for the election of Board of Directors members for the term 2026-2031;
 - Proposal for approval of changes and additions to the Company's business lines;

- Proposal for the approval of amendments and additions to the Company's Charter;
- The report proposes the approval of several general matters within the authority of the General Meeting of Shareholders.
- The report includes other matters within the authority of the General Meeting of Shareholders (if any).
- ❖ **Voting method: by secret ballot.**
- Shareholders and/or authorized representatives tick (X) or (✓) the box "Agree/Disagree/No Opinion" on the issue to be voted on as indicated in the Voting Form; Sign and clearly write their full name on the Voting Form.
- After completion, shareholders and/or their authorized representatives cast their votes according to the instructions of the Vote Counting Committee at the General Meeting.
- After ensuring that all shareholders and/or authorized representatives attending the General Meeting have cast their votes, the Vote Counting Committee will proceed with the vote counting and announce the results to the entire General Meeting.

3. Voting rules:

- 3.1. Each (1) share is equivalent to one voting right. Each shareholder and/or authorized representative attending representing one or more voting rights will be issued one (1) voting card and one (1) ballot containing the corresponding number of voting rights.
- 3.2. Issues requiring a vote at the General Meeting are approved when they receive more than 50% of the voting shares present at the meeting:
 - Report of the Board of Directors (including the Audit Committee Report) and the General Management Board on operations in 2025 and plans for 2026;
 - The submission concerns the approval of the Company's audited financial statements and the report on the use of capital raised from the 2025 capital increase issuance;
 - The proposal approves the profit distribution plan for 2025, the remuneration for the Board of Directors in 2025, and the remuneration plan for 2026;
 - Proposal for approval of the list of auditing firms for the 2026 financial statements;
 - Proposal for the election of Board of Directors members for the term 2026-2031;
 - Proposal for the amendment and supplementation of the Company's Charter;
 - The report outlines several general matters within the authority of the General Meeting of Shareholders;
 - Other matters fall under the authority of the General Meeting of Shareholders, except for those stipulated in Point 3.3, Clause 3, Article 8 of these Regulations.
- 3.3. Issues to be voted on at the General Meeting are adopted when they receive an approval rate of 65% or more of the voting shares present at the meeting:
 - Proposal for approval of changes and additions to the Company's business lines.
 - And other matters as stipulated in the Company's Articles of Association (if any).

Article 9. Minutes and Resolutions of the General Meeting of Shareholders

The minutes of the General Shareholders' Meeting must be prepared, read, and approved by the Secretariat before the closing of the meeting.

Article 10. Election of Board of Directors members for the term 2026 – 2031



The election of Board of Directors members for the term 2026 – 2031 shall be conducted in accordance with the Election Regulations approved by the Annual General Meeting of Shareholders in 2026.

Article 11 Implementation of the Regulations

Shareholders and their authorized representatives attending the General Meeting must strictly comply with the Rules of Procedure of the General Meeting of Shareholders. Shareholders and their authorized representatives who violate these Rules will be subject to disciplinary action by the Presiding Board, depending on the severity of the violation, in accordance with the Company's Charter and the Enterprise Law.

The rules of procedure and voting at this General Meeting are presented to the Company's Shareholders' Meeting and are adopted upon the approval of more than 50% of the voting shares present at the meeting.

These regulations shall take effect from the date of their approval by the Company's Annual General Meeting of Shareholders in 2026 and shall remain in force for that meeting.

The Chairman of the Board of Directors – the presiding officer of the General Meeting – will sign and issue these Regulations on behalf of the Board of Directors after the General Meeting of Shareholders approves the entire text of the Regulations.

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



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REGULATIONS

ELECTION OF BOARD OF DIRECTORS MEMBERS

TERM 2026 - 2031

- Based on the 2020 Enterprise Law, the 2025 amended Enterprise Law, and the guiding documents for their implementation;
- Based on the Securities Law 2019, the amended Securities Law 2024, and the implementing regulations;
- Based on the Charter of Organization and Operation of Tan Phu Vietnam Joint Stock Company,

CHAPTER I

GENERAL REGULATIONS

Article 1. Scope of regulation and subjects of election

- 1.1. These regulations shall be used for the election of members of the Board of Directors (“**BOD**”) for the term 2026-2031 of Tan Phu Vietnam Joint Stock Company. (“**Company**”) at the Annual General Meeting of Shareholders (“**AGM**”) in 2026.
- 1.2. Eligible voters : Shareholders holding voting shares and authorized representatives of shareholders holding voting shares present at the General Meeting (according to the shareholder list as of March 17, 2026, issued by the Vietnam Securities Depository and Clearing Corporation to Tan Phu Vietnam Joint Stock Company).



CHAPTER II

NOMINATION AND CANDIDATE FOR BOARD OF DIRECTORS MEMBER

Article 2. Standards and conditions for becoming a member of the Board of Directors

- 2.1 General criteria and conditions for becoming a member of the Board of Directors:
 - Possesses full legal capacity and is not subject to the provisions of Clause 2, Article 17 of the Enterprise Law;
 - Possess professional qualifications and experience in the company's business management, and are not necessarily shareholders of the company;
 - A member of the company's Board of Directors may also be a member of the Board of Directors of another company; however, they may only simultaneously be a member of the Board of Directors or the Board of Members in a maximum of five other companies.
- 2.2 Specific criteria and conditions for becoming an independent board member:
 - Not currently employed by the Company, its parent company, or its subsidiary; not previously employed by the Company, its parent company, or its subsidiary for at least the three preceding years .
 - Not a person receiving a salary or remuneration from the Company, except for allowances that members of the Board of Directors are entitled to according to regulations ;
 - Not a person whose spouse, biological father, adoptive father, biological mother, adoptive mother, biological child, adopted child, biological brother, biological sister, or biological

sibling is a major shareholder of the Company; or is a manager of the Company or its subsidiary ;

- Not a person who directly or indirectly owns at least 1% of the total voting shares of the Company ;
- Not a person who has served as a member of the Board of Directors or Supervisory Board of the Company for at least 05 consecutive years prior to the appointment, except in the case of being appointed for two consecutive terms .

Article 3. Nomination of candidates for the Board of Directors and the number of members to be elected.

- 3.1. Shareholders holding voting shares of the Company have the right to nominate/propose candidates for the position of Board of Directors, either individually or collectively in groups.
- 3.2. Shareholders or groups of shareholders holding:
- From 10% to less than 20% of the voting shares, one (01) candidate can be nominated;
 - From 20% to less than 30% of the voting shares, two (02) candidates are nominated;
 - From 30% to 40% of the voting shares, a maximum of three (03) candidates can be nominated;
 - From 40% to less than 50% of the voting shares, a maximum of four (04) candidates can be nominated;
 - From 50% to less than 65% of the voting shares, a maximum of six (06) candidates can be nominated;
 - Candidates nominated from 65% or more of the voting shares are eligible to be considered.
- 3.3. The number and structure of elected members of the Board of Directors are as follows: according to the Board of Directors' proposal at the 2026 Annual General Meeting of Shareholders;
- 3.4. If, after the deadline for receiving nominations and applications for Board of Directors membership, the number of candidates nominated and applied for by the Board of Directors is still insufficient to meet the required number as stipulated in Clause 3.3 of this Article, the Board of Directors shall nominate additional candidates to reach the required number as stipulated in Clause 3.3 of this Article.

Article 4. Documents for nominating and applying for membership on the Board of Directors.

- 4.1. The application dossier for nominating and electing a member of the Board of Directors includes:
- a) Nomination and candidacy form for Board of Directors members (according to template);
 - b) The resume must be completed by the applicant themselves (using the provided template);
 - c) Copies of identity card/citizen's identification card/passport and educational certificates/diplomas;
 - d) A valid power of attorney for nomination (in case a shareholder authorizes another person to make the nomination);

- 4.2. Nomination and application documents must be submitted to the Company before 4:00 PM on March 14, 2026, at the following address:

Tan Phu Vietnam Joint Stock Company

Address: Inochi Office located at 258B Nam Ky Khoi Nghia Street, Xuan Hoa Ward, Ho Chi Minh City, Vietnam.

Phone: 028.28.609.003

- 4.3. Only nomination/candidate applications that meet the nomination/candidate eligibility requirements and candidates who meet the corresponding eligibility requirements for Board of Directors membership will be included in the list of candidates announced at the General Meeting.

CHAPTER III

ELECTION OF BOARD OF DIRECTORS MEMBERS

Article 5. Election methods and principles

- 5.1. The election of board members is conducted through secret ballot using the cumulative voting method.
- 5.2. Each shareholder has a total number of votes corresponding to the total number of voting shares (including owned and delegated shares) multiplied by the number of members to be elected.

For example:

a. Suppose we need to elect 05 members to the Board of Directors. Shareholder Nguyen Van A owns 1,000 voting shares. Then the total number of votes of shareholder Nguyen Van A is:

$$(1,000 \times 5) = 5,000 \text{ votes}$$

- 5.3. Shareholders can cast all their votes for one or more candidates;
- 5.4. The total number of votes cast for a shareholder's candidates shall not exceed the total number of votes permitted for that shareholder.

Article 6. Ballots and how to fill out ballots

- 6.1. Each shareholder/authorized representative attending the meeting will be issued a Board of Directors election ballot, which will include the shareholder's code, the number of shares held, the total number of votes the shareholder has for the number of members to be elected, and a list of nominated candidates. The ballot will be stamped with the Company's seal.
- 6.2. An election is considered valid if it meets the following conditions:
- a) The ballots are for candidates whose names are on the list and within the number of members to be elected, as agreed upon by the General Meeting of Shareholders before the voting takes place.
 - b) The total number of votes is less than or equal to (\leq) the total number of votes allowed for that shareholder (the total number of allowed votes equals the number of voting shares multiplied by the number of members to be elected).
 - c) Not covered by the provisions of section 6.3 of this Article.
- 6.3. A ballot is invalid if it falls under any of the following categories:

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- a) The ballot papers were not issued by the Congress Organizing Committee;
- b) The ballot paper does not bear the company's seal;
- c) Ballots that are torn, crossed out, erased, altered, or have the names of candidates not on the list announced at the Congress added before voting takes place;
- d) The ballot paper included additional information and inappropriate symbols;
- e) The ballot paper shows that the total number of votes cast for the candidates exceeds the total number of votes that the shareholder is entitled to vote for;
- f) The number of votes cast for the total number of candidates exceeded the number of members to be elected;
- g) The form was not signed and the full name was not clearly written;
- h) Ballots are submitted to the Ballot Counting Committee after voting has ended and the ballot box has been sealed.

6.4. Invalid ballots will not be counted in the election results.

6.5. How to fill out the ballot:

- a) Shareholders have the right to choose from the following voting methods:
 - Enter the number of votes you wish to cast in the "Number of votes" column.
 - + When agreeing to vote for a candidate, shareholders write the number of votes they wish to cast in the "Number of Votes" column next to the candidate's name. This number of votes must not exceed the total number of votes cast by the shareholders.
 - + If a shareholder does not vote for a candidate, they should enter "0" or leave the "Number of Votes" column blank in the row corresponding to that candidate's name.
 - box next to the "Number of Votes" column with an (x) or (Ö) mark .
 - + To agree to cast all your votes for one candidate: check the "Number of votes" column next to that candidate's name.
 - + When voting equally among candidates: check the "Number of votes" column next to the name of all candidates.
- b) Shareholders can cast their votes for one or more candidates, or not vote for any candidate at all.

Article 7. Principles for voting to elect members of the Board of Directors

- 7.1.** The vote counting committee will set up a ballot box for electing members of the Board of Directors. The vote counting committee will inspect the ballot box in the presence of the shareholders.
- 7.2.** Voting begins at the signal of the meeting chairman or the head of the vote counting committee and ends when the last shareholder present at the meeting casts their vote into the ballot box, or 15 minutes after the start time, whichever comes first. After the voting is completed, the ballot box will be sealed by the vote counting committee in the presence of the shareholders.
- 7.3.** Vote counting begins immediately after voting ends and the ballot box is sealed. The counting location must ensure confidentiality and independence to guarantee that members of the counting committee are not interfered with or influenced by others throughout the entire counting process.
- 7.4.** The vote count results are documented and announced by the Head of the Vote Counting Committee to the Congress.

Article 8. Principles for electing members of the Board of Directors

- 8.1. The elected members of the Board of Directors are determined by the number of votes received, from highest to lowest, starting with the candidate with the highest number of votes until the required number of members are elected.
- 8.2. In the event that two (02) or more candidates receive the same highest number of votes, the General Meeting of Shareholders will conduct a re-election among the candidates with the same number of votes.

Article 9. Announcing the election results.

- 9.1. Based on the vote counting record, the election results must be announced by the Vote Counting Committee immediately at the Congress.
- 9.2. The content of the Vote Counting Minutes includes: Total number of shareholders attending and authorizing representatives to attend the meeting, total number of shareholders participating in the voting, number of valid votes, number of invalid votes, and the number of votes cast for each candidate on the Board of Directors;
- 9.3. The election results of the newly elected members of the Board of Directors will be recorded in the Resolution of the Company's General Meeting of Shareholders.

Article 10. Complaints regarding the election and vote counting:

Any complaints regarding the election and vote counting at the General Meeting will be handled by the Chairman of the General Meeting and recorded in the minutes of the General Meeting.

Article 11. Effective date

- 11.1. These election regulations consist of 3 Chapters and 11 Articles, and will take effect after being approved by the General Meeting of Shareholders. They will only apply to the election of additional members of the Board of Directors for the 2026-2031 term at the Company's 2026 Annual General Meeting of Shareholders.
- 11.2. The Chairman of the Board of Directors – the presiding officer of the General Meeting – will sign and issue these Regulations on behalf of the Board of Directors after the General Meeting of Shareholders approves the entire text of the Regulations.

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



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REPORT
ACTIVITIES OF THE BOARD OF DIRECTORS AND THE GENERAL
MANAGEMENT TEAM IN 2025
DIRECTION OF ACTIVITIES FOR 2026

I. The global and Vietnamese economic situation in 2025 and forecasts for 2026.

1. The global economic outlook in 2025¹

2025 is being described as a year of "**resilience in uncertainty** ." Despite facing shocks from new tariff policies and geopolitical tensions, the global economy avoided recession, maintaining slow but steady growth thanks to the boom in artificial intelligence (AI) and loose monetary policies. Forecasts suggest a gradual decline in trade as policy obstacles and higher costs increase in the second half of 2025.

According to the World Trade Organization (WTO), the September 2025 Goods Trade Index reached 101.8, higher than the baseline value of 100. Most of the component indices of the index were higher than the baseline value, except for the agricultural materials index (98.0).

The United Nations Conference on Trade and Development (UNCTAD) predicts a slowdown in global trade growth in Q3 2025, but still at a positive level, increasing by approximately 2.5% compared to the previous quarter (goods trade increased by nearly 2.0%, while services trade increased by 4.0%). UNCTAD forecasts this trend will continue into Q4 2025. Accordingly, global trade in 2025 is expected to exceed \$35 trillion, an increase of approximately \$2.2 trillion (about 7.0%) compared to 2024. The services sector is expected to contribute approximately \$750 billion to trade growth in 2025, equivalent to a growth rate of nearly 9.0% compared to 2024.

According to these organizations, trade growth in 2025 will be driven by three main factors. First, businesses are importing ahead of time to avoid retaliatory tariffs on US sectoral tariffs. Second, trade in goods "using AI" will contribute more than half of the trade growth of some G20 and Asian economies in the first half of 2025, accounting for approximately 15.5% of total global goods trade. Third, global trade growth in 2025 will mainly come from East Asia and Africa, with South-South trade (trade between developing economies) growing by about 8% over the past 12 months.

2. Vietnam's economic situation in 2025²

2025 is envisioned as a breakthrough year for Vietnam's economic growth, despite a volatile global trade environment and the lingering effects of geopolitical tensions in the Middle East.

¹National Statistics Agency – Statistics Department of the Ministry of Planning and Investment, Overview of the forecast for the global economic situation in Q4 and 2025, <https://www.nso.gov.vn/du-lieu-va-so-lieu-thong-ke/2026/01/tong-quan-du-bao-tinh-hinh-kinh-te-the-gioi-quy-iv-va-nam-2025/> accessed January 5, 2026.

² Vietnam's economy in 2025: <https://xaydungchinhachsach.chinhphu.vn/kinh-te-viet-nam-2025-cung-co-diem-sang-hoa-giai-luc-can-tao-nen-tang-phat-trien-trong-ky-nguyen-moi-119260105162116279.htm>



Despite battling historical natural disasters in Central Vietnam, weakened purchasing power, and the impact of early-year shocks, the Vietnamese economy still shows noteworthy bright spots. A new growth trajectory is gradually emerging with improved quality in a volatile environment. Positive signals for the economy in 2025, from recovering exports reaching new milestones in total import and export turnover; improved industrial production; focused public investment; expanding credit; to the activation of the drivers of a new growth triangle: green economy - digital economy - knowledge economy, show that the economy is striving to maintain momentum amidst numerous obstacles.

International organizations assess Vietnam's growth as the highest in Southeast Asia. GDP growth in 2025 is projected to be quite high, with an estimated increase of 8.02% compared to the previous year, only slightly lower than the growth rate of 2022 in the 2011-2025 period. Within the total value added growth of the entire economy, the agriculture, forestry, and fisheries sector increased by 3.78%, contributing 5.30%; the industry and construction sector increased by 8.95%, contributing 43.62%; and the service sector increased by 8.62%, contributing 51.08%.

A historic milestone for international merchandise trade. Total import and export turnover in 2025 is estimated at US\$930.05 billion – an unprecedented record in the history of international economic integration, with special significance in the context of weak global trade recovery and increasing geopolitical and geoeconomic risks. The 18.2% increase compared to the previous year shows that international merchandise trade continues to be one of the important pillars of Vietnam's economic growth.

This result reflects Vietnam's ability to maintain the flow of goods and its increasingly prominent position in the global trade network. New-generation free trade agreements continue to be effective, helping Vietnamese goods maintain market share in key markets such as the US and EU. At the same time, Vietnam remains an important destination in the supply chain restructuring strategies of many multinational corporations.

2025 is considered a breakthrough year for institutional development in the economy, as it marks a strong shift from perfecting the legal framework to organizing and implementing it in a coordinated and substantive manner. In the context of shrinking fiscal and monetary policy space, institutional reform becomes a key lever to unlock resources, improve the investment and business environment, and enhance productivity.

Furthermore, the reorganization of administrative units and the implementation of a two-tiered local government model facilitates streamlining the apparatus, shortening processes, and enhancing the effectiveness of governance and economic policy implementation. The focus of reform is on decentralization and delegation of power coupled with power control, simplifying investment, land, and construction procedures, thereby reducing compliance costs and risks for businesses.

2025 is not just a year of continuing institutional reforms, but a time to shift from piecemeal reforms to systemic reforms. The institutional sector is emerging as a pillar of long-term reform, laying the institutional foundation for rapid and sustainable growth in the next phase.

II. Activities of the Board of Directors in 2025

1. Board of Directors members and structure during the term:

The Board of Directors of Tan Phu Vietnam Joint Stock Company consists of 5 members, including 1 Chairman of the Board, 1 Vice Chairman of the Board, and 3 Board members. There is one independent Board member and 1 non-executive Board member. All Board members fully perform their functions and duties as prescribed by law. The members and structure of the Board of Directors in 2025 are as follows:

No.	Board Member	Position	Date of commencement as a member of the Board of Directors
1	Tran Duc Huy	Chairman of the Board of Directors, Member of the Inspection Committee	October 18, 2024
2	Hoang Quoc Thuy	Vice Chairman of the Board of Directors	April 8, 2022
3	Phan Anh Tuan	Board Member	April 8, 2022
4	Ngo Duc Trung	Board Member	April 20, 2020
5	Vu Thuy Linh	Independent Board Member, Chairman of the Inspection Committee	April 8, 2022

2. Activities of the Board of Directors:

During fiscal year 2025, the Company's Board of Directors held 15 meetings, including 4 regular sessions, and issued 24 Resolutions/Decisions. The contents approved by the Board of Directors in 2025 include:

- Investment and business activities: Fully implement all procedures for issuing shares to increase charter capital as authorized by the Board of Directors: Approve the public offering of shares to increase charter capital, approve the final registration date for exercising the right to purchase shares, approve the reporting of the results of the public offering of shares, and approve the establishment and additional capital contribution to affiliated companies.
- Governance System: Complete all 2025 governance reports fully and on time; disclose complete information when dealing with related parties; select an auditing firm for the 2025 fiscal year financial statements; monitor compliance with legal regulations, the Articles of Association, and regulations on information disclosure, ensuring fairness for shareholders.
- Shareholder relations: Convene and organize the 2025 Annual General Meeting of Shareholders and conduct the 2025 Extraordinary General Meeting of Shareholders in accordance with the law and the Company's Articles of Association.

- Appointment and dismissal of personnel: Dismissal and appointment of the positions of Deputy General Director, Chief Financial Officer, Chief Accountant/Head of Accounting.
- activities fall under the authority of the Board of Directors.

In addition to regular and extraordinary meetings, the Board of Directors also holds weekly and monthly work briefings to review and evaluate the work of the Board of Directors and to monitor the performance of the General Director in the Company's production and business activities.

The resolutions and decisions issued by the Board of Directors are based on a high degree of consensus among its members. Each member of the Board of Directors has strived to fulfill their duties in managing the company's operations in accordance with the development direction, acting in the best interests of shareholders and for the overall development of the business.

3. Evaluating the Board of Directors' performance in 2025:

- Performance targets for 2025 compared to the plan :

No.	Target	Unit	To be implemented by 2025	Plan 2025	% of performance compared to plan
1	Net revenue	Billion VND	3,153	3,600	88%
2	Profit before tax	Billion VND	289	100	289%
3	Net profit after tax	Billion VND	229.7	80	287%
4	Dividend rate for 2024 to be distributed in 2025	%	0%	0%	0%
5	Expected dividend yield for 2025	%	0%	0%	0%
6	Net profit margin	%	7.28%	2%	364.25%
7	Registered capital	Billion VND	628.86	650	96.75%

- The main activities of the Board of Directors in 2025 are as follows:

- In 2025, the Board of Directors held regular and extraordinary meetings to vote on matters related to the Company's operations. These meetings were conducted in accordance with the procedures stipulated by the Enterprise Law and the Company's Charter. The Board of Directors adhered to governance principles and effectively carried out its duties as outlined in the Annual General Meeting Resolutions and the Company's Charter.

- The Board of Directors directs and manages the company's business operations, creating strong revenue growth for the Inochi brand household goods sector and the AOI ecosystem dedicated to mothers and babies. In 2025, the company launched the Inochi Studio business model, pioneering a new shopping experience in Vietnam. Unlike traditional and existing sales channels, Inochi Studio provides personalized consulting and sales services tailored to the needs of each customer or customer segment. Inochi Studio aims to enhance customer satisfaction and loyalty.
- In terms of operational management: The Board of Directors has intensified efforts to improve internal management practices, aiming to reduce costs and continuously enhance labor productivity and operational efficiency. The company has developed and implemented a digital transformation roadmap, applying computerization in management and operations.
- In addition to improving and automating production processes, the company's Board of Directors has reorganized its workforce to optimize resources; focused on training and recruiting to fill vacant positions, especially management positions; built a corporate culture system; and concentrated on caring for the physical and mental health of its employees.
- The Board of Directors successfully held the 2025 Annual General Meeting of Shareholders in person in April 2025 and successfully conducted a written consultation in June 2025. All proposals of the Board of Directors received the support and approval of 100% of the shareholders with voting rights at the General Meeting.
- The Board of Directors also approved the capital contribution and establishment of an affiliated company in Dat Do 1 Industrial Park – DNP Production and Trading Joint Stock Company, with the total capital contribution of Tan Phu Company as of December 31, 2025 being VND 270,000,000,000, accounting for 45% of the charter capital of DNP Production and Trading Joint Stock Company.
- Regarding the relocation of the Dong Nai 1 Plant to the Dat Do 1 Industrial Park, the implementation process has encountered many difficulties. However, the Board of Directors has proposed and considered various options to bring the plant officially into operation by January 2026.
- Furthermore, in 2025, the Board of Directors completed the procedures for issuing shares to increase the charter capital as authorized by the General Meeting of Shareholders. Accordingly, the Board of Directors closely monitored and implemented the capital increase share issuance schedule for the Company. In 2025, the General Meeting of Shareholders approved the offering of 20,000,000 shares; however, only 17,886,282 shares were distributed, leaving 2,113,718 shares undistributed, representing 89.43%. In addition, to align with the Company's production situation, the Board of Directors adjusted the plan for using the capital raised from the 2025 public share offering. Specifically, the plan and schedule for using the capital raised from the offering presented to the General Meeting of Shareholders are as follows:

No.	Purposes	Capital utilization plan according to Resolution No. 11/2025/NQ-HĐQT based on actual revenue (VND)	Adjusted capital utilization plan (VND)	Projected capital utilization schedule
1	Repaying loans to the Vietnam Investment and Development Bank (BIDV) <i>According to credit agreement number 01/2025/62654/HĐTD dated January 6, 2025</i>	72,430,867,460	52,959,178,950	Q4/2025 – Q1/2026
2	Repaying the loan to Vietnam Joint Stock Commercial Bank for Industry and Trade (Vietinbank) <i>According to credit agreement No. 2025-HĐCVHM/NHCT682-TPP dated February 26, 2025</i>	19,511,440,928	28,342,929,134	Q4/2025 – Q1/2026
3	Repaying the loan to Vietnam Foreign Trade Joint Stock Commercial Bank (Vietcombank) <i>According to credit agreement number 24/5883508-CVHM/032 dated September 25, 2024</i>	50,013,428,280	35,410,074,416	Q4/2025 – Q1/2026

4	Repaying the loan to Tien Phong Commercial Bank (TPBank) <i>According to credit agreement No. 03/2025/HDTD/BTA signed on February 7, 2025</i>	36,905,983,332	22,673,378,613	Q4/2025 – Q1/2026
5	Supplementing working capital	0	39,476,158,887	Q4/2025 – Q1/2026
	Total	178,861,720,000	178,861,720,000	

4. Assessment of the Board of Directors' oversight of the Executive Board:

Through its monitoring activities, the Company's Board of Directors highly appreciates the efforts of the Company's General Management Board in implementing the 2025 plan. Specifically:

- The monitoring and support of company members in their business operations are carried out very closely through the evaluation of business results and development targets on a monthly/quarterly basis.
- The management board has fully implemented the resolutions of the General Meeting of Shareholders and the Board of Directors; it has fully attended and actively contributed opinions at all Board of Directors meetings.
- On a quarterly basis, the Executive Board reports to the Board of Directors on the financial situation and the management and operation of production and business activities. The Board of Directors always keeps abreast of the Company's business situation, discusses and directs business activities in a timely manner according to the established strategic direction.
- Throughout its operations, the Board of Directors has strictly adhered to and complied with all legal regulations, the Company's charter, resolutions of the General Meeting of Shareholders, and resolutions, decisions, and notices of the Board of Directors.

5. Remuneration, operating expenses, and other benefits for the Board of Directors and each individual member of the Board of Directors in 2025:

Operating expenses and other benefits of the Board of Directors are governed by the Company's Articles of Association.

6. Regarding transactions between a company, its subsidiaries, or a company in which a public company holds 50% or more of the charter capital, and its board members and related parties; and transactions between a company where a board

member is a founding member or a business manager within the three years preceding the transaction: None .

7. Activities of independent board members and the results of independent board member evaluations of the board's performance:

The company has one independent board member who will perform their functions and duties well in 2025: Enhancing the objectivity and effectiveness of the issuance and implementation of board resolutions; strengthening transparency in the operation and organization of the board.

(Details of the Independent Board Member's Activity Report on the Board of Directors' and Audit Committee's work).

8. Activities of the Audit Committee reporting to the Board of Directors:

The Audit Committee, reporting to the Company's Board of Directors, consists of two members. The Chairman of the Audit Committee is an independent member of the Board of Directors, and the second member is a non-executive member of the Board of Directors, meeting the standards and conditions of securities law. In 2025, the Audit Committee will hold two regular meetings as prescribed by law and effectively perform its role in reviewing and supervising financial and independent audit activities; analyzing potential risks in the Company's business and financial operations to report to the Board of Directors for consideration and discussion before adopting resolutions and decisions within the Board's authority. In addition, the Audit Committee will also participate in all Board of Directors meetings to gather information on the production and business situation and provide input on related matters.

Key tasks for the Audit Committee in 2025:

- Monitoring the implementation of the resolutions of the Company's annual and extraordinary General Meeting of Shareholders in 2025 ;
- Monitoring the accuracy of the company's financial reports and official disclosures regarding the company's financial results ;
- Review the internal control and risk management systems ;
- Review transactions with related parties that fall under the approval authority of the Board of Directors or the General Meeting of Shareholders and make recommendations on transactions requiring approval from the Board of Directors or the General Meeting of Shareholders ;
- Supervise the company's internal audit department ;
- other non-audit services ;
- Monitoring aims to ensure that the company complies with legal regulations, regulatory requirements, and other internal company policies.

III. REPORT ON THE ACTIVITIES OF THE BOARD OF DIRECTORS IN 2025:

1. For production and business operations:

TT	Target	Unit	Plan 2025	To be impleme	Impleme nted in 2024	TH/K H	TH 2025/2024
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				nted by 2025			
1	Net revenue	Billion VND	3,600	3,153	3,194	88%	99%
2	Profit before tax	Billion VND	100	289	53.0	289%	545%
3	Net profit after tax	Billion VND	80	229.7	41.6	287%	552%

- ❖ Revenue reached VND **3,153** billion, achieving **88%** of the plan and **99%** compared to the same period last year.

Despite the continued economic challenges and the fact that market demand has not fully recovered, the company's revenue results have remained largely consistent with the previous year's performance, demonstrating stability in its core business operations and its ability to maintain market share.

- ❖ Inochi continued its steady growth in 2025, with revenue increasing by 8% year-on-year, amidst continued market volatility in purchasing power and input costs. Growth was driven by strong breakthroughs in the GT channel (**+115%**) and the export channel (**+8%**), further expanding market coverage and strengthening brand position.
- ❖ 2025 marked a strong breakthrough in profitability, with after-tax profit reaching **VND 229.7 billion** , exceeding **the plan by 287%** and showing a significant increase compared to 2024. This result clearly reflects the effectiveness of the reorientation of operations towards in-depth focus on quality rather than mere expansion.

Throughout the year, the company intensified cost control measures, improved operational efficiency, and optimized resources across the entire system. Simultaneously, the business structure continued to be adjusted to prioritize high-efficiency channels, significantly improving profit margins. Furthermore, the profit results also benefited from several one-time income items arising from the restructuring and asset reallocation process, contributing positively to the overall year's performance.

For core business segments, rigid and flexible packaging continue to operate with an efficiency-oriented approach, focusing on cost control, production optimization, and improving profit margins in a highly competitive market. Simultaneously, the Inochi segment maintains stable growth, gradually improving operational quality and making a positive contribution to the company's overall profit structure.

- Regarding the implementation of business plan targets for 2025:

No.	Target	Unit	To be implemented by 2025	Plan 2025	% of performance compared to plan
1	Net revenue	Billion VND	3,153	3,600	88%
2	Profit before tax	Billion VND	289	100	289%
3	Net profit after tax	Billion VND	229.7	80	287%
4	Dividend rate for 2024 to be distributed in 2025	%	0%	0%	0%
5	Expected dividend yield for 2025	%	0%	0%	0%
6	Net profit margin	%	7.28%	2%	364.25%
7	Registered capital	Billion VND	628.86	650	96.75%

2. Investment activities:

- ❖ The Long An and Bac Ninh factories have been standardized, forming clean workshops that ensure product quality meets customer requirements, improving the working environment for employees, and replacing almost all old machinery with new, modern machines from reputable brands such as Toshiba, Woojin, and SMC. They meet high standards such as GMP, ISO15378:2015 for the pharmaceutical industry, HACCP, and BRC for food safety and hygiene.
- ❖ The BBM factory has achieved BSCI certification for BBM exports, received Vietnam eco-label certification, and invested in machinery and equipment to increase the factory's production capacity.
- ❖ Complete the centralization of production by relocating the Dong Nai 1 factory to the Dat Do 1 Industrial Park by the end of 2025.
Investing in new molds, including diversifying suppliers, creates competitiveness, stability, and speed in mold production. These suppliers are rated by customers as leading mold manufacturers in Vietnam. Therefore, mold quality has improved significantly, reducing waste and consistently improving product quality.

3. Finance, procurement, human resources, and management:

- ❖ Efforts are being made to streamline interest and financing costs by restructuring loan sources to optimize interest expenses and reduce bank fees. Negotiations will continue to be intensified to secure bank support commitments in 2025 to increase financial capacity and provide timely working capital, creating favorable conditions for breakthroughs in production and business operations and reducing the company's financial costs. A share offering will be conducted to raise capital to supplement working capital for production and business operations.

- ❖ Strengthen internal communication and create a healthy and positive work environment. Continue to improve and enhance recruitment, training, and retention policies... in order to maintain workforce stability and quality, and increase labor productivity.
- ❖ Implementing ERP for the new factory, continuing the gradual digital transformation of the entire operational system.
- ❖ The company has implemented and revised procedures and regulations to minimize administrative processes, applying electronic and digital technologies to replace traditional paper documents and signatures. Furthermore, the company has successfully implemented a (contingency) authorization plan for urgent situations. As a result, business operations run smoothly, reducing dependence on and risk of disruption due to the absence of key personnel.
- ❖ Improve the office environment and enhance the morale of employees.

IV. PLAN AND OPERATIONAL DIRECTIONS OF THE BOARD OF DIRECTORS AND THE GENERAL MANAGEMENT BOARD FOR 2026

1. Economic forecast for 2026

- ❖ Favorable:
 - The company's internal resources, such as production capacity, factories, and machinery and equipment, have been systematically invested in and continue to be further invested in to ensure sufficient product output for the sales team to expand its market and customer base.
 - The company has a highly qualified workforce across all departments.
 - Our customer base is expanding into the Americas and Europe (Denmark, Sweden, Norway, Finland, and Iceland, etc.).
 - The company has secured a large and stable supply of committed orders from long-term customers.
 - With a solid foundation in the domestic market, the home appliance segment will serve as a springboard for expansion into international markets in 2026.
 - Expanding production scale through investment in the Dat Do factory, covering an area of up to 18 hectares, aims to centralize production, improve efficiency, and prepare for growth in the coming period, encompassing all three business segments: rigid packaging, flexible packaging, and inochi.
- ❖ Hard:
 - The price of raw materials for plastic production, especially plastic pellets, is expected to escalate sharply in early 2026 due to political tensions in Iran and the Middle East, leading to supply shortages and resulting in higher raw material and fuel prices, posing significant challenges for the company in the coming period.
 - Continuously rising interest rates, coupled with banks' persistent shortages and limitations on lending capacity, especially towards the end of 2025 and the beginning of 2026, are driving up financing costs and putting significant pressure on business performance.

- In 2025, the State reorganized administrative units and implemented a two-tiered local government model, creating conditions for streamlining the apparatus. However, the legal system has undergone many changes and is still unstable, causing difficulties for businesses as they have to update and flexibly adapt to current regulations.
- Competitive pressure from rivals: Competitors constantly "copycat" the company's key and flagship products, posing a significant challenge for businesses in both protecting existing products and rapidly developing new ones. Furthermore, the plastics industry faces fierce competition from imported products, especially from countries with developed plastics industries such as China and Thailand.
- Environmental requirements: The trend towards green consumption and increasingly stringent environmental protection regulations are putting pressure on businesses to improve their technology and products to meet environmental standards.
- Larger capital is needed to invest in and develop household products, given the increasing difficulty in accessing capital and the pressure to raise interest rates to curb inflation.
- Investing in the new factory in Dat Do also creates short-term difficulties for TPP in terms of personnel turnover and reduced production output during the relocation of machinery and equipment.
- Competition is becoming increasingly fierce in all aspects of the TPP.

2. Business production plan for 2026:

Plan targets for 2026 :

No.	Target	Unit	Plan 2026	Perform 2025	% compared to 2025
1	Net revenue	Billion VND	3,481	3,153	110%
2	Profit before tax	Billion VND	103	289	36%
3	Net profit after tax	Billion VND	82	230	36%
4	Registered capital	Billion VND	628.86	628.86	100%

2.1. Board of Directors' action plan for 2026:

The Board of Directors has outlined the operational plan for 2026. Specifically, it is as follows:

- Continue to direct the development of strategic goals and business plans, focusing on building and developing the Inochi household goods business, the flexible packaging business, and the AOI ecosystem specifically for mothers and babies, with a focus on expanding the customer base and deepening product quality.

- Continuing to improve the quality of the Inochi Studio business model, we will gradually expand and develop the Inochi Studio chain nationwide.
- Continue investing in and developing a strategy for the HA Channel (small electrical appliance business).
- Focus on maintaining and maximizing the existing market share in the industrial plastics sector, optimizing the use of invested assets; promoting the development of new product projects for the Company, and expanding export markets.
- We will promote organizational streamlining and invest in the development of highly qualified personnel to meet the development requirements for the coming year and the goals for the next five years in terms of professional quality and work ethic.
- Centralized management, improved work efficiency, prioritizing cost-saving solutions, enhancing effectiveness, cutting costs rationally, and prioritizing investment in automation.
- Promoting the application of technology to digitize data and implement digital transformation in the company's management and operations.
- Actively and closely work with the Board of Directors to achieve objectives and ensure sufficient financial capacity for the company's production and business operations.

2.2. The Board of Directors' business and production management plan for 2026

2.2.1. Regarding business:

- (i) **Rigid Packaging segment:** continues to maintain stable and efficient growth, averaging 10% per year through restructuring the product and customer portfolio. Focus on the goal of becoming the number one injection molding technology provider for enterprise customers.
- (ii) **Flexible Packaging Segment:** In addition to maintaining and developing business with existing customers, the 2025 goal is to expand the customer base to the US and Canada and strengthen direct relationships with major supermarket chains and distribution systems. We will closely follow our number one goal for biodegradable and environmentally friendly flexible packaging. We will prepare for increased production volume when the Dat Do factory becomes fully operational from 2027.
- (iii) **Inochi Segment:** Continuing to pursue the dual objective of "Both revenue growth and high efficiency . " The goal of "Leading Home & Style Solutions in ASEAN" is implemented through growth targets in Southeast Asian markets such as Myanmar, India, and the Philippines. This is coupled with effective growth in existing channels such as MT, eGT, and Projects. Furthermore, developing new growth models such as Home-off Appliances and Inochi Studio will lay the foundation for explosive market share growth in the 2026-2029 period.

2.2.2. Regarding investment and production:

- (i) We will continue to invest in machinery, equipment, and molds to meet the demands of rapid growth, especially in the Inochi household goods business. The total planned investment is expected to be nearly 80 billion VND.

- (ii) Establish a branch at the Dat Do Factory and relocate the BBM operations from the Dat Do Factory. Focus on developing human resources and machinery and equipment to improve productivity and meet customer supply demands.
- (iii) Improved production efficiency: machinery and equipment operating efficiency reached 85%-90%, and the rate of defective products in production decreased, especially during the factory relocation phase with the centralized production model.
- (iv) Improve the efficiency of manufacturing innovations and move towards automation in manufacturing operations.
- (v) Effectively control the supply chain and save on input material costs through kaizen and streamlining projects.

2.2.3. Regarding finances:

- (i) Strengthen measures to improve the liquidity of capital sources and ensure working capital for the Company.
- (ii) Implement measures to recover working capital from slow-moving inventory.
- (iii) Optimizing capital: accelerating inventory turnover, increasing credit terms. with suppliers; control overdue customer accounts receivable and credit assessment. customers (avoiding the risk of bad debts).

2.2.4. Regarding management and administration:

- (i) The company's operational structure will be streamlined and efficient. A comprehensive employee benefits package will be established to ensure a stable workforce. A green and safe working environment will be created. AI technology will be applied to business operations to streamline the structure and optimize performance.
- (ii) Build a distinctive corporate culture that is driven by its people and centered around its customers.
- (iii) Establish strategic relationships with key domestic raw material suppliers to secure the best production volume and prices, competing with imported goods.
- (iv) Optimize warehouse and storage system operations in both the North and South to reduce warehousing and operating costs.

The above is the report of the Board of Directors and the General Management Board on the results of business operations in 2025 and the plan for 2026. We respectfully submit it to the General Meeting of Shareholders for approval.

Recipient:

- Shareholders;
- Board of Directors , Inspection Committee;
- Save : VT .

**CHAIRMAN OF THE BOARD
OF DIRECTORS**



TRAN DUC HUY

ACTIVITY REPORT

The independent board member's assessment of the board's operations.

To: The General Meeting of Shareholders of Tan Phu Vietnam Joint Stock Company

Pursuant to Clause 80, Article 1 of Decree 245/2025/ND-CP and the Company's Charter, the Independent Board Member (" **BOD** ") respectfully submits to the General Meeting of Shareholders the Report of the Independent Board Member's Assessment of the Board's Activities in 2025, specifically as follows :

1. Independent Board Member during their term:

The Board of Directors of Tan Phu Vietnam Joint Stock Company consists of 5 members: 1 Chairman, 1 Vice Chairman, and 3 Members. Among them, I, Vu Thuy Linh, am an independent member of the Board of Directors and also the Chair of the Company's Audit Committee.

2. The role and principles for performing the duties of an independent board member.

In 2025, I performed my role as an independent Board Member based on the following principles:

- Independent, ensuring objectivity, transparency, and fairness, always acting in the best interests of the Company and its shareholders, and not being influenced by the interests of any other organization or individual.
- Respect the authority of the Executive Board, while fully and seriously fulfilling the duties of an independent member of the Board of Directors.
- Participate in providing feedback on the regulations and policies of the Board of Directors to enhance fairness and transparency in the Company's governance.

3. Activities of independent board members in 2025:

- Attend all 15 Board of Directors meetings of the Company in 2025, actively participate in strategic matters, monitor the implementation of the business plan, and strengthen risk management and corporate governance;
- Regularly communicate with the Company's Executive Board to stay updated on the company's investment, financial, governance, and operational status, thereby assisting the Board of Directors in assessing risks and proposing appropriate solutions and recommendations.
- Closely monitor the public offering of shares to increase charter capital and supervise the use of the capital.
- Monitoring and evaluating the independence and objectivity of audit firms and the effectiveness of the audit process and other non-audit services .

4. Conclusions of the Independent Board Member:

As an independent member of the Board of Directors, I acknowledge the following activities in 2025:

- The company's Board of Directors and Executive Management generally comply with legal regulations and the company's internal rules.
- The Board of Directors will fully implement all resolutions approved by the General Meeting of Shareholders in 2025, and will fully and promptly disclose information as required by law.
- The operational mechanisms of the Board of Directors, the Audit Committee, and the internal governance regulations review and supervise financial activities and independent audits; analyze potential risks in the Company's business and financial operations. The Audit Committee has promptly analyzed and concluded on risks, as well as proposed solutions to issues arising during operations to the Board of Directors within the scope of its authority as stipulated in the Company's Charter.

5. Some key recommendations for 2026

As an independent member of the Board of Directors, I recommend that the Board of Directors and the Executive Board consider the following directions:

- Continue to improve the corporate governance system towards transparency, efficiency, and compliance with current legal regulations.
- Strengthen risk management and internal control to promptly identify, assess, and address risks that may affect the Company's production and business operations.
- Strengthen meetings between independent board members and the Executive Board to enhance the critical role of independent board members, increase oversight, and minimize risks in the operational process. Actively exchange information through regular board meetings, executive board briefings, and other ad hoc meetings (if any) to closely monitor the company's business and financial situation.
- It is necessary to proactively assess risks and develop solutions to facilitate a response as geopolitical tensions in the Middle East escalate, leading to rising commodity prices.

Recipient:

- General Shareholders' Meeting;
- Board of Directors;
- Saved: VP.

MEMBER

**INDEPENDENT BOARD OF
DIRECTORS**



VU THUY LINH

ACTIVITY REPORT

By an independent board member on the audit committee

To: The General Meeting of Shareholders of Tan Phu Vietnam Joint Stock Company

Pursuant to Article 284 of Decree 155/2020/ND-CP, the Company's Charter, and the regulations on the organization and operation of the Audit Committee, the independent members of the Board of Directors (" **BOD** ") under the Audit Committee respectfully submit to the General Meeting of Shareholders the Report on the activities of the Audit Committee (" **Audit Committee** ") in 2025, specifically as follows :

I. REPORT ON OPERATIONAL RESULTS FOR 2025

1. Members and structure of the Audit Committee during its term:

The Audit Committee reporting to the Board of Directors of Tan Phu Vietnam Joint Stock Company consists of 2 members: 1 Chairman of the Audit Committee who is an independent member of the Board of Directors and 1 member who is a non-executive member of the Board of Directors . All members of the Audit Committee meet the standards stipulated by law and the Company's Charter. The structure of the Audit Committee in 2025 is as follows:

No.	Member of the Audit Committee	Position	Date of commencement as a member of the Board of Directors
1	Ms. Vu Thuy Linh	Chairman of the Audit Committee	April 12, 2022
2	Mr. Tran Duc Huy	Member of the Audit Committee	January 23, 2025

2. Activities of the Audit Committee:

- **Audit Committee Meetings:** In 2025, the Audit Committee will hold two regular meetings with full participation from all members, including the Chairperson of the Audit Committee, Ms. Vu Thuy Linh, and a Member of the Audit Committee, Mr. Tran Duc Huy.

No.	Day	Number of participants	Main agenda of the meeting
1	March 21, 2025	February 2nd	<ul style="list-style-type: none"> - Discuss and summarize the activities of the Inspection Committee in 2024 ; - Discuss the Inspection Committee's action plan for 2025. - Preparing for the Audit Committee's report at the 2025 Annual General Meeting of Shareholders.
2	October 30, 2025	February 2nd	<ul style="list-style-type: none"> - Discuss and summarize the activities of the Inspection Committee in the first, second, and third quarters of 2025;

			- Discuss and finalize the work plan of the Inspection Committee for the end of 2025.
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In addition, the Inspection Committee also participates in all Board of Directors meetings to gather information on the business and production situation, and to provide input on related matters.

- Key tasks for the Audit Committee in 2025:

- Monitoring the implementation of the resolutions of the Company's annual and extraordinary General Meeting of Shareholders in 2025;
- Monitoring the accuracy of the company's financial reports and official disclosures regarding the company's financial results;
- Review the internal control and risk management systems;
- Review transactions with related parties that fall under the approval authority of the Board of Directors or the General Meeting of Shareholders and make recommendations on transactions requiring approval from the Board of Directors or the General Meeting of Shareholders;
- the company 's internal audit department ;
- Monitoring and evaluating the independence and objectivity of audit firms and the effectiveness of the audit process and other non-audit services;
- Monitoring aims to ensure that the company complies with legal regulations, regulatory requirements, and other internal company policies .
- Actively collaborate with the Board of Directors on activities related to compliance control and internal company audit.

- In its role of reviewing and supervising financial and independent audit activities; analyzing potential risks in the Company's business and financial operations, the Audit Committee has promptly analyzed and concluded on risks, as well as proposed solutions to issues arising during operations to the Board of Directors within the scope of its authority as stipulated in the Company's Charter.

- **The audit committee's conclusions :** In its role of reviewing and supervising financial and independent audit activities; analyzing potential risks in the Company's business and financial operations, the Audit Committee has promptly analyzed and concluded on risks, as well as proposed solutions to issues arising during operations to the Board of Directors and the Executive Board within the scope of its authority as prescribed by law and the Company's Charter.

3. Remuneration, operating expenses, and other benefits of the Inspection Committee and each of its members:

Based on the business and production situation, in 2025 the Company unanimously decided not to pay remuneration to the members of the Audit Committee (members of the Audit Committee are also members of the Board of Directors). Operating expenses and other benefits of the Audit Committee and each member of the Audit Committee will be implemented in accordance with the provisions of the Enterprise Law and the Company's Charter. Detailed information has been presented in the Company's audited financial statements for 2025.

4. The results of monitoring financial reports, operational performance, and The company's financial situation:

- The audit committee has overseen the Company's financial statements before the Executive Board submits them to the Board of Directors, the General Meeting of Shareholders, or publishes them externally as required by law.

- Based on the monitoring results, the Inspection Committee agrees with the assessment of the Independent Auditor . limited liability company Pandemic service Check maths and Private problem UHY (UHY) . Regarding the implementation of the actual audit plan, the Company limited liability company Pandemic service Check maths and Private problem UHY (UHY) has successfully completed its tasks, meeting the expectations of the Audit Committee and ensuring the reliability and integrity of the financial statements that the Company has provided to shareholders and stakeholders.

- The company's audit service fee for 2025 is: VND 420,000,000 (*In words: Four hundred and twenty million Vietnamese Dong*), excluding VAT.

- The Company's financial reporting system is prepared and published in accordance with accounting standards and current legal regulations of Vietnam;

- During the year, there were no changes to accounting systems, accounting standards, or tax policies that had a material impact on the financial position and the published financial statements;

- No unusual related-party transactions were recorded.

- Results of achieving key targets in 2025 (audited):

No.	Target	Unit	To be implemented by 2025	Plan 2025	% of performance compared to plan
1	Revenue	Billion VND	3,153	3,600	88%
2	Profit before tax	Billion VND	289	100	289%
3	Net profit after tax	Billion VND	229.7	80	287%
4	Dividend rate for 2024 to be distributed in 2025	%	0%	0%	0%
5	Expected dividend yield for 2025	%	0%	0%	0%
6	Net profit margin	%	7.28%	2%	364.25%
7	Registered capital	Billion VND	628.86	650	96.75%

5. Results of monitoring of the Board of Directors, the General Director , and other executives of the Company.

- The Company's activities are in accordance with the business registration, the Company Charter, and current legal regulations, as well as respecting agreements and commitments with domestic and foreign partners;

- The Board of Directors has fully implemented the contents approved in the Annual General Meeting Resolution No. 01/2025/NQ-ĐHĐCĐ dated April 17, 2025 and the Extraordinary General Meeting Resolution No. 09/NQ-ĐHĐCĐ dated June 20, 2025.

- The Board of Directors has fully and seriously implemented the resolutions of the Board of Directors, strictly adhering to the policies and regulations of the State in managing production and business. The Company's Board of Directors has promptly issued scenarios to respond to the economic recovery after the Covid-19 pandemic and the economic crisis; and has provided quick and effective solutions to respond to the company's production and business situation.

- The audit committee has met with the Board of Directors periodically, and together with the Board of Directors and the Executive Board, reviewed operational risks and reviewed the results of business operations on a regular basis.

6. Results of the assessment of the Company's internal control and risk management system.

- The Board of Directors and the Executive Board have reviewed, supplemented, and issued new documents including: regulations on the organization and operation of specialized departments, regulations related to operational activities, and improving the effectiveness of the internal control system;

- The company's risk management and internal control system is established and maintained at all operational stages through specific regulations defining the functions and responsibilities of each department, cross-checking mechanisms, monitoring mechanisms, and reporting mechanisms at all levels during operations.

- Company officers and employees are aware of and responsible for internal control and risk management.

7. Results of the assessment of the coordination of activities between the Audit Committee and the Board of Directors, the General Director, and the shareholders:

The members of the Audit Committee actively attended the Board of Directors' meetings, contributing opinions on issues related to the management of the Company's production and business operations. In addition to regular meetings, the Audit Committee members also actively coordinated with the General Director in activities related to compliance control and internal auditing of the Company.

In 2025, the Audit Committee did not receive any suggestions or requests for audits from the Company's shareholders regarding the activities of the Board of Directors, the General Director's Office, and other management personnel within the Company.

8. Report on the assessment of transactions between a company, its subsidiary, or a company in which a public company holds 50 % or more of the charter capital, and members of the Board of Directors, General Director, other executives of the

enterprise, and related parties of that entity; transactions between a company in which members of the Board of Directors, General Director, or other executives of the enterprise are founding members or managers of the enterprise in the three years immediately preceding the transaction : None.

9. Recommendation from an independent board member.

In fiscal year 2026, the Audit Committee will continue to maintain the activities that were successfully implemented in 2025, and on that basis will further improve its working methods and propose the following specific recommendations:

- Continue to review potential risks affecting the Company's operations and business results;
- This paper proposes risk management solutions in the context of a complex political landscape, increasing geopolitical and technological competition. Key factors include the US's "bilateral" foreign policy, the tense Middle East conflict leading to oil supply shortages, and rising raw material prices. Furthermore, the legal framework is undergoing significant changes, requiring timely updates to avoid impacting the company's business operations.

Recipient:

- General Shareholders' Meeting;
- Board of Directors;
- Saved: VT.

**INDEPENDENT BOARD MEMBER AND
CHAIRMAN OF THE AUDIT
COMMITTEE**



VU THUY LINH

PROPOSAL

*(Subject: Approval of the 2025 Financial Report and the Report on the Use of Funds Obtained)
(from the Company's audited capital increase issuance in 2025)*

To : The General Meeting of Shareholders of Tan Phu Vietnam Joint Stock Company

- Based on the Enterprise Law of 2020, amended in 2025, and its implementing regulations;
- Based on the Securities Law of 2019, amended in 2024, and its implementing regulations;
- the Company's Articles of Organization and Operation ;

The Board of Directors of the Company respectfully submits to the General Meeting of Shareholders for approval:

I. The audited financial statements of Tan Phu Vietnam Joint Stock Company as of December 31, 2025, including the following contents:

1. Independent audit report;
2. Balance sheet;
3. Production and business results;
4. Cash flow statement ;
5. Explanatory notes to the financial statements.

(Detailed information is provided in the attached summary audited financial report and the full report is published on the company website: <https://tanphuvietnam.vn/quan-he-co-dong>)

II. In 2025, the Company conducted a public offering of shares to existing shareholders to increase its charter capital. The offering raised VND 178,862,820,000, increasing the Company's charter capital from VND 450,000,000,000 to VND 628,862,820,000. The Company has prepared an audited report on the use of capital raised from the offering in accordance with legal regulations. Therefore, the Board of Directors respectfully submits to the General Meeting of Shareholders for approval the report on the use of capital raised from the offering, as certified by the auditing firm.

(Detailed report on capital utilization is attached.)

General Meeting of Shareholders for consideration and approval.

Recipient:

- As above;
- Board of Directors;
- Save : VT .

CHAIRMAN OF THE BOARD OF DIRECTORS



TRAN DUC HUY

PROPOSAL

(Subject: Through the profit distribution plan for 2025, the remuneration of the Board of Directors for 2025, and the remuneration plan for 2026)

To: The General Meeting of Shareholders of Tan Phu Vietnam Joint Stock Company

Based on the audited financial statements for 2025 of Tan Phu Vietnam Joint Stock Company, the Board of Directors respectfully submits to the General Meeting of Shareholders for approval the following contents regarding the profit distribution plan for 2025, the total remuneration of the Board of Directors for 2025, and the planned total remuneration of the Board of Directors for 2026:

I. Profit distribution plan for 2025

TT	Content	Unit	To be implemented by 2025
1	Net revenue from sales and services	VND	3,153,302,013,501 VND
2	Total accounting profit before tax	VND	289,299,686,093 VND
3	Net profit after corporate income tax	VND	229,650,868,127 VND
4	Dividends 2025	VND	0 VND
5	Profits carried forward to the next year	VND	229,650,868,127 VND
6	Dividend payout ratio	%	0%

II. Board of Directors Compensation for 2025 and Total Compensation Plan for 2026

The Board of Directors respectfully submits to the General Meeting of Shareholders for approval the total remuneration paid to the Board of Directors in 2025 and the planned total remuneration for the Board of Directors in 2026 as follows:

No.	Content	Total remuneration paid in 2025 (VND)	Total remuneration plan for 2026 (VND)
1	Board of Directors	0 VND	0 VND

Respectfully submitted to the General Meeting of Shareholders for consideration and approval.

Recipient:

- As above ;
- Board of Directors , Inspection Committee;
- Save : VT .

CHAIRMAN OF THE BOARD OF DIRECTORS



TRAN DUC HUY

No.: 03/2026/TTr -HĐQT

Ho Chi Minh City, March 27, 2026

PROPOSAL

(Subject: Approval of the list of auditing firms for the 2026 financial statements)

To : The General Meeting of Shareholders of Tan Phu Vietnam Joint Stock Company

In compliance with the provisions of the Charter of Tan Phu Vietnam Joint Stock Company and the provisions of the law, the Board of Directors ("BOD") (on the basis of the proposal of the Audit Committee) respectfully submits to the General Meeting of Shareholders for approval the selection of the list of auditing firms to audit the Company's financial statements for the year 2026, specifically as follows:

1. Selection criteria:

- As a legally operating company in Vietnam, it has been approved by the State Securities Commission to conduct audits for public interest entities in the securities sector in 2026;
- Reputable for audit quality and experienced in auditing public companies, listed companies, and major banking and financial institutions in Vietnam;
- The team of auditors is highly qualified and experienced;
- Meeting the Company's requirements regarding the scope and timeline of the audit;
- There are reasonable audit fees that are commensurate with the quality of the audit.

2. List of auditing firms:

Based on the above selection criteria, the Board of Directors respectfully submits to the General Meeting of Shareholders for approval the list of auditing firms to audit the Company's financial statements for 2026, including:

1. Ernst & Young Vietnam Co., Ltd. (EY Vietnam)

- Tax identification number: 0300811802
- Head office address: No. 2, Hai Trieu Street, Saigon Ward, Ho Chi Minh City, Vietnam

2. Grant Thornton (Vietnam) Co., Ltd.

- Tax identification number: 0101476557
- Head office address: 18th Floor, Hoa Binh International Tower, 106 Hoang Quoc Viet Street, Nghia Do Ward, Hanoi City, Vietnam

3. Deloitte Vietnam Audit Company Limited

- Tax identification number: 0100112500
- Head office address: 12th Floor, Diamond Park Plaza Building, 16 Lang Ha Street, Giang Vo Ward, Hanoi City, Vietnam

4. UHY Auditing and Consulting Company Limited

- Tax identification number: 0102021062
- Head office address: 5th Floor, Building B2, Roman Plaza, To Huu Street, Dai Mo Ward, Hanoi City, Vietnam

3. Implementation:

The Board of Directors proposes that the General Meeting of Shareholders authorize the Company's Board of Directors to proceed with the following priority options:

- Option 1: Select one of the four auditing firms listed in Section 2 above to audit the Company's financial statements for 2026. The Board of Directors authorizes the Chairman of the Board to make the selection, provided that the chosen auditing firm meets the criteria approved in Section 1 of this Proposal and is suitable for the Company's operational practices.
- Option 2: If none of the four companies listed in Section 2 meet the criteria outlined in Section 1 above, the Board of Directors has the right to select one of the auditing firms from the list of auditing firms approved by the State Securities Commission/Ministry of Finance in 2026, attached to this Proposal, to audit the Company's 2026 financial statements. The Board of Directors authorizes the Chairman of the Board to make this selection, provided that the selected auditing firm meets the criteria approved in Section 1 of this Proposal and is suitable for the Company's operational practices.

Respectfully submitted to the General Meeting of Shareholders for consideration and approval.

Recipient:

- As above ;
- Board of Directors ;
- Save : VT .

**CHAIRMAN OF THE BOARD
OF DIRECTORS**



TRAN DUC HUY

LIST OF AUDIT FIRMS SELECTED UNDER OPTION 2

No.	NAME LABOUR Y
1	Labour ty Limited Liability Company KPMG (KPMG)
2	AASC Auditing Firm Co., Ltd. (AASC)
3	A&C Auditing and Consulting Company Limited (A&C)
4	Moore AISC Auditing and IT Services Company Limited (Moore AISC)
5	PwC (Vietnam) Limited (PwC)
6	AAC Auditing and Accounting Company Limited (AAC)
7	Southern Accounting and Auditing Financial Consulting Services Co., Ltd. (AASCS)
8	PKF-TTG Auditing and Consulting Company Limited (PKF-TTG)
9	RSM Vietnam Audit & Consulting Company Limited (RSM)
10	Vietnam Auditing and Valuation Company Limited (VAE)
11	BDO Auditing Company Limited (BDO)
12	Viet Values Auditing and Consulting Company Limited
13	International Auditing Company Limited (ICPA)
14	Nhan Tam Viet Auditing Company Limited (NTV)
15	AFC Vietnam Auditing Company Limited (AFC)
16	VACO Auditing Company Limited (VACO)
17	ECOVIS AFA VIETNAM Auditing, Valuation and Consulting Company Limited (ECOVIS AFA)
18	ASCO Auditing and Valuation Firm Co., Ltd. (ASCO)
19	NVA Auditing Company Limited (NVA)
20	An Viet Auditing Company Limited (An Viet)
21	International Auditing and Valuation Company Limited (IAV)
22	Vietnam Auditing and Valuation Company Limited (AVA)
23	CPA Vietnam Auditing Company Limited (CPA VN)
24	FAC Auditing Company Limited (FAC)

Source:

https://ssc.gov.vn/webcenter/portal/ubck/pages_r/l/chitit?dDocName=APPSSCGOVVN1620161458

PROPOSAL

(Subject: Election of Board Members for the 2026-2031 term)

To: The General Meeting of Shareholders of Tan Phu Vietnam Joint Stock Company

- Based on the 2020 Enterprise Law, the 2025 amended Enterprise Law, and the implementing guidelines;
- Based on the Securities Law of 2019, the amended Securities Law of 2024, and the guiding documents for their implementation;
- Based on the Company's Articles of Organization and Operation,

In 2026, the 5-year term (2020-2025) of the Board of Directors of Tan Phu Vietnam Joint Stock Company ("the Company") will end, and the members of the Board of Directors for the 2020-2025 term will automatically cease to be eligible. Therefore, based on the provisions of the 2020 Enterprise Law and the Company's Charter, the Board of Directors respectfully submits to the General Meeting of Shareholders for consideration and approval the election of members of the Board of Directors for the new term 2026-2031 as follows:

1. Number of members voting:

The Company's Board of Directors proposes that the Board of Directors for the 2026-2031 term consist of 5 members, including at least 1 independent board member and 1 non-executive board member

2. Criteria for Candidates for Board of Directors Membership:

- Candidates for Board of Directors membership and independent candidates for Board of Directors membership must meet the conditions stipulated in the 2020 Enterprise Law, the 2019 Securities Law, Government Decree No. 155/2020/ND-CP issued on December 31, 2020, amending and supplementing regulations detailing the implementation of certain articles of the Securities Law, and the Company's Charter.

- Candidates may self-nominate or be nominated by shareholders/groups of shareholders/authorized representatives of shareholders/groups of shareholders with the right to nominate and/or candidates nominated by the incumbent Board of Directors as stipulated in the 2020 Enterprise Law and the Company's Charter.

3. List of candidates elected to the Board of Directors for the term 2026 – 2031:

The list of candidates is compiled from individuals who meet the above-mentioned qualifications and conditions and have submitted complete dossiers to the Company within the deadline as stated in the Notice regarding the nomination and candidacy of Board of Directors members for the 2026-2031 term.

If, after the deadline for receiving nomination and candidacy dossiers for Board of Directors members, the number of nominated and elected candidates is still insufficient, the incumbent Board of Directors will nominate additional candidates to meet the required number as stipulated in this Proposal.

The official list of Board of Directors candidates will be announced at the General Meeting before the election.



Respectfully submitted to the General Meeting of Shareholders for consideration and approval.

Recipient:

- As above ;
- Board of Directors , Inspection Committee;
- Save : VT .

**CHAIRMAN OF THE BOARD OF
DIRECTORS**



TRAN DUC HUY



REPORT

(Subject: Approval of updating and adding business lines to the Company)

To : The General Meeting of Shareholders of Tan Phu Vietnam Joint Stock Company

- Based on the 2020 Enterprise Law, the 2025 amended Enterprise Law, and the implementing guidelines;
- Based on the Securities Law of 2019, the amended Securities Law of 2024, and the guiding documents for their implementation;
- Based on Decision 36/2025/QĐ-TTg dated September 29, 2025 of the Prime Minister;
- Based on the Charter of Organization and Operation of Tan Phu Vietnam Joint Stock Company ("the Company");
- Based on the company's situation and operational requirements ,

The Board of Directors ("BOD") respectfully submits to the Annual General Meeting of Shareholders ("AGM") for consideration the following information regarding the updating and addition of the Company's business lines and activities:

1. Updating and adding some business lines and activities of the Company:

1.1. Update some of the company's business sectors and activities.

According to Decision 36/2025/QĐ-TTg dated September 29, 2025, on the system of business lines, several of the Company's business lines must be updated to comply with this new regulation. Therefore, the Board of Directors respectfully submits to the General Meeting of Shareholders for approval the detailed update of these business lines, specifically as follows:

No.	Current business activities		Business lines after update	
	Department Name	Industry code	Department Name	Industry code
1.	Other specialized wholesale trade not classified elsewhere Details: Wholesale of raw materials and supplies for the plastics industry; Wholesale of raw materials, supplies, and products for the agricultural, industrial, and construction sectors; Other specialized wholesale not classified elsewhere (Exercising the right to export, import, and wholesale distribution of goods not prohibited from export, import, or distribution under Vietnamese law or not restricted under international treaties to which Vietnam is a party (CPC 622))	4669	Other specialized wholesale trade not classified elsewhere Details: Wholesale of raw materials and supplies for the plastics industry; Wholesale of raw materials, supplies, and products for the agricultural, industrial, and construction sectors; Other specialized wholesale not classified elsewhere (Exercising the right to export, import, and wholesale distribution of goods not prohibited from export, import, or distribution under Vietnamese law or not restricted under international treaties to which Vietnam is a party (CPC 622))	4679



2.	Production of non-alcoholic beverages and mineral water. Details: Production of bottled purified water.	1104	Production of non-alcoholic beverages and mineral water. Details: Production of bottled purified water.	1105
3.	Wholesale trade of automobiles and other motor vehicles. Details: Exercising the right to export, import, and wholesale distribute goods that are not prohibited from export, import, or distribution under Vietnamese law, or not restricted under international treaties to which Vietnam is a party (CPC 61111).	4511	Wholesale trade of automobiles and other motor vehicles. Details: Exercising the right to export, import, and wholesale distribute goods that are not prohibited from export, import, or distribution under Vietnamese law, or not restricted under international treaties to which Vietnam is a party (CPC 61111).	4661
4.	Retail sale of passenger cars (9 seats or fewer) Details: Exercising the right to retail distribution of goods not subject to export, import, or distribution prohibitions under Vietnamese law or not subject to restrictions under international treaties to which Vietnam is a signatory (CPC 61112).	4512	Retail sale of automobiles and other motor vehicles Details: Exercising the right to retail distribution of goods not subject to export, import, or distribution prohibitions under Vietnamese law or not subject to restrictions under international treaties to which Vietnam is a signatory (CPC 61112).	4781
5.	Automobile and other motor vehicle dealerships Details: Commission Agency Service (CPC 61111)	4513	Retail intermediary services Details: Commission agency services (CPC 61111) (Excluding auction activities)	4790
6.	Selling spare parts and accessories for automobiles and other motor vehicles. Details: Exercising the right to export, import, wholesale distribution, retail distribution, and commission agency services for goods not prohibited from export, import, or distribution under Vietnamese law, or not restricted under international treaties to which Vietnam is a party (CPC 6113).	4530	Wholesale of spare parts and accessories for automobiles and other motor vehicles. Details: Exercising the right to export, import, wholesale distribution, retail distribution, and commission agency services for goods not prohibited from export, import, or distribution under Vietnamese law, or not restricted under international treaties to which Vietnam is a party (CPC 6113).	4662
			Retail sale of parts and accessories for automobiles and other motor vehicles. Details: Exercising the right to export, import, wholesale distribution, retail distribution, and commission agency services for goods not prohibited from export, import, or distribution under Vietnamese law, or not restricted under international treaties to which Vietnam is a party (CPC 6113).	4782

7.	Wholesale of computers, peripherals, and software. Details: Exercising the right to export, import, and wholesale distribute goods that are not prohibited from export, import, or distribution under Vietnamese law, or not restricted under international treaties to which Vietnam is a party (CPC 622).	4651	Wholesale of computers, peripherals, and software. Details: Exercising the right to export, import, and wholesale distribute goods that are not prohibited from export, import, or distribution under Vietnamese law, or not restricted under international treaties to which Vietnam is a party (CPC 622).	4651
8.	Wholesale of other building materials and installation equipment. Details: Exercising the right to export, import, and wholesale distribute goods that are not prohibited from export, import, or distribution under Vietnamese law, or not restricted under international treaties to which Vietnam is a party (CPC 622).	4663	Wholesale of other building materials and installation equipment. Details: Exercising the right to export, import, and wholesale distribute goods that are not prohibited from export, import, or distribution under Vietnamese law, or not restricted under international treaties to which Vietnam is a party (CPC 622).	4673
9.	Other retail sales in general merchandise stores Details: Exercising the right to retail distribution of goods not subject to export, import, or distribution prohibitions under Vietnamese law, or not subject to restrictions under international treaties to which Vietnam is a signatory (CPC 632).	4719	Retail other compilations Details: Exercising the right to retail distribution of goods not subject to export, import, or distribution prohibitions under Vietnamese law, or not subject to restrictions under international treaties to which Vietnam is a signatory (CPC 632).	4719
10.	Retail sale of computers, peripherals, software, and telecommunications equipment in specialized stores. Details: Exercising the right to retail distribution of goods not subject to export, import, or distribution prohibitions under Vietnamese law, or not subject to restrictions under international treaties to which Vietnam is a signatory (CPC 632).	4741	Retail sale of information and communication technology equipment Details: Exercising the right to retail distribution of goods not subject to export, import, or distribution prohibitions under Vietnamese law, or not subject to restrictions under international treaties to which Vietnam is a signatory (CPC 632).	4740
11.	Retail sale of audio-visual equipment in specialized stores. Details: Exercising the right to retail distribution of goods not subject to export, import, or distribution prohibitions under Vietnamese law, or not subject to restrictions under international treaties to which Vietnam is a signatory (CPC 632).	4742		

12.	<p>Retail sale of mobile information and communication technology equipment at markets or stalls.</p> <p>Details: Exercising the right to retail distribution of goods not subject to export, import, or distribution prohibitions under Vietnamese law, or not subject to restrictions under international treaties to which Vietnam is a signatory (CPC 632).</p>	4783		
13.	<p>Retail sale of hardware, paint, glass and other installation equipment for construction in specialized stores.</p> <p>Details: Exercising the right to retail distribution of goods not subject to export, import, or distribution prohibitions under Vietnamese law, or not subject to restrictions under international treaties to which Vietnam is a signatory (CPC 632).</p>	4752	<p>Retail sale of hardware, paints, glass, and other building materials and installation equipment.</p> <p>Details: Exercising the right to retail distribution of goods not subject to export, import, or distribution prohibitions under Vietnamese law, or not subject to restrictions under international treaties to which Vietnam is a signatory (CPC 632).</p>	4752
14.	<p>Retail sale of household electrical appliances, beds, wardrobes, tables, chairs and similar furniture, lamps and electric lighting fixtures, and other household goods not elsewhere classified in specialized stores.</p> <p>Details: Exercising the right to retail distribution of goods not subject to export, import, or distribution prohibitions under Vietnamese law, or not subject to restrictions under international treaties to which Vietnam is a signatory (CPC 632).</p>	4759	<p>Retail sale of household electrical appliances, beds, wardrobes, tables, chairs and similar furniture, lamps and electric lighting fixtures, and other household goods not elsewhere classified.</p> <p>Details: Exercising the right to retail distribution of goods not subject to export, import, or distribution prohibitions under Vietnamese law, or not subject to restrictions under international treaties to which Vietnam is a signatory (CPC 632).</p>	4759
15.	<p>Retail sale of other household equipment, mobile or at markets.</p> <p>Details: Exercising the right to retail distribution of goods not subject to export, import, or distribution prohibitions under Vietnamese law, or not subject to restrictions under international treaties to which Vietnam is a signatory (CPC 632).</p>	4784		

16.	<p>Retail sale of medicines, medical devices, cosmetics and hygiene products in specialized stores.</p> <p>Details: Retail sale of medical instruments, cosmetics, and hygiene products in specialized stores (Exercising the right to retail distribution of goods not prohibited from export, import, or distribution under Vietnamese law, or not restricted under international treaties to which Vietnam is a signatory (CPC 632))</p> <p>Excluding the management, import, export, purchase, sale, storage, and protection of goods included in the National Reserve List.</p>	4772	<p>Retail sale of medicines, medical devices, cosmetics and hygiene products.</p> <p>Details: Retail sale of medical instruments, cosmetics, and hygiene products in specialized stores (Exercising the right to retail distribution of goods not prohibited from export, import, or distribution under Vietnamese law, or not restricted under international treaties to which Vietnam is a signatory (CPC 632))</p> <p>Excluding the management, import, export, purchase, sale, storage, and protection of goods included in the National Reserve List.</p>	4772
17.	<p>Retail sale of other new goods in specialized stores.</p> <p>Details: Retail sale of machinery, electrical equipment, and electrical materials; Retail sale of other new goods in specialized stores (Exercising the right to retail distribution of goods not subject to export, import, or distribution prohibitions under Vietnamese law or not subject to restrictions under international treaties to which Vietnam is a signatory (CPC 632)).</p>	4773	<p>Retail sale of other new goods (excluding automobiles, motorcycles, and their accessories)</p> <p>Details: Retail sale of machinery, electrical equipment, and electrical materials; Retail sale of other new goods in specialized stores (Exercising the right to retail distribution of goods not subject to export, import, or distribution prohibitions under Vietnamese law or not subject to restrictions under international treaties to which Vietnam is a signatory (CPC 632)).</p>	4773
18.	<p>Retail sale of other goods in mobile stalls or at markets.</p> <p>Details: Exercising the right to retail distribution of goods not subject to export, import, or distribution prohibitions under Vietnamese law, or not subject to restrictions under international treaties to which Vietnam is a signatory (CPC 632).</p>	4789	<p>Retail sale of used goods</p> <p>Details: Exercising the right to retail distribution of goods not subject to export, import, or distribution prohibitions under Vietnamese law, or not subject to restrictions under international treaties to which Vietnam is a signatory (CPC 632).</p>	4774

1.2. Business sectors and occupations removed due to updates according to Decision 36/2025/QĐ-TTg dated September 29, 2025:

No.	Name of industry/business	Business sector/occupation code
1	<p>Retail sales by mail order or internet.</p> <p>Details: Exercising the right to retail distribution of goods not subject to export, import, or distribution prohibitions under Vietnamese law, or not subject to restrictions under international treaties to which Vietnam is a signatory (CPC 632).</p>	4791

2	Other forms of retail not elsewhere classified Details: Exercising the right to retail distribution of goods not subject to export, import, or distribution prohibitions under Vietnamese law, or not subject to restrictions under international treaties to which Vietnam is a signatory (CPC 632).	4799
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1.3. Add more business lines:

No.	Name of industry/business	Business sector/occupation code
1	Beverage retail	4723
2	Manufacture of cosmetics, perfumes, soaps, detergents, polishes and sanitary preparations. Details: Production of laundry soap, detergents, polishes and sanitary preparations (excluding the production of products that must meet the conditions of cosmetic manufacturing facilities as stipulated in Articles 3 and 4 of Decree No. 93/2016/ND-CP dated July 1, 2016 on the conditions for cosmetic production).	2023

1.4. The company's business activities list, after additions and updates, is as follows:

No.	Name of industry/business	Business sector/occupation code
1	Manufacturing products from plastic Details: Manufacturing of plastic products and packaging for the industrial, agricultural, fisheries, transportation, construction, postal and telecommunications, and civil sectors (excluding the production of thermal insulation foam using R141b gas and pre-mixed polyol HCFC-141b).	2220 (Main)
2	Other manufacturing not classified elsewhere Details: Manufacturing of plastic parts and components for the industrial, agricultural, fisheries, transportation, construction, postal and telecommunications, and civil sectors. Fabrication of molds and parts for the plastics industry.	3290
3	Wholesale of other household goods Details: Wholesale of household goods; Wholesale of medical instruments, cosmetics and hygiene products; Wholesale of other household goods (Exercising the right to export, import, and wholesale distribution of goods not prohibited from export, import, or distribution under Vietnamese law or not restricted under international treaties to which Vietnam is a party (CPC 622)) Excluding the management, import, export, purchase, sale, storage, and protection of goods included in the National Reserve List.	4649
4	Other specialized wholesale trade not classified elsewhere Details: Wholesale of raw materials and supplies for the plastics industry; Wholesale of raw materials, supplies, and products for the agricultural, industrial, and construction sectors; Other specialized wholesale not classified elsewhere (Exercising the right to export, import, and wholesale distribution of goods not prohibited from export, import, or distribution under Vietnamese law or not	4679

	restricted under international treaties to which Vietnam is a party (CPC 622))	
5	Manufacture of other specialized machinery Details: Manufacturing of machinery and equipment for the plastics industry (excluding recycling of waste materials, forging, casting, metal rolling, stamping, cutting, bending, welding, painting, and electroplating at the headquarters).	2829
6	Wholesale of agricultural machinery, equipment and spare parts. Details: Buying and selling agricultural machinery and equipment.	4653
7	Wholesale of machinery, equipment and other machine parts Details: Wholesale of industrial and construction machinery and equipment; Wholesale of electrical machinery, equipment, and materials; Wholesale of other machinery, equipment, and spare parts (Exercising the right to export, import, and wholesale distribution of goods not prohibited from export, import, or distribution under Vietnamese law or not restricted under international treaties to which Vietnam is a party (CPC 622))	4659
8	Printing Details: Printing on packaging (not performed at the headquarters) (not carrying out printing activities as stipulated in Decree No. 195/2013/ND-CP dated November 21, 2013 and Decree No. 25/2018/ND-CP dated February 28, 2018 amending and supplementing Decree No. 60/2014/ND-CP dated June 19, 2014)	1811
9	Real estate business, land use rights belonging to the owner, user or lessee. Details: Real estate business. Leasing of offices, factories, warehouses (excluding "Investment in the construction of cemetery and burial ground infrastructure for the transfer of land use rights associated with infrastructure" as per item AI7 - sectors not yet accessible to foreign investors in Decree No. 31/2021/ND-CP).	6810
10	Production of non-alcoholic beverages and mineral water. Details: Production of bottled purified water.	1105
11	Railway construction	4211
12	Wholesale beverages Details: Buying and selling bottled purified water.	4633
13	Road construction	4212
14	Road freight transport (Excluding liquefied gas for transport)	4933
15	Building a house to live in.	4101
16	Wholesale of electronic and telecommunication equipment and components. Details: Exercising the right to export, import, and wholesale distribute goods that are not prohibited from export, import, or distribution under Vietnamese law, or not restricted under international treaties to which Vietnam is a party (CPC 622).	4652
17	Building houses not to live in.	4102
18	Construction of other civil engineering works	4299
19	Wholesale trade of automobiles and other motor vehicles. Details: Exercising the right to export, import, and wholesale distribute goods that	4661

	are not prohibited from export, import, or distribution under Vietnamese law, or not restricted under international treaties to which Vietnam is a party (CPC 61111).	
20	Retail sale of automobiles and other motor vehicles Details: Exercising the right to retail distribution of goods not subject to export, import, or distribution prohibitions under Vietnamese law or not subject to restrictions under international treaties to which Vietnam is a signatory (CPC 61112).	4781
21	Wholesale of spare parts and accessories for automobiles and other motor vehicles. Details: Exercising the right to export, import, wholesale distribution, and commission agency services for goods not prohibited from export, import, or distribution under Vietnamese law, or not restricted under international treaties to which Vietnam is a party (CPC 6113).	4662
22	Retail sale of parts and accessories for automobiles and other motor vehicles. Details: Exercising the right to export, import, retail distribution, and commission agency services for goods not prohibited from export, import, or distribution under Vietnamese law, or not restricted under international treaties to which Vietnam is a party (CPC 6113).	4782
23	Wholesale of computers, peripherals, and software. Details: Exercising the right to export, import, and wholesale distribute goods that are not prohibited from export, import, or distribution under Vietnamese law, or not restricted under international treaties to which Vietnam is a party (CPC 622).	4651
24	Wholesale of other building materials and installation equipment. Details: Exercising the right to export, import, and wholesale distribute goods that are not prohibited from export, import, or distribution under Vietnamese law, or not restricted under international treaties to which Vietnam is a party (CPC 622).	4673
25	Wholesale trade Details: Exercising the right to export, import, and wholesale distribute goods that are not prohibited from export, import, or distribution under Vietnamese law, or not restricted under international treaties to which Vietnam is a party (CPC 622).	4690
26	Other general retail Details: Exercising the right to retail distribution of goods not subject to export, import, or distribution prohibitions under Vietnamese law, or not subject to restrictions under international treaties to which Vietnam is a signatory (CPC 632).	4719
27	Retail sale of information and communication technology equipment Details: Exercising the right to retail distribution of goods not subject to export, import, or distribution prohibitions under Vietnamese law, or not subject to restrictions under international treaties to which Vietnam is a signatory (CPC 632).	4740
28	Retail sale of hardware, paints, glass, and other building materials and installation equipment. Details: Exercising the right to retail distribution of goods not subject to export, import, or distribution prohibitions under Vietnamese law, or not subject to restrictions under international treaties to which Vietnam is a signatory (CPC 632).	4752
29	Retail sale of household electrical appliances, beds, wardrobes, tables, chairs and similar furniture, lamps and electric lighting fixtures, and other household goods not elsewhere classified.	4759

	Details: Exercising the right to retail distribution of goods not subject to export, import, or distribution prohibitions under Vietnamese law, or not subject to restrictions under international treaties to which Vietnam is a signatory (CPC 632).	
30	Retail sale of medicines, medical devices, cosmetics and hygiene products. Details: Retail sale of medical instruments, cosmetics, and hygiene products in specialized stores (Exercising the right to retail distribution of goods not prohibited from export, import, or distribution under Vietnamese law, or not restricted under international treaties to which Vietnam is a signatory (CPC 632)) Excluding the management, import, export, purchase, sale, storage, and protection of goods included in the National Reserve List.	4772
31	Retail sale of other new goods (excluding automobiles, motorcycles, and their accessories) Details: Retail sale of machinery, electrical equipment, and electrical materials; Retail sale of other new goods in specialized stores (Exercising the right to retail distribution of goods not subject to export, import, or distribution prohibitions under Vietnamese law or not subject to restrictions under international treaties to which Vietnam is a signatory (CPC 632)).	4773
32	Retail intermediary services Details: Commission agency services (CPC 61111) (Excluding auction activities)	4790
33	Agents, brokers, and auctioneers of goods. Details: Agents. Brokers. Consignment agents, buying and selling goods (excluding business activities listed in the List of Goods for Foreign Investors, and economic organizations with foreign investment capital are prohibited from exercising export, import, and distribution rights as stipulated in Section 16.A, Appendix I of Decree 31/2021/ND-CP)	4610
34	Beverage retail	4723
35	Manufacture of cosmetics, perfumes, soaps, detergents, polishes and sanitary preparations. Details: Production of laundry soap, detergents, polishes and sanitary preparations (excluding the production of products that must meet the conditions of cosmetic manufacturing facilities as stipulated in Articles 3 and 4 of Decree No. 93/2016/ND-CP dated July 1, 2016 on the conditions for cosmetic production).	2023

2. Implementation:

- The Chairman of the Board of Directors, who is also the legal representative, is responsible for completing the dossier, carrying out the necessary procedures, and has the right to decide on amendments and additions to the dossier as required by competent State agencies to record the changes stated in this Submission in accordance with current laws and the Company's Charter.
- The Board of Directors is authorized to oversee and authorize the legal representative to decide on matters related to and/or arising from the changes mentioned in this Proposal and to implement the procedures and tasks in accordance with the law and the Company's Charter.

Respectfully submitted to the General Meeting of Shareholders for consideration and approval.

N, please receive this:

- As above ;
- Board of Directors , Inspection Committee;
- Save : VT .

**CHAIRMAN OF THE BOARD OF
DIRECTORS**



TRẦN DỤC HUY

PROPOSAL

(Subject: Approval of amendments and additions to the Company Charter)

To : The General Meeting of Shareholders of Tan Phu Vietnam Joint Stock Company

- Based on the 2020 Enterprise Law, the 2025 amended Enterprise Law, and the implementing guidelines;
- Based on the Securities Law of 2019, the amended Securities Law of 2024, and the guiding documents for their implementation;
- Based on the Company's Articles of Organization and Operation,

Arising from the need for change within Tan Phu Vietnam Joint Stock Company ("the Company") and in accordance with new relevant legal regulations, and based on practical experience and the desire to improve the efficiency of governance and operations at the Company, the Board of Directors has reviewed the Company's Charter and drafted several amendments and additions to conform with current legal regulations.

Therefore, the Board of Directors respectfully submits to the General Meeting of Shareholders for consideration and approval the following amendments to the Company's Charter:

1. Through the amendment of the Company's Articles of Association, with the amendments detailed in the Appendix attached to this Proposal.

2. The full text of the Company Charter has been issued, incorporating the aforementioned amendments.

3. The legal representative is authorized to proactively finalize, sign, and issue the full text of the new Company Charter in accordance with regulations after the amendments to the Company Charter have been approved by the General Meeting of Shareholders. This is hereby submitted to the General Meeting of Shareholders for consideration and approval.

Respectfully submitted to the General Meeting of Shareholders for consideration and approval.

Recipient:

- As above ;
- Board of Directors , Inspection Committee;
- Save : VT .

**CHAIRMAN OF THE BOARD OF
DIRECTORS**



TRAN DUC HUY

APPENDIX DETAILING AMENDMENTS TO THE STATUTES

TAN PHU VIETNAM JOINT STOCK COMPANY

Clause	Contents of the current Charter	Amendments and additions	Reason for revision																		
Clause 3 Article 2	<div>3. Company's registered office:</div> <div><div><div>o Address: 314 Lũy Bán Bích Street, Hoa Thanh Ward, Tan Phu District, Ho Chi Minh City, Vietnam</div><div>o Phone: (84.028) 3860 9003 - 3860 9340</div><div>o Fax : (84.028) 3860 7622</div><div>o E-mail: info@tanphuplastic.com.vn</div><div>o Website: tanphuplastic.vn</div></div></div>	<div>3. Registered office of the Company:</div> <div><div><div>o Address: 314 Lũy Bán Bích Street, Tan Phu Ward, Ho Chi Minh City, Vietnam</div><div>o Phone: (84.028) 3860 9003 - 3860 9340</div><div>o Fax: None</div><div>o Email: info@tanphuvietnam.vn</div><div>o Website: tanphuvietnam.vn</div></div></div>	Change information																		
Clause 1, Article 3	<table><tr><th>No.</th><th>Name of industry/business</th><th>Business sector/occupation code</th></tr><tr><td>1.</td><td>Manufacturing products from plastic Details: Manufacturing of plastic products and packaging for the industrial, agricultural, fisheries, transportation, construction, postal and telecommunications, and civil sectors (excluding the production of thermal insulation foam using R141b gas and pre-mixed polyol HCFC-141b).</td><td>2220 (Main)</td></tr><tr><td>2.</td><td>Production of non-alcoholic beverages and mineral water. Details: Production of bottled purified water.</td><td>1104</td></tr></table>	No.	Name of industry/business	Business sector/occupation code	1.	Manufacturing products from plastic Details: Manufacturing of plastic products and packaging for the industrial, agricultural, fisheries, transportation, construction, postal and telecommunications, and civil sectors (excluding the production of thermal insulation foam using R141b gas and pre-mixed polyol HCFC-141b).	2220 (Main)	2.	Production of non-alcoholic beverages and mineral water. Details: Production of bottled purified water.	1104	<table><tr><th>No.</th><th>Name of industry/business</th><th>Business sector/occupation code</th></tr><tr><td>1.</td><td>Manufacturing products from plastic Details: Manufacturing of plastic products and packaging for the industrial, agricultural, fisheries, transportation, construction, postal and telecommunications, and civil sectors (excluding the production of thermal insulation foam using R141b gas and pre-mixed polyol HCFC-141b).</td><td>2220 (Main)</td></tr><tr><td>2.</td><td>Other manufacturing not classified elsewhere Details: Manufacturing of plastic parts and components for the industrial</td><td>3290</td></tr></table>	No.	Name of industry/business	Business sector/occupation code	1.	Manufacturing products from plastic Details: Manufacturing of plastic products and packaging for the industrial, agricultural, fisheries, transportation, construction, postal and telecommunications, and civil sectors (excluding the production of thermal insulation foam using R141b gas and pre-mixed polyol HCFC-141b).	2220 (Main)	2.	Other manufacturing not classified elsewhere Details: Manufacturing of plastic parts and components for the industrial	3290	Updated changes according to Report No. 05/2026/TT-HĐQT dated March 27, 2026.
No.	Name of industry/business	Business sector/occupation code																			
1.	Manufacturing products from plastic Details: Manufacturing of plastic products and packaging for the industrial, agricultural, fisheries, transportation, construction, postal and telecommunications, and civil sectors (excluding the production of thermal insulation foam using R141b gas and pre-mixed polyol HCFC-141b).	2220 (Main)																			
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2.	Other manufacturing not classified elsewhere Details: Manufacturing of plastic parts and components for the industrial	3290																			

	<p>3. Printing Details: Printing on packaging (not performed at the headquarters) (not carrying out printing activities as stipulated in Decree No. 195/2013/ND-CP dated November 21, 2013 and Decree No. 25/2018/ND-CP dated February 28, 2018 amending and supplementing Decree No. 60/2014/ND-CP dated June 19, 2014)</p>	<p>1811</p>	<p>agricultural, fisheries, transportation, construction, postal and telecommunications, and civil sectors. Fabrication of molds and parts for the plastics industry.</p>		
	<p>4. Manufacture of other specialized machinery Details: Manufacturing of machinery and equipment for the plastics industry (excluding recycling of waste materials, forging, casting, metal rolling and drawing, stamping, cutting, bending, welding, painting, and electroplating at the headquarters).</p>	<p>2829</p>	<p>3. Wholesale of other household goods Details: Wholesale of household goods; Wholesale of medical instruments, cosmetics and hygiene products; Wholesale of other household goods (Exercising the right to export, import, and wholesale distribution of goods not prohibited from export, import, or distribution under Vietnamese law or not restricted under international treaties to which Vietnam is a party (CPC 622)) Excluding the management, import, export, purchase, sale, storage, and protection of goods included in the National Reserve List.</p>	<p>4649</p>	
	<p>5. Other manufacturing not classified elsewhere Details: Manufacturing of plastic parts and components for the industrial, agricultural, fisheries, transportation, construction, postal and telecommunications, and civil sectors. Fabrication of molds and parts for the plastics industry.</p>	<p>3290</p>	<p>4. Other specialized wholesale trade not classified elsewhere Details: Wholesale of raw materials and supplies for the plastics industry; Wholesale of raw materials, supplies, and products for the agricultural, industrial, and construction sectors; Other specialized wholesale not classified elsewhere (Exercising the right to export, import, and wholesale distribution of goods not prohibited from export, import, or distribution under Vietnamese law or not restricted under international treaties to which Vietnam is a party (CPC 622))</p>	<p>4679</p>	
	<p>6. Agents, brokers, auctioneers Details: Agents. Brokers. Consignment agents, buying and selling goods (excluding business activities listed in the List of Goods for Foreign Investors.</p>	<p>4610</p>			

	and economic organizations with foreign investment capital are prohibited from exercising export, import, and distribution rights as stipulated in Section 16.A, Appendix I of Decree 31/2021/ND-CP)		
7.	Wholesale beverages Details: Buying and selling bottled purified water.	4633	
8.	Wholesale of agricultural machinery, equipment and spare parts. Details: Buying and selling agricultural machinery and equipment. (Foreign-invested economic organizations are not allowed to exercise the right to export, import, and distribute goods listed in the List of Goods for Foreign Investors, as stipulated in Section 16.A, Appendix I of Decree 31/2021/ND-CP)	4653	
9.	Road freight transport (Excluding liquefied gas for transport)	4933	
1.	Real estate business, land use rights belonging to the owner, user or lessee. Details: Real estate business. Leasing of offices, factories, warehouses (excluding "Investment in the construction of cemetery and burial ground infrastructure for the transfer of land use rights associated with infrastructure" as per item AI7 - sectors not yet accessible to foreign investors	6810	

	5.	Manufacture of other specialized machinery Details: Manufacturing of machinery and equipment for the plastics industry (excluding recycling of waste materials, forging, casting, metal rolling, stamping, cutting, bending, welding, painting, and electroplating at the headquarters).	2829	
	6.	Wholesale of agricultural machinery, equipment and spare parts. Details: Buying and selling agricultural machinery and equipment.	4653	
	7.	Wholesale of machinery, equipment and other machine parts Details: Wholesale of industrial and construction machinery and equipment; Wholesale of electrical machinery, equipment, and materials; Wholesale of other machinery, equipment, and spare parts (Exercising the right to export, import, and wholesale distribution of goods not prohibited from export, import, or distribution under Vietnamese law or not restricted under international treaties to which Vietnam is a party (CPC 622))	4659	
	8.	Printing Details: Printing on packaging (not performed at the headquarters) (not carrying out printing activities as stipulated in Decree No. 195/2013/ND-CP dated November 21, 2013 and Decree No. 25/2018/ND-CP dated February 28, 2018 amending and supplementing Decree No. 60/2014/ND-CP dated June 19, 2014)	1811	

	in Decree No. 31/2021/ND-CP).				
1	Building a house to live in.	4101			
1 ¹	Building houses not to live in.	4102			
1 ¹	Railway construction	4211			
1 ¹	Road construction	4212			
1 ¹	Construction of other civil engineering works	4299			
1 ¹	Wholesale of electronic and telecommunication equipment and components. Details: Exercising the right to export, import, and wholesale distribute goods that are not prohibited from export, import, or distribution under Vietnamese law, or not restricted under international treaties to which Vietnam is a party (CPC 622).	4652			
17.	Wholesale of other household goods. Details: Wholesale of household goods; Wholesale of medical instruments, cosmetics and hygiene products; Wholesale of other household goods (Exercising the right to export, import, and wholesale distribution of goods not prohibited from export, import, or distribution under Vietnamese law or not restricted under international treaties to which Vietnam is a party (CPC 622)) <i>Excluding the management, import, export, purchase, sale, storage, and protection of goods included in the National Reserve List.</i>	4649			
9.	Real estate business, land use rights belonging to the owner, user or lessee. Details: Real estate business. Leasing of offices, factories, warehouses (excluding "Investment in the construction of cemetery and burial ground infrastructure for the transfer of land use rights associated with infrastructure" as per item AI7 - sectors not yet accessible to foreign investors in Decree No. 31/2021/ND-CP).	6810			
1 ¹	Production of non-alcoholic beverages and mineral water. Details: Production of bottled purified water.	1105			
1 ¹	Railway construction	4211			
1 ¹	Wholesale beverages Details: Buying and selling bottled purified water.	4633			
1 ¹	Road construction	4212			
1 ¹	Road freight transport (Excluding liquefied gas for transport)	4933			
1 ¹	Building a house to live in.	4101			
1 ¹	Wholesale of electronic and telecommunication equipment and components. Details: Exercising the right to export, import, and wholesale distribute goods that are not prohibited from export, import, or distribution under Vietnamese law, or not restricted under international treaties to which Vietnam is a party (CPC 622).	4652			

11	Wholesale of machinery, equipment and other machine parts Details: Wholesale of industrial and construction machinery and equipment; Wholesale of electrical machinery, equipment, and materials; Wholesale of other machinery, equipment, and spare parts (Exercising the right to export, import, and wholesale distribution of goods not prohibited from export, import, or distribution under Vietnamese law or not restricted under international treaties to which Vietnam is a party (CPC 622))	4659
11	Other specialized wholesale trade not classified elsewhere Details: Wholesale of raw materials and supplies for the plastics industry; Wholesale of raw materials, supplies, and products for the agricultural, industrial, and construction sectors; Other specialized wholesale not classified elsewhere (Exercising the right to export, import, and wholesale distribution of goods not prohibited from export, import, or distribution under Vietnamese law or not restricted under international treaties to which Vietnam is a party (CPC 622))	4669
21	Wholesale trade of automobiles and other motor vehicles. Details: Exercising the right to export, import, and wholesale distribute goods that are not prohibited from export, import, or distribution under Vietnamese law, or not restricted under international treaties to which Vietnam is a party (CPC 6111).	4682

	that are not prohibited from export, import, or distribution under Vietnamese law, or not restricted under international treaties to which Vietnam is a party (CPC 6111).		commission agency services for goods not prohibited from export, import, or distribution under Vietnamese law, or not restricted under international treaties to which Vietnam is a party (CPC 6113).	
	2 Retail sale of passenger cars (9 seats or fewer) Details: Exercising the right to retail distribution of goods not subject to export, import, or distribution prohibitions under Vietnamese law or not subject to restrictions under international treaties to which Vietnam is a signatory (CPC 61112).	4512	2 Wholesale of computers, peripherals, and software. Details: Exercising the right to export, import, and wholesale distribute goods that are not prohibited from export, import, or distribution under Vietnamese law, or not restricted under international treaties to which Vietnam is a party (CPC 622).	4651
	2 Automobile and other motor vehicle dealerships Details: Commission Agency Service (CPC 61111)	4513	2 Wholesale of other building materials and installation equipment. Details: Exercising the right to export, import, and wholesale distribute goods that are not prohibited from export, import, or distribution under Vietnamese law, or not restricted under international treaties to which Vietnam is a party (CPC 622).	4673
	2 Selling spare parts and accessories for automobiles and other motor vehicles. Details: Exercising the right to export, import, wholesale distribution, retail distribution, and commission agency services for goods not prohibited from export, import, or distribution under Vietnamese law, or not restricted under international treaties to which Vietnam is a party (CPC 6113).	4530	2 Wholesale trade Details: Exercising the right to export, import, and wholesale distribute goods that are not prohibited from export, import, or distribution under Vietnamese law, or not restricted under international treaties to which Vietnam is a party (CPC 622).	4690
	2 Wholesale of computers, peripherals, and software. Details: Exercising the right to export, import, and wholesale distribute goods	4651	2 Other general retail Details: Exercising the right to retail distribution of goods not subject to export, import, or distribution	4719

	that are not prohibited from export, import, or distribution under Vietnamese law, or not restricted under international treaties to which Vietnam is a party (CPC 622).		prohibitions under Vietnamese law, or not subject to restrictions under international treaties to which Vietnam is a signatory (CPC 632).	
2	Wholesale of other building materials and installation equipment. Details: Exercising the right to export, import, and wholesale distribute goods that are not prohibited from export, import, or distribution under Vietnamese law, or not restricted under international treaties to which Vietnam is a party (CPC 622).	4663	2 ¹ Retail sale of information and communication technology equipment Details: Exercising the right to retail distribution of goods not subject to export, import, or distribution prohibitions under Vietnamese law, or not subject to restrictions under international treaties to which Vietnam is a signatory (CPC 632).	4740
2	Wholesale trade Details: Exercising the right to export, import, and wholesale distribute goods that are not prohibited from export, import, or distribution under Vietnamese law, or not restricted under international treaties to which Vietnam is a party (CPC 622).	4690	2 ¹ Retail sale of hardware, paints, glass, and other building materials and installation equipment. Details: Exercising the right to retail distribution of goods not subject to export, import, or distribution prohibitions under Vietnamese law, or not subject to restrictions under international treaties to which Vietnam is a signatory (CPC 632).	4752
2	Other retail sales in general merchandise stores Details: Exercising the right to retail distribution of goods not subject to export, import, or distribution prohibitions under Vietnamese law, or not subject to restrictions under international treaties to which Vietnam is a signatory (CPC 632).	4719	2 ¹ Retail sale of household electrical appliances, beds, wardrobes, tables, chairs and similar furniture, lamps and electric lighting fixtures, and other household goods not elsewhere classified. Details: Exercising the right to retail distribution of goods not subject to export, import, or distribution prohibitions under Vietnamese law, or not subject to restrictions under international treaties to which Vietnam is a signatory (CPC 632).	4759
2	Retail sale of computers, peripherals,	4741		

	software, and telecommunications equipment in specialized stores. Details: Exercising the right to retail distribution of goods not subject to export, import, or distribution prohibitions under Vietnamese law, or not subject to restrictions under international treaties to which Vietnam is a signatory (CPC 632).			
	2 Retail sale of audio-visual equipment in specialized stores. Details: Exercising the right to retail distribution of goods not subject to export, import, or distribution prohibitions under Vietnamese law, or not subject to restrictions under international treaties to which Vietnam is a signatory (CPC 632).	4742		
	3 Retail sale of hardware, paint, glass and other installation equipment for construction in specialized stores. Details: Exercising the right to retail distribution of goods not subject to export, import, or distribution prohibitions under Vietnamese law, or not subject to restrictions under international treaties to which Vietnam is a signatory (CPC 632).	4752		
	3 Retail sale of household electrical appliances, beds, wardrobes, tables, chairs and similar furniture, lamps and electric lighting fixtures, and other household goods not elsewhere	4759		
	3 Retail sale of medicines, medical devices, cosmetics and hygiene products. Details: Retail sale of medical instruments, cosmetics, and hygiene products in specialized stores (Exercising the right to retail distribution of goods not prohibited from export, import, or distribution under Vietnamese law, or not restricted under international treaties to which Vietnam is a signatory (CPC 632)). Excluding the management, import, export, purchase, sale, storage, and protection of goods included in the National Reserve List.		4772	
	3 Retail sale of other new goods (excluding automobiles, motorcycles, and their accessories) Details: Retail sale of machinery, electrical equipment, and electrical materials; Retail sale of other new goods in specialized stores (Exercising the right to retail distribution of goods not subject to export, import, or distribution prohibitions under Vietnamese law or not subject to restrictions under international treaties to which Vietnam is a signatory (CPC 632)).		4773	
	3 Retail intermediary services Details: Commission agency services (CPC 6111) (Excluding auction activities)		4790	
	3 Agents, brokers, and auctioneers of goods. Details: Agents Brokers Consignment		4610	

classified in specialized stores. Details: Exercising the right to retail distribution of goods not subject to export, import, or distribution prohibitions under Vietnamese law, or not subject to restrictions under international treaties to which Vietnam is a signatory (CPC 632).		
31 Retail sale of medicines, medical devices, cosmetics and hygiene products in specialized stores. Details: Retail sale of medical instruments, cosmetics, and hygiene products in specialized stores (Exercising the right to retail distribution of goods not prohibited from export, import, or distribution under Vietnamese law, or not restricted under international treaties to which Vietnam is a signatory (CPC 632)) <i>Excluding the management, import, export, purchase, sale, storage, and protection of goods included in the National Reserve List.</i>	4772	
31 Retail sale of other new goods in specialized stores. Details: Retail sale of machinery, electrical equipment, and electrical materials; Retail sale of other new goods in specialized stores (Exercising the right to retail distribution of goods not subject to export, import, or distribution prohibitions under Vietnamese law or not subject to restrictions under international treaties	4773	

	to which Vietnam is a signatory (CPC 632)).		
3 ⁴	Retail sale of mobile information and communication technology equipment at markets or stalls. Details: Exercising the right to retail distribution of goods not subject to export, import, or distribution prohibitions under Vietnamese law, or not subject to restrictions under international treaties to which Vietnam is a signatory (CPC 632).	4783	
3	Retail sale of other household equipment, mobile or at markets. Details: Exercising the right to retail distribution of goods not subject to export, import, or distribution prohibitions under Vietnamese law, or not subject to restrictions under international treaties to which Vietnam is a signatory (CPC 632).	4784	
3 ⁴	Retail sale of other goods in mobile stalls or at markets. Details: Exercising the right to retail distribution of goods not subject to export, import, or distribution prohibitions under Vietnamese law, or not subject to restrictions under international treaties to which Vietnam is a signatory (CPC 632).	4789	
3 ¹	Retail sales by mail order or internet. Details: Exercising the right to retail	4791	

		<p>distribution of goods not subject to export, import, or distribution prohibitions under Vietnamese law, or not subject to restrictions under international treaties to which Vietnam is a signatory (CPC 632).</p>		
38	<p>Other forms of retail not elsewhere classified</p> <p>Details: Exercising the right to retail distribution of goods not subject to export, import, or distribution prohibitions under Vietnamese law, or not subject to restrictions under international treaties to which Vietnam is a signatory (CPC 632).</p>	4799		

<p>Clause 1</p> <p>Clause 2</p> <p>Clause 5</p> <p>Article 5</p>	<p>Article 5. Charter capital, shares, and shareholders</p> <p>1. The Company's charter capital at the time of adopting this Charter is: VND 450,000,000,000 (Four hundred and fifty billion Vietnamese Dong).</p> <p>2. The total charter capital of the Company is divided into 45,000,000 (Forty-five million) Shares with a par value of 10,000 (ten thousand) dong/share.</p> <p>5. All shares of the Company are registered with the Vietnam Securities Depository Center. The list of shareholders provided by the Vietnam Securities Depository Center on the record date will be stored by the Company at its headquarters in accordance with the law.</p>	<p>Article 5. Charter capital, shares, and shareholders</p> <p>1. The Company's charter capital at the time of adopting this Charter is: VND 628,862,820,000 (Six hundred twenty-eight billion eight hundred sixty-two million eight hundred twenty thousand dong).</p> <p>2. The total charter capital of the Company is divided into 62,886,282 (Sixty-two million eight hundred eighty-six thousand two hundred eighty-two) Shares with a par value of 10,000 (ten thousand) dong/share.</p> <p>5. All shares of the Company are registered with the Vietnam Securities Corporation and Clearing Corporation. The list of shareholders provided by the Vietnam Securities Corporation and Clearing Corporation on the record date will be stored by the Company at its headquarters in accordance with the law.</p>	<p>Updates due to increased charter capital.</p>
<p>Point b,</p> <p>Clause 4,</p> <p>Article 12</p>	<p>b. If the Board of Directors fails to convene a General Meeting of Shareholders as prescribed in Clause 4a of Article 12, then within the next 30 days, a shareholder or group of shareholders making a request as prescribed in Clause 3d of Article 12 has the right to replace the Board of Directors in convening a General Meeting of Shareholders as prescribed in Clause 4 of Article 140 of the Enterprise Law.</p>	<p>b. If the Board of Directors fails to convene a General Meeting of Shareholders as prescribed in Clause 4a of Article 12, then within the next 30 days, a shareholder or group of shareholders as prescribed in Clause 3d of Article 12 has the right to represent the company in convening a General Meeting of Shareholders in accordance with the provisions of this Law. Reasonable expenses for convening and conducting the General Meeting of Shareholders will be reimbursed by the company.</p>	<p>Updated according to the amended and supplemented Enterprise Law of 2025.</p>
<p>Clause 4,</p> <p>Article 23</p>	<p>Members of the Board of Directors are nominated and elected by shareholders in proportion to their shareholdings with voting rights, specifically: Shareholders or groups of shareholders holding from 10% to less than 20% of the voting shares are entitled to nominate one (01) candidate; from 20% to less than 30% are entitled to nominate two (02) candidates; from 30% to 40% are entitled to nominate a maximum of three (03) candidates; from 40% to less than 50% are entitled to nominate a maximum of four (04) candidates; from 50% to less than 65% are entitled to nominate a maximum of six (06) candidates; from 65% or more are entitled to nominate the full number of candidates.</p>	<p>Members of the Board of Directors are nominated and elected by shareholders in proportion to their shareholdings with voting rights, specifically: Shareholders or groups of shareholders holding from 10% to less than 20% of the voting shares are entitled to nominate one (01) candidate; from 20% to less than 30% are entitled to nominate two (02) candidates; from 30% to less than 40% are entitled to nominate a maximum of three (03) candidates; from 40% to less than 50% are entitled to nominate a maximum of four (04) candidates; from 50% to less than 65% are entitled to nominate a maximum of six (06) candidates; from 65% or more are entitled to nominate the full number of candidates.</p>	

<p>Article 29</p>	<p>The company will implement a management system that will create a management structure headed by the company's legal representative, who will be accountable to the Board of Directors.</p> <p>The legal representative will be appointed, dismissed, or removed from office by the Board of Directors. The positions of General Director, Chief Accountant, Company Secretary (if any), and person in charge of corporate governance will be appointed by the Board of Directors based on the proposal of the Company's legal representative.</p> <p>Other management positions within the Company include: Deputy General Directors, Company Lawyers, Branch Managers, Department/Division Heads/Deputy Heads, Workshop Managers, and other management positions within the Company, which will be appointed, dismissed, or removed from office by the Company's legal representative.</p> <p>The company's officers and employees are appointed, dismissed, removed from office, recruited, terminated, and fired by the company's legal representative.</p> <p>Employees of the Company may serve as members of the Board of Directors (when elected by the General Meeting of Shareholders) without being limited by their current job position.</p>	<p>The company will implement a management system that will create a management structure headed by the company's legal representative, who will be accountable to the Board of Directors.</p> <p>The legal representative will be appointed, dismissed, or removed from office by the Board of Directors. The positions of General Director, Chief Accountant, Company Secretary (if any), and person in charge of corporate governance will be appointed by the Board of Directors based on the proposal of the Company's legal representative.</p> <p>Other management positions within the Company include: Deputy General Directors, Company Lawyers, Branch Managers, Department/Division Heads/Deputy Heads, Workshop Managers, and other management positions within the Company, which will be appointed, dismissed, or removed from office by the General Director.</p> <p>In the event that the Company's General Director is absent, the legal representative is responsible for appointing other management positions until a replacement General Director is appointed.</p> <p>The company's officers and employees are appointed, dismissed, removed from office, recruited, terminated, and fired by the company's legal representative in accordance with the provisions of labor law.</p> <p>Employees of the Company may serve as members of the Board of Directors (when elected by the General Meeting of Shareholders) without being limited by their current job position.</p>
<p>Point f, Clause 2, Article 30</p>	<p>g. Appointing other positions not within the authority of the Board of Directors, and signing employment contracts with all employees in the Company.</p>	<p>g. Sign employment contracts with all employees in the Company.</p>

PROPOSAL

*(Regarding: Approval of several general matters within the authority
of the General Meeting of Shareholders)*

To : The General Meeting of Shareholders of Tan Phu Vietnam Joint Stock Company

- Based on the 2020 Enterprise Law, the 2025 amended Enterprise Law, and the implementing guidelines;
- Based on the Securities Law of 2019, the amended Securities Law of 2024, and the guiding documents for their implementation;
- Based on the Company's Articles of Organization and Operation,

The year 2026 is projected to be a year of significant changes and challenges in the business environment, affecting the business operations of Tan Phu Vietnam Joint Stock Company (" **the Company** "). Therefore, in order to ensure flexibility in the management and operation of the Company and proactively seize business opportunities, the Board of Directors respectfully submits to the General Meeting of Shareholders for approval the following matters within its authority:

I. Regarding matters within the authority of the General Meeting of Shareholders:

- 1.1. Through the policy of granting loans, guarantees, or executing other contracts and transactions arising from actual circumstances, and signing contracts and documents related to the execution of these contracts or transactions with the entities specified in Clauses 1 and 3 of Article 167 of the 2020 Enterprise Law and/or Clause 4 of Article 293 of Decree 155/2020/ND-CP guiding the Securities Law, and within the authority of the General Meeting of Shareholders as stipulated in the Company's Charter.
- 1.2. The Chairman of the Board of Directors – the legal representative of the Company – is tasked with proactively implementing this content in accordance with the principle of ensuring the legitimate rights and interests of the Company; strictly and fully complying with the provisions of the Charter, Resolutions of the General Meeting of Shareholders, Resolutions of the Board of Directors of the Company, and current legal regulations.

II. Through the authorization of the Board of Directors to consider and decide on certain rights and obligations within the authority of the General Meeting of Shareholders between the two annual General Meetings of Shareholders in 2026 and 2027, as follows:

- 2.1. The General Meeting of Shareholders has the authority to decide on amendments and additions to the organizational structure of the management and administration apparatus, as well as to issue, adjust, and supplement the Company's operating regulations (if necessary).



2.2. The decision to adjust the 2026 business plan should be made in the event of significant market changes that impact the Company's business operations.

The authorization in Section II of this document is valid until the Annual General Meeting of Shareholders in 2027.

Respectfully submitted to the General Meeting of Shareholders for consideration and approval.

Recipient:

- As above ;
- Board of Directors , Inspection Committee;
- Save : VT .

**CHAIRMAN OF THE BOARD OF
DIRECTORS**



TRAN DUC HUY

