

**CÔNG BỐ THÔNG TIN ĐỊNH KỲ
REGULAR INFORMATION DISCLOSURE**

Kính gửi: - Ủy ban Chứng khoán Nhà nước;
- Sở Giao dịch Chứng khoán Thành phố Hồ Chí Minh.
- Sở Giao dịch chứng khoán Hà Nội

To: - The State Securities Commission;
- The Ho Chi Minh City Stock Exchange;
- The Ha Noi City Stock Exchange

1. Tên tổ chức/Name of organization: CÔNG TY CỔ PHẦN THUẬN ĐỨC/THUAN DUC
JOINT STOCK COMPANY

- Mã chứng khoán/Stock code: TDP

- Địa chỉ trụ sở chính/Address: Thôn Bằng Ngang, xã Lương Bằng, tỉnh Hưng Yên/Bang Ngang
Village, Luong Bang Commune, Hung Yen Province.

- Điện thoại/Tel: 0221. 3810.705

Fax: 02213 810 706

- Email: info@thuanducjsc.vn

2. Nội dung thông tin công bố/Contents of disclosure

Biên bản, Nghị quyết Đại hội đồng cổ đông thường niên năm 2026 và các tài liệu đính
kèm/Minutes, Resolution of the 2026 Annual General Meeting of Shareholders and
accompanying documents

3. Thông tin này đã được công bố trên trang điện tử của công ty vào ngày, tại đường dẫn/This
information was published on the company's website on (date), as in the link: 20/04/2026,
<https://thuanducjsc.vn/quan-he-co-dong/dai-hoi-dong-co-dong>

Chúng tôi xin cam kết các thông tin công bố trên đây là đúng sự thật và hoàn toàn chịu trách
nhiệm trước pháp luật về nội dung các thông tin đã công bố / We hereby certify that the
information provided is true and correct and we bear the full responsibility to the law.

**Tài liệu đính kèm/Attached
documents:**

Tài liệu liên quan đến nội dung thông
tin công bố/Documents on disclosed
information.

NGƯỜI ĐƯỢC ỦY QUYỀN CBTT

Person authorized to disclose information
(Ký, ghi rõ họ tên, chức vụ, đóng dấu)
(Signature, full name, position, and seal)



**TỔNG GIÁM ĐỐC
BÙI QUANG SỸ**

**THUAN DUC JOINT STOCK
COMPANY**

No: 1904/2026/NQ-ĐHĐCĐ-TDP

SOCIALIST REPUBLIC OF VIETNAM

Independence – Freedom – Happiness

Hung Yen, April 19, 2025

RESOLUTION

ANNUAL GENERAL MEETING OF SHAREHOLDERS IN 2026

THUAN DUC JOINT STOCK COMPANY

- Pursuant to the Law on Enterprises No. 59/2020/QH14 dated 17/06/2020, Law No. 76/2025/QH15 dated 17/06/2025 amending and supplementing a number of articles of the Law on Enterprises and guiding documents;*
- Pursuant to the Law on Securities No. 54/2019/QH14 dated 26/11/2019, Law No. 56/2024/QH15 dated 29/11/2024 amending and supplementing a number of articles of the Law on Securities, the Law on Accounting, the Law on Independent Audit, the Law on the State Budget, the Law on Management and Use of Public Assets, the Law on Tax Administration, the Law on Personal Income Tax, the Law on National Reserves, the Law on Handling of Administrative Violations and guiding documents;*
- Pursuant to the Charter of organization and operation of Thuan Duc Joint Stock Company;*
- Pursuant to the Minutes of the Annual General Meeting of Shareholders in 2026 of Thuan Duc Joint Stock Company dated April 19, 2026.*

RESOLUTION

Article 1: To approve the Report of the Board of Management on the results of production and business activities in 2025 and the production and business plan in 2026.

The General Meeting of Shareholders approved the Report of the Board of Management on the results of production and business activities in 2025.

The Board of Directors has set out the consolidated production and business plan in 2026 as follows:

- Total expected revenue: 4,900 billion VND
- Expected profit after tax: VND 96 billion
- Expected dividend rate: 5% - 8%

The General Meeting of Shareholders authorized the Board of Directors (BOD) to choose the time to close the list of shareholders to pay dividends in 2025 in shares to ensure compliance with the provisions of law, the Company's Charter and the interests of shareholders.



Article 2: To approve the Operation Report of the Board of Directors in 2025 and the operation plan for 2026; Report of independent members of the Board of Directors on the operation of the Board of Directors in 2025.

Article 3: To approve the Operation Report of the Supervisory Board in 2025 and the operation plan in 2026.

Article 4: To approve the Report of the Board of Directors on the Company's Transaction Contracts with related parties.

Article 5: To approve the Report of the Board of Directors on the implementation of the Resolution of the Extraordinary General Meeting of Shareholders No. 2208/2025/NQ-DHĐCĐ-TDP dated 22/08/2025.

Article 6: To approve the Report of the Board of Directors on the results of the public issuance of shares to existing shareholders.

Article 7: To approve the Separate Financial Statements and Consolidated Financial Statements of the Company for the year 2025 audited by Grant Thornton Vietnam Co., Ltd. according to the contents of Proposal No. 01/2026/TTr-ĐHĐCĐ-TDP dated 19/04/2026 of the Board of Directors of the Company attached.

Article 8: To approve the selection of an independent audit unit to audit and review the Financial Statements in 2026 according to the attached Proposal No. 02/2026/TTr-ĐHĐCĐ-TDP dated 19/04/2026 of the Board of Directors of the Company.

Article 9: To approve the profit distribution plan in 2025 and the plan for 2026 according to the attached Proposal No. 03/2026/TTr-ĐHĐCĐ-TDP dated April 19, 2026 of the Board of Directors of the Company.

Article 10: To approve the payment of remuneration of the Board of Directors and the Supervisory Board in 2025 and the plan to pay remuneration to the Board of Directors and the Supervisory Board in 2026 according to the contents of the attached Proposal No. 04/2026/TTr-ĐHĐCĐ-TDP dated 19/04/2026 of the Board of Directors of the Company.

Article 11: To approve the amendment and supplementation of the Company's Charter according to the Proposal No. 05/2026/TTr-ĐHĐCĐ-TDP dated 19/04/2026 of the Company's Board of Directors attached.

Article 12: To approve the cancellation of the plan to pay dividends in 2024 by cash according to the attached Proposal No. 06A/2026/TTr-DHĐCĐ-TDP dated 19/04/2026 of the Board of Directors of the Company.

Article 13: To approve the plan to issue shares to pay dividends in 2025 according to the contents of Proposal No. 06/2026/TTr-DHĐCĐ-TDP dated 19/04/2026 of the Board of Directors of the Company attached.

Article 14: To approve the policy of continuing to issue bonds to the public according to the contents of the attached Proposal No. 07/2026/TTr-DHĐCĐ-TDP dated 19/04/2026 of the Board of Directors of the Company.

Article 15: To approve the listing of bonds issued to the public according to the attached Proposal No. 08/2026/TTr-DHĐCĐ-TDP dated 19/04/2026 of the Board of Directors of the Company.

Article 16: To approve the dismissal and election of additional members of the Supervisory Board for the term 2025 – 2030 according to the attached Proposal No. 09/2026/TTr-DHĐCĐ-TDP dated 19/04/2026 of the Board of Directors of the Company.

Members of the Supervisory Board of the Company for the term 2025 – 2030, including the following Mr. / Mrs.

1. Mr. Bui Huy Hoang
2. Mrs. Do Thi Hong Tu
3. Mrs. Le Thi Hang

Article 17: Implementation Provisions

This Resolution was read in full at the General Meeting and was approved by the 2026 Annual General Meeting of Shareholders of Thuan Duc Joint Stock Company and takes effect from April 19, 2026.

The Board of Directors of Thuan Duc Joint Stock Company, the Board of Management, the Supervisory Board and relevant persons are responsible for performing the tasks in this Resolution to ensure the interests of shareholders and the Company and comply with the provisions of law.

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Recipients:

- Shareholders (posted on the Company's website);
- SSC, Ho Chi Minh City Stock Exchange. Ho Chi Minh City, HNX (report);
- Member of the Board of Directors, Board of Directors, Supervisory Board;
- Save the VP.

**THE GENERAL MEETING OF
SHAREHOLDERS PRESIDING OVER
THE GENERAL MEETING**



NGUYEN DUC CUONG



**THUAN DUC JOINT STOCK
COMPANY**

No: 1904-4/2026/BB-ĐHDCĐ-
TDP

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

Hung Yen, April 19, 2026

**MINUTES
ANNUAL GENERAL MEETING OF SHAREHOLDERS IN 2026
THUAN DUC JOINT STOCK COMPANY**

Today, at 9:00 a.m. on April 19, 2026 at the Hall of Thuan Duc Joint Stock Company, Bang Ngang Village, Luong Bang Commune, Hung Yen Province, Thuan Duc Joint Stock Company has organized the Annual General Meeting of Shareholders in 2026, specifically as follows:

I. OPENING OF THE MEETING

1. Participants in the General Meeting

- Mr. Nguyen Duc Cuong - Chairman of the Board of Directors of the Company;
- Members of the Board of Directors;
- Members of the Supervisory Board;
- Members of the Board of Management;
- Shareholders of the Company and Guests.

2. Legality and validity of the General Meeting

The General Meeting heard Mr. Bui Huy Hoang - Head of the Shareholder Eligibility Examination Board report on the results of the examination of shareholders' eligibility to attend the General Meeting of Shareholders as follows:

- Total shares of the Company: 88,222,250 shares.
- The total number of shareholders owning or authorized to attend is: 51 Shareholders, own and ownership represent: 85.270.668 shares, corresponding to 96,65% of the total number of voting shares.

The authorized representative of the shareholders attending the General Meeting has completed the procedures for attending the General Meeting in accordance with the Regulations of the General Meeting. Shareholders and authorized representatives of shareholders at the General Meeting are eligible to attend the General Meeting.

Pursuant to the Law on Enterprises No. 59/2020/QH14 dated 17/06/2020, Law No. 76/2025/QH15 dated 17/06/2025 amending and supplementing a number of articles of the Law on Enterprises and the Charter of organization and operation of Thuan Duc Joint Stock



Company, the 2026 Annual General Meeting of Shareholders of the Company has been legally eligible and valid.

II. PROGRAM AND CONTENTS AT THE CONGRESS

1. To approve the list of the Presidium, the Secretariat and the Vote Counting Committee

- The Chairman of the General Meeting is Mr. Nguyen Duc Cuong, Chairman of the Board of Directors of the Company.
- Mr. Nguyen Duc Cuong - Chairman of the General Meeting nominated the list of the Presidium.

The Shareholders unanimously 100% approved the list of The nominated Presidium as follows:

*** Presidium**

- | | | |
|-------------------------|---|---|
| 1. Mr. Nguyen Duc Cuong | : | Chairman of the Board of Directors -
Chairman of the General Meeting |
| 2. Mrs. Ngo Kim Dung | : | Member of the Board of Directors - Member |
| 3. Mr. Bui Quang Sy | : | Member of the Board of Directors - Member |
| 4. Mr. Tran Dang Duy | : | Member of the Board of Directors - Member |
| 5. Mr. Tran Van Thanh | : | Member of the Board of Directors – Member |

Mr. Nguyen Duc Cuong - Chairman of the General Meeting nominated the list of the Secretariat and the Vote Counting Committee.

The shareholders unanimously 100% approved the list of the Secretariat and Vote Counting Committee as follows:

*** The Secretariat of the General Meeting:**

- | | | |
|-------------------------|---|-------------------------|
| 1. Mrs. Nguyen Thi Thao | : | Head of the Secretariat |
| 2. Mrs. Nguyen Thi Hang | : | Members |

*** Vote counting committee:**

- | | | |
|------------------------------|---|-------------------------------------|
| 1. Mr. Bui Huy Hoang | : | Head of the Vote Counting Committee |
| 2. Mrs. Duong Thi Thu Hoai | : | Members |
| 3. Mrs. Nguyen Thi Thao | : | Members |
| 4. Mrs. Nguyen Thi Hong Ngoc | : | Members |
| 5. Ms. Vu Thi Ngoc | : | Members |

Voting form: Holding up the voting card at the General Meeting.

Total Votes:

- Agree : 100%
- Disagree : 0%
- No Comments : 0%

2. Approval of the General Meeting Program

The General Meeting listened to Mr. Tran Dang Duy read the program of the Annual General Meeting of Shareholders in 2026.

The Congress agreed on the content of the General Meeting's program.

Total Votes:

- Agree : 100%
- Disagree : 0%
- No Comments : 0%

3. Approval of the Working Regulations of the Congress

The General Meeting listened to Mr. Tran Dang Duy read the Working Regulations of the Annual General Meeting of Shareholders in 2026.

The General Meeting of Shareholders unanimously approved the Working Regulations at the General Meeting.

Total Votes:

- Agree : 100%
- Disagree : 0%
- No Comments : 0%

4. Approval the Reports and Proposals of the General Meeting

4.1. Mr. Tran Dang Duy - Member of the Board of Directors presented the Report of the Board of Directors on the performance of the year's tasks 2025 and objectives, tasks and plans for the year 2026. Mr. Nguyen Van Truong and Mr. Tran Van Thanh: 02 independent members of the Board of Directors presented a report on the operation of the Board of Directors in the year 2025.

4.2. Mr. Bui Quang Sy - General Director presented the Report of the Board of Directors on the annual production and business results 2025 and the production and business plan in 2026.

4.3. Mr. Bui Huy Hoang - Head of the Supervisory Board presented the Activity Report of the Supervisory Board in 2025 and the plan for 2026.

4.4 Mr. Tran Dang Duy was authorized by the Board of Directors to present to the General Meeting:

- + Report of the Board of Directors on the implementation of the Resolution of the Annual General Meeting of Shareholders in 2025;
- + Report of the Board of Directors on the Company's transaction contracts with related parties;
- + The report of the Board of Directors on the results of the public issuance of shares to existing shareholders;
- + Proposal No. 1 - Approving the audited financial statements in 2025;
- + Proposal No. 2 – Selection of an independent audit unit to audit the financial statements in 2026;
- + Proposal No. 3 - Profit distribution plan in 2025 and plan for 2026;
- + Proposal No. 4 - Remuneration payment to the Board of Directors and the Supervisory Board in 2025 and the Remuneration Payment Plan for the Board of Directors and the Supervisory Board in 2026;
- + Proposal No. 5 – Proposal to amend and supplement the Charter of organization and operation of Thuan Duc Joint Stock Company;
- + Proposal No. 6A - Proposal to cancel the plan to pay dividends in 2024 in cash;
- + Proposal No. 6 – Proposal on dividend payment plan in 2025 in shares;
- + Proposal No. 7 – Proposal approving the policy of continuing to issue bonds to the public;
- + Proposal No. 8 - Approval of the listing of bonds issued to the public of Thuan Duc Joint Stock Company;
- + Proposal No. 9 – Approving the dismissal and election of additional members of the Supervisory Board for the term 2025 – 2030;
- + List of candidates Self-nominate and nominated for members of the Supervisory Board for the term 2025 and 2030;
- + Regulations on the election of members of the Supervisory Board for the term 2025 – 2030.

III. DISCUSSION OF THE CONTENTS OF THE PRESENTATION OF THE GENERAL MEETING OF SHAREHOLDERS

The General Meeting discussed the contents in the reports and proposals to the General Meeting of Shareholders. The congress agreed on the contents of presentation and explanation at the Meeting and had no other opinions.

IV. VOTING RESULTS

Article 1: To approve The Report of the Board of Directors on the results of production and business activities in 2025 and the production and business plan in 2026.

The detailed content according to the Summary Report on production and business activities in 2025 and the Company's production and business plan in 2026 was sent to shareholders and shareholder representatives attending the General Meeting and read the full text at the General Meeting.

In particular, the Board of Directors has set out the consolidated production and business plan in 2026 as follows:

- Total expected revenue: 4,900 billion VND.
- Expected profit after tax: VND 96 billion
- Expected dividend rate: 5% - 8%

The General Meeting of Shareholders assigns the Board of Directors of the Company to implement business activities, adjust production and business plans to suit the actual operation situation of the Company. The expected dividend rate is based on the actual realized profit in 2026 and the company's charter capital at the time of implementation.

The General Meeting of Shareholders voted to approve the report with the following results:

Voting opinion	Number of shares	Voting % calculated on the number of voting shares at the General Meeting
Agree	85.270.668	100%
Disagree	0	0%
No Comments	0	0%

Article 2: To approve the Report on the operation of the Board of Directors in 2025 and the operation plan in 2026, the report of independent members of the Board of Directors on the operation of the Board of Directors in 2025.

According to the Report of the Board of Directors on activities in 2025 and the operation plan of the Board of Directors in 2026, the Report of independent members of the Board of Directors on the operation of the Board of Directors in 2025 was sent to shareholders and shareholder representatives attending the General Meeting and reading the full text at the General Meeting. The General Meeting of Shareholders voted to approve report with the following results:

Voting opinion	Number of shares	Voting % calculated on the number of voting shares at the General Meeting
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Agree	85.270.668	100%
Disagree	0	0%
No Comments	0	0%

Article 3: To approve the Report on the operation of the Supervisory Board in 2025 and the operation plan in 2026.

The detailed content according to the Supervisory Board's Activity Report in 2025 and the 2026 operation plan was sent to shareholders and shareholders' representatives attending the General Meeting and read the full text at the General Meeting.

The General Meeting of Shareholders voted to approve the report with the following results:

Voting opinion	Number of shares	Voting % calculated on the number of voting shares at the General Meeting
Agree	85.270.668	100%
Disagree	0	0%
No Comments	0	0%

Article 4: To approve the Report of the Board of Directors on the Company's Transaction Contracts with related parties.

The detailed content according to the Report of the Board of Directors has been sent to shareholders and shareholder representatives attending the General Meeting and read the full text at the General Meeting.

The General Meeting of Shareholders voted to approve the above content with the following results:

Voting opinion	Number of shares	Voting % calculated on the number of voting shares at the General Meeting
Agree	85.270.668	100%
Disagree	0	0%
No Comments	0	0%

Article 5: To approve the Report of the Board of Directors on the implementation of the Resolution of the Extraordinary General Meeting of Shareholders No. 2208/2025/NQ-BHDCD-TDP dated 22/08/2025.

The detailed content according to the Report of the Board of Directors has been sent to shareholders and shareholder representatives attending the General Meeting and read the full text at the General Meeting.

The General Meeting of Shareholders voted to approve the above content with the following results:

Voting opinion	Number of shares	Voting % calculated on the number of voting shares at the General Meeting
Agree	85.270.668	100%
Disagree	0	0%
No Comments	0	0%

Article 6: To approve the Report of the Board of Directors on the results of the public issuance of shares to existing shareholders.

The detailed content according to the Report of the Board of Directors has been sent to shareholders and shareholder representatives attending the General Meeting and read the full text at the General Meeting.

The General Meeting of Shareholders voted to approve the above content with the following results:

Voting opinion	Number of shares	Voting % calculated on the number of voting shares at the General Meeting
Agree	85.270.668	100%
Disagree	0	0%
No Comments	0	0%

Article 7: To approve the Separate Financial Statements and Consolidated Financial Statements of the Company for the year 2025 audited by Grant Thornton Vietnam Co., Ltd. according to the contents of Proposal No. 01/2026/TTr-ĐHĐCĐ-TDP dated 19/04/2026 of the Board of Directors of the Company attached.

The General Meeting of Shareholders voted to approve the report with the following results:

Voting opinion	Number of shares	Voting % calculated on the number of voting shares at the General Meeting
Agree	85.270.668	100%
Disagree	0	0%
No Comments	0	0%

Article 8: To approve the selection of an independent audit unit to audit and review the Financial Statements in 2026 according to the contents of Proposal No. 02/2026/TTr-ĐHĐCĐ-TDP dated 19/04/2026 of the Board of Directors of the Company attached:

The General Meeting of Shareholders voted to approve the above content with the following results:

Voting opinion	Number of shares	Voting % calculated on the number of voting shares at the General Meeting
Agree	85.270.668	100%
Disagree	0	0%
No Comments	0	0%

Article 9: To approve the profit distribution plan in 2025 and the plan for 2026 according to the attached Proposal No. 03/2025/TTr-DHDCD-TDP dated 19/04/2026 of the Board of Directors of the Company.

The General Meeting of Shareholders voted to approve the above content with the following results:

Voting opinion	Number of shares	Voting % calculated on the number of voting shares at the General Meeting
Agree	85.270.668	100%
Disagree	0	0%
No Comments	0	0%

Article 10: To approve the payment of remuneration of the Board of Directors and the Supervisory Board in 2025 and the plan to pay remuneration to the Board of Directors and the Supervisory Board in 2026 according to the contents of Proposal No. 04/2026/TTr-DHDCD-TDP dated 19/04/2026 of the Board of Directors of the Company attached

The General Meeting of Shareholders voted to approve the above content with the following results:

Voting opinion	Number of shares	Voting % calculated on the number of voting shares at the General Meeting
Agree	85.270.668	100%
Disagree	0	0%
No Comments	0	0%

Article 11: To approve the amendment and supplementation of the Company's Charter according to the contents of the Proposal No. 05/2026/TTr-DHDCD-TDP dated 19/04/2026 of the Board of Directors of the Company attached

The General Meeting of Shareholders voted to approve the above content with the following results:

Voting opinion	Number of shares	Voting % calculated on the number of voting shares at the General Meeting
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Agree	85.270.668	100%
Disagree	0	0%
No Comments	0	0%

Article 12: To approve the cancellation of the plan to pay dividends in 2024 by cash according to the attached Proposal No. 06A/2026/TTr-ĐHĐCĐ-TDP dated April 19, 2026 of the Board of Directors of the Company.

The General Meeting of Shareholders voted to approve the above content with the following results:

Voting opinion	Number of shares	Voting % calculated on the number of voting shares at the General Meeting
Agree	85.270.668	100%
Disagree	0	0%
No Comments	0	0%

Article 13: To approve the plan to issue shares to pay dividends in 2025 according to the contents of Proposal No. 06/2026/TTr-ĐHĐCĐ-TDP dated 19/04/2026 of the Board of Directors of the Company attached.

The General Meeting of Shareholders voted to approve the above content with the following results:

Voting opinion	Number of shares	Voting % calculated on the number of voting shares at the General Meeting
Agree	85.270.668	100%
Disagree	0	0%
No Comments	0	0%

Article 14: To approve the policy of issuing bonds to the public according to the attached Proposal No. 07/2026/TTr-ĐHĐCĐ-TDP dated 19/04/2026 of the Board of Directors of the Company.

The General Meeting of Shareholders voted to approve the above content with the following results:

Voting opinion	Number of shares	Voting % calculated on the number of voting shares at the General Meeting
Agree	85.270.668	100%
Disagree	0	0%
No Comments	0	0%

Article 15: To approve the listing of bonds issued to the public according to the contents of Proposal No. 08/2026/TTr-DHDCD-TDP dated 19/04/2026 of the Board of Directors of the Company attached

The General Meeting of Shareholders voted to approve the above content with the following results:

Voting opinion	Number of shares	Voting % calculated on the number of voting shares at the General Meeting
Agree	85.270.668	100%
Disagree	0	0%
No Comments	0	0%

Article 16: To approve the dismissal and election of additional members of the Supervisory Board for the term 2025 – 2030 according to the attached Proposal No. 09/2026/TTr-DHDCD-TDP dated 19/04/2026 of the Board of Directors of the Company

The results of the election of members of the Supervisory Board for the 2025–2030 term are as follows:

No.	Full name	Number of votes	Percentage of total attending shares (%)
1	Ms. Le Thi Hang	85.270.316	100,00

The members of the Company's Supervisory Board for the 2025–2030 term are as follows:

1. Mr. Bui Huy Hoang
2. Mrs. Do Thi Hong Tu
3. Mrs. Le Thi Hang

V. TO APPROVE OF MINUTES AND RESOLUTIONS OF THE GENERAL MEETING

Mrs. Nguyen Thi Thao - Head of the Secretariat presented the full text of the Minutes and Resolution of the Annual General Meeting of Shareholders in 2026.

Mr. Nguyen Duc Cuong - Chairman of the Board of Directors of the Company asked for the opinion of the General Meeting of Shareholders to approve the Minutes and Resolution of the Annual General Meeting of Shareholders in 2026.

The General Meeting of Shareholders voted to approve the contents approved at the meeting with the following results:

Voting opinion	Number of shares	Voting % calculated on the number of voting shares at the General Meeting
Agree	85.270.668	100%
Disagree	0	0%
No Comments	0	0%

The minutes recorded by the Secretary of the General Meeting are fully and truthfully, read back before the Annual General Meeting of Shareholders in 2026 and posted on the Company's website to inform all shareholders of the Company.

The 2026 Annual General Meeting of Shareholders of Thuan Duc Joint Stock Company ended at 12:00 on the same day.

**SECRETARIAT
HEAD**



NGUYEN THI THAO

**GENERAL MEETING OF
SHAREHOLDERS
CHAIRMAN OF THE MEETING**



NGUYEN DUC CUONG

Recipients:

- Shareholders (posted on the Company's website);
- SSC, Ho Chi Minh Stock Exchange, Stock Exchange Hanoi (report);
- Member of the Board of Directors, Board of Directors, Supervisory Board;
- Save the VP.



**REPORT TO THE ANNUAL GENERAL MEETING OF
SHAREHOLDERS IN 2026**

Re: Approval of the Audited Financial Statements for 2025

- Pursuant to the Law on Enterprises No. 59/2020/QH14 dated 17/06/2020, Law No. 76/2025/QH15 dated 17/06/2025 amending and supplementing a number of articles of the Law on Enterprises and guiding documents;*
- Pursuant to the Law on Securities No. 54/2019/QH14 dated 26/11/2019, Law No. 56/2024/QH15 dated 29/11/2024 amending and supplementing a number of articles of the Law on Securities, the Law on Accounting, the Law on Independent Audit, the Law on the State Budget, the Law on Management and Use of Public Assets, the Law on Tax Administration, the Law on Personal Income Tax, the Law on National Reserves, the Law on Handling of Administrative Violations and guiding documents;*
- Pursuant to the Charter of organization and operation of Thuan Duc Joint Stock Company;*
- The parent company's financial statements and the 2025 consolidated financial statements of Thuan Duc Joint Stock Company have been audited.*

The Board of Directors (BOD) respectfully submits to the 2026 Annual General Meeting of Shareholders (AGM) to approve the parent company's financial statements and the 2025 audited consolidated financial statements of Thuan Duc Joint Stock Company as follows:

- The parent company's financial statements and 2025 consolidated financial statements are audited by Grant Thornton (Vietnam) Co., Ltd.
- The 2025 financial statements of the parent company and the consolidated company have been audited by Grant Thornton (Vietnam) Co., Ltd. in accordance with the prescribed standards, inspected by the Company's Supervisory Board and published by the Board of Directors on the Company's website (<http://thuanducjsc.vn/quan-he-co-dong>) including:
 - + Report of the Board of Directors;
 - + Independent audit report;
 - + Balance sheet as of 31/12/2025;
 - + Report on business results in 2025;



- + Report on cash flows in 2025;
- + Explanation of Financial Statements.

The Board of Directors respectfully submits to the General Meeting of Shareholders for consideration and vote for approval. *hac*

Sincerely./.

Recipients:

- Shareholders (posted on the Company's website);
- SSC, Ho Chi Minh City Stock Exchange. Ho Chi Minh City, the Stock Exchange Hanoi (report);
- Member of the Board of Directors, Board of Directors, Supervisory Board;
- Save the VP.

**BOARD
CHAIRMAN OF THE BOARD OF
DIRECTORS** *hac*



NGUYEN DUC CUONG



**REPORT TO THE ANNUAL GENERAL MEETING OF SHAREHOLDERS
IN 2026**

Re: Selection of an independent auditor to audit the financial statements in 2026

- Pursuant to the Law on Enterprises No. 59/2020/QH14 dated 17/06/2020, Law No. 76/2025/QH15 dated 17/06/2025 amending and supplementing a number of articles of the Law on Enterprises and guiding documents;*
- Pursuant to the Law on Securities No. 54/2019/QH14 dated 26/11/2019, Law No. 56/2024/QH15 dated 29/11/2024 amending and supplementing a number of articles of the Law on Securities, the Law on Accounting, the Law on Independent Audit, the Law on the State Budget, the Law on Management and Use of Public Assets, the Law on Tax Administration, the Law on Personal Income Tax, the Law on National Reserves, the Law on Handling of Administrative Violations and guiding documents;*
- Pursuant to the Charter of organization and operation of Thuan Duc Joint Stock Company.*

The Board of Directors respectfully submits to the General Meeting of Shareholders for approval of auditing companies to audit and review the Financial Statements in 2026 of Thuan Duc Joint Stock Company as follows:

- Ernst & Young Vietnam Co., Ltd.;
- Deloitte Vietnam Co., Ltd.;
- Grant Thornton Vietnam Co., Ltd.;
- BDO Auditing Co., Ltd.;
- Nhan Tam Viet Auditing Co., Ltd.;
- International Auditing and Valuation Company Limited (IAV).

We would like to request the General Meeting of Shareholders to approve the authorization of the Board of Directors to select a specific auditing firm according to the above list.

In case it is not possible to negotiate with the auditing firms on the above list on the implementation time and implementation fees, the General Meeting of Shareholders shall authorize the Board of Directors of the Company to select another independent audit unit named in the list of audited financial statements in 2026 of the State Securities Commission for implementation currently auditing the Financial Statements in 2026 of Thuan Duc Joint Stock Company.



The Board of Directors respectfully submits to the General Meeting of Shareholders for consideration and vote for approval. *[Signature]*

Sincerely./.

Recipients:

- Shareholders (posted on the Company's website);
- SSC, Ho Chi Minh City Stock Exchange, Ho Chi Minh City, the Stock Exchange Hanoi (report);
- Member of the Board of Directors, Board of Directors, Supervisory Board;
- Save the VP.

**BOARD
CHAIRMAN OF THE BOARD OF
DIRECTORS** *[Signature]*



NGUYEN DUC CUONG



**REPORT TO THE ANNUAL GENERAL MEETING OF SHAREHOLDERS
IN 2026**

Re: Profit distribution plan in 2025 and plan for 2026

- Pursuant to the Law on Enterprises No. 59/2020/QH14 dated 17/06/2020, Law No. 76/2025/QH15 dated 17/06/2025 amending and supplementing a number of articles of the Law on Enterprises and guiding documents;
- Pursuant to the Law on Securities No. 54/2019/QH14 dated 26/11/2019, Law No. 56/2024/QH15 dated 29/11/2024 amending and supplementing a number of articles of the Law on Securities, the Law on Accounting, the Law on Independent Audit, the Law on the State Budget, the Law on Management and Use of Public Assets, the Law on Tax Administration, the Law on Personal Income Tax, the Law on National Reserves, the Law on Handling of Administrative Violations and guiding documents;
- Pursuant to the Charter of organization and operation of Thuan Duc Joint Stock Company;
- The parent company and consolidated financial statements for 2025 of Thuan Duc Joint Stock Company have been audited.

The Board of Directors (BOD) respectfully submits to the Annual General Meeting of Shareholders (AGM) in 2026 to approve the Profit Distribution Plan and Setting Up Funds in 2025 and the Production and Business Plan in 2026 of Thuan Duc Joint Stock Company as follows:

1. Profit distribution plan in 2025

STT	Criteria	Amount (VND)
1	Consolidated profit after tax in 2025	96,568,942,764
2	Setting up funds	-
3	Profit after tax after setting up funds in 2025	96,568,942,764
4	Profits in previous years have not been fully distributed	100,806,052,132
5	Undistributed Profit (= 4+5)	197,374,994,896
6.	Dividends paid in shares, at the rate of 10%	93,699,574,000
7.	Residual Profit (=6-7)	103,675,420,896

The General Meeting of Shareholders authorizes the Board of Directors to choose the time to finalize the list of shareholders to pay dividends in shares in 2025 to ensure

compliance with the provisions of law, the Company's Charter and the interests of shareholders.

2. Production and business plan in 2026:

Based on the situation of production and business activities in 2025 and the market situation, the Board of Directors respectfully submits to the General Meeting of Shareholders for approval the 2026 production and business activity plan of the Board of Directors. In particular, the Board of Directors has set the consolidated business plan for 2026 as follows:

- Estimated total revenue: 4.900 billion VND
- Estimated profit after tax: VND 96 billion
- Estimated dividend payout ratio: 5% - 8%

The General Meeting of Shareholders authorizes and assigns the Board of Directors of the Company to implement production and business activities, adjust the production and business plan to suit the market situation and the Company's operations.

The Board of Directors respectfully submits to the General Meeting of Shareholders for consideration and vote for approval. *Done*

Sincerely /,

Recipients:

- Shareholders (posted on the Company's website);
- SSC, Ho Chi Minh City Stock Exchange, Ho Chi Minh City, the Stock Exchange Hanoi (report);
- Member of the Board of Directors, Board of Directors, Supervisory Board;
- Save the VP.

BOARD
CHAIRMAN OF THE BOARD
OF DIRECTORS



NGUYEN DUC CUONG

**REPORT TO THE ANNUAL GENERAL MEETING OF SHAREHOLDERS
IN 2026**

**Re: Remuneration payment to the Board of Directors and the Supervisory Board in 2025
and the Remuneration Plan for the Board of Directors and the Supervisory Board in 2026**

–Pursuant to the Law on Enterprises No. 59/2020/QH14 dated 17/06/2020, Law No. 76/2025/QH15 dated 17/06/2025 amending and supplementing a number of articles of the Law on Enterprises and guiding documents;

–Pursuant to the Law on Securities No. 54/2019/QH14 dated 26/11/2019, Law No. 56/2024/QH15 dated 29/11/2024 amending and supplementing a number of articles of the Law on Securities, the Law on Accounting, the Law on Independent Audit, the Law on the State Budget, the Law on Management and Use of Public Assets, the Law on Tax Administration, the Law on Personal Income Tax, the Law on National Reserves, the Law on Handling of Administrative Violations and guiding documents;

–The parent company and consolidated financial statements for 2025 of Thuan Duc Joint Stock Company have been audited.

The Board of Directors (BOD) respectfully submits to the Annual General Meeting of Shareholders (AGM) in 2026 to consider and approve the remuneration of the Board of Directors, Supervisory Board of the Company in 2025 and the Remuneration Plan for the Board of Directors and Supervisory Board of the Company in 2026 as follows:

TT	Title	SL 2025	Remuneration in 2025	SL 2026	2026 Remuneration Plan
1	Chairman of the Board of Directors	01	20 million VND/month	01	20 million VND/month
2	Member of the Board of Directors	06	15 million VND/month	06	15 million VND/month
3	Head of the Supervisory Board	01	10 million VND/month	01	10 million VND/month
4	Member of the Supervisory Board	02	05 million VND/month	02	05 million VND/month

The total remuneration of the Board of Directors and Supervisory Board in 2025 is: 1,500,000,000 VND (One billion five hundred million VND).

The plan to pay remuneration to the Board of Directors and Supervisory Board in 2026 is expected to be a maximum of VND 1,500,000,000 (One billion five hundred million VND).

The Board of Directors respectfully submits to the General Meeting of Shareholders for consideration and vote for approval. *Grace*
Sincerely./.

Recipients:

- Shareholders (posted on the Company's website);
- SSC, Ho Chi Minh City Stock Exchange. Ho Chi Minh City, the Stock Exchange Hanoi (report);
- Member of the Board of Directors, Board of Directors, Supervisory Board;
- Save the VP.

BOARD
CHAIRMAN OF THE BOARD OF
DIRECTORS *AB*



NGUYEN DUC CUONG



**THUAN DUC
JOINT STOCK COMPANY**

No: 05/2026/TTr-ĐHĐCĐ-TDP

SOCIALIST REPUBLIC OF VIETNAM

Independence – Freedom – Happiness

Hung Yen, April 19, 2026

**SUBMISSION TO THE ANNUAL GENERAL
MEETING OF SHAREHOLDERS 2026**

Re: Amendment and Supplement to the Charter of Thuan Duc Joint Stock Company

- Pursuant to the Law on Enterprises No. 59/2020/QH14 passed by the National Assembly of the Socialist Republic of Vietnam on June 17, 2020; the Law Amending and Supplementing a Number of Articles of the Law on Enterprises No. 76/2025/QH15 passed by the National Assembly of the Socialist Republic of Vietnam on June 17, 2025, and the guiding documents for implementation;
- Pursuant to the Law on Securities No. 54/2019/QH14 passed by the National Assembly of the Socialist Republic of Vietnam on November 26, 2019; the Law Amending and Supplementing a Number of Articles of the Law on Securities, the Law on Accounting, the Law on Independent Audit, the Law on State Budget, the Law on Management and Use of Public Assets, the Law on Tax Administration, the Law on Personal Income Tax, the Law on National Reserves, and the Law on Handling of Administrative Violations No. 56/2024/QH15 passed by the National Assembly of the Socialist Republic of Vietnam on November 29, 2024, and the guiding documents for implementation;
- Pursuant to the Charter of Organization and Operation of Thuan Duc Joint Stock Company.

The Board of Directors of Thuan Duc Joint Stock Company respectfully submits to the 2026 Annual General Meeting of Shareholders for approval the amendment and supplementation of certain provisions of the Charter of Thuan Duc Joint Stock Company, with the details as follows:

1. The registered head office address of the Company as stipulated in Clause 3, Article 2 of the Company's Charter:

Content before amendment	Content after amendment	Reason for amendment
3. Head office address: Bang Ngang Hamlet, Luong Bang Town, Kim Dong District, Hung Yen Province	3. Head office address: Bang Ngang Hamlet, Luong Bang Commune, Hung Yen Province, Vietnam	Update of address due to changes in administrative boundaries

2. Information on the permanent residence and current place of residence of the legal representative as stipulated in Article 3 of the Company's Charter:

Content before amendment	Content after amendment	Reason for amendment
<ul style="list-style-type: none"> - Permanent residence (registered domicile): NQ 02.10 Vinhomes Riverside 2, Viet Hung Ward, Long Bien District, Hanoi, Vietnam. - Current place of residence: NQ 02.10 Vinhomes Riverside 2, Viet Hung Ward, Long Bien District, Hanoi, Vietnam. 	<ul style="list-style-type: none"> - Permanent residence (registered domicile): NQ 02-10 Vinhomes Riverside, Phuc Loi Ward, Hanoi, Vietnam. - Current place of residence: NQ 02-10 Vinhomes Riverside, Phuc Loi Ward, Hanoi, Vietnam. 	Update of address due to changes in administrative boundaries

3. Information on the Company's business lines as stipulated in Clause 1, Article 4 of the Company's Charter:

Content before amendment	Content after amendment	Reason for amendment
<p>4669</p> <p>Wholesale of other specialized products not elsewhere classified</p> <p>Details: Wholesale of plastic raw materials and various types of woven packaging</p>	<p>4679</p> <p>Wholesale of other specialized products not elsewhere classified</p> <p>Details: Wholesale of plastic raw materials and various types of woven packaging</p>	Update of business line code in accordance with Decision No. 36/2025/QĐ-TTg dated September 29, 2025 of the Prime Minister promulgating the Vietnam Standard Industrial Classification

4. Information on the Company's charter capital and shares as stipulated in Clause 1, Article 6 of the Company's Charter:

Content before amendment	Content after amendment	Reason for amendment
<p>1.The charter capital of the Company is VND 882,222,500,000 (Eight hundred eighty-two billion two hundred</p>	<p>1.The charter capital of the Company is VND 936,995,740,000 (Nine hundred thirty-six billion</p>	Increase in charter capital through issuance of shares to existing

<p>twenty-two million five hundred thousand Vietnamese Dong).</p> <p>The total charter capital of the Company is divided into 88,222,250 shares with a par value of VND 10,000 per share.</p>	<p>nine hundred ninety-five million seven hundred forty thousand Vietnamese Dong).</p> <p>The total charter capital of the Company is divided into 93,699,574 shares with a par value of VND 10,000 per share.</p>	<p>shareholders by way of a rights offering.</p>
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The Board of Directors respectfully submits to the General Meeting of Shareholders for consideration and approval.

Respectfully submitted./ *[Signature]*

Recipients:

- Shareholders (published on the Company's website);
- The State Securities Commission of Vietnam, Ho Chi Minh City Stock Exchange, Hanoi Stock Exchange (for reporting);
- Members of the Board of Directors, Board of Management, and Board of Supervisors;
- Filed at the Office.

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



NGUYEN DUC CUONG

**REPORT TO THE ANNUAL GENERAL MEETING OF SHAREHOLDERS
IN 2026**

Re: Cancellation of the plan to pay dividends in 2024 in cash

- Pursuant to the Law on Enterprises No. 59/2020/QH14 dated 17/06/2020, Law No. 76/2025/QH15 dated 17/06/2025 amending and supplementing a number of articles of the Law on Enterprises and guiding documents;
- Pursuant to the Law on Securities No. 54/2019/QH14 dated 26/11/2019, Law No. 56/2024/QH15 dated 29/11/2024 amending and supplementing a number of articles of the Law on Securities, the Law on Accounting, the Law on Independent Audit, the Law on the State Budget, the Law on Management and Use of Public Assets, the Law on Tax Administration, the Law on Personal Income Tax, the Law on National Reserves, the Law on Handling of Administrative Violations and guiding documents;
- Charter of organization and operation of Thuan Duc Joint Stock Company;
- Based on the production situation and business plan of Thuan Duc Joint Stock Company.

The Board of Directors of Thuan Duc Joint Stock Company respectfully submits to the General Meeting of Shareholders for consideration and approval the cancellation of the plan to pay dividends in 2024 in cash with the following contents:

1. Bases

- At the Resolution of the Annual General Meeting of Shareholders (AGM) No. 1304/2025/NQ-ĐHĐCĐ-TDP dated 13/04/2025, the General Meeting of Shareholders approved the plan to pay dividends in 2024 in cash at the rate of 5% according to the Report No. 06/2025/TTr-ĐHĐCĐ-TDP dated 13/04/2025;
- On October 13, 2025, the Board of Directors issued Resolution No. 1310/2025/NQ-HDQT-TDP on the extension of cash dividend payment in 2024 to focus capital on the Company's key investment plans in the period of 2025 – 2026.

2. Board Evaluation

- The company has plans to contribute capital to member companies in the Thuan Duc system with a total expected investment of up to VND 230 billion, detailed according to



the Resolution of the Board of Directors No. 1002/2025/NQ-HDQT-TDP dated February 10, 2025;

- Implementing the investment plan for procurement, repair and upgrading of machinery and equipment in 2025 with a total expected investment of VND 294 billion, detailed according to the content of Report No. 02/2025/TTr-TGD-TDP dated January 23, 2025 and Report No. 03/2025/TTr-TGD-TDP dated February 7, 2025 of the General Director of the Company.
- At the same time, to ensure cash flow for production and business activities, procurement of raw materials and regular operating costs of the Company.

From the above factors, the Board of Directors has decided to extend the time to pay cash dividends in 2024.

3. Contents to be submitted to the General Meeting of Shareholders

On the basis of the need to use capital for investment, production and business plans and to ensure cash flow balance, the Company plans to retain profit after tax to serve production and business activities and pay dividends for 2025.

The Board of Directors respectfully submits to the General Meeting of Shareholders for consideration and vote to approve the cancellation of the plan to pay dividends in 2024 in cash at the rate of 5%. 1/300

Sincerely./.

Recipients:

- Shareholders (posted on the Company's website);
- SSC, Ho Chi Minh City Stock Exchange. Ho Chi Minh City (report);
- Member of the Board of Directors, Board of Directors, Supervisory Board;
- Save the VP.

BOARD
CHAIRMAN OF THE BOARD OF
DIRECTORS



NGUYEN DUC CUONG

**REPORT TO THE ANNUAL GENERAL MEETING OF SHAREHOLDERS
IN 2026**

Re: Dividend-paying stock issuance plan in 2025

- Pursuant to the Law on Enterprises No. 59/2020/QH14 dated 17/06/2020, Law No. 76/2025/QH15 dated 17/06/2025 amending and supplementing a number of articles of the Law on Enterprises and guiding documents;*
- Pursuant to the Law on Securities No. 54/2019/QH14 dated 26/11/2019, Law No. 56/2024/QH15 dated 29/11/2024 amending and supplementing a number of articles of the Law on Securities, the Law on Accounting, the Law on Independent Audit, the Law on the State Budget, the Law on Management and Use of Public Assets, the Law on Tax Administration, the Law on Personal Income Tax, the Law on National Reserves, the Law on Handling of Administrative Violations and guiding documents;*
- Pursuant to the Charter of organization and operation of Thuan Duc Joint Stock Company;*
- The parent company and consolidated financial statements for 2025 of Thuan Duc Joint Stock Company have been audited.*

The Board of Directors of Thuan Duc Joint Stock Company respectfully submits to the General Meeting of Shareholders (AGM) to consider and approve the plan to issue shares to pay dividends in 2025 with the following contents:

I. Dividend-paying stock issuance plan

1. Issuer: Thuan Duc Joint Stock Company.
2. Stock name: Shares of Thuan Duc Joint Stock Company.
3. Stock Code: TDP
4. Type of shares issued: Ordinary shares, no transfer restrictions.
5. Par value of shares: 10,000 VND/share.
6. Number of shares outstanding: 93,699,574 shares.
7. Treasury shares: 0 shares.
8. Issuance ratio (number of shares expected to be issued/number of ordinary shares outstanding at the time of making this Report): 10% of the total number of outstanding shares.
9. Number of shares expected to be issued: 9,369,957 shares.
10. Total expected issuance value (at par value): 93,699,570,000 VND.
11. Capital source for issuance: Undistributed after-tax profit according to the 2025 Financial Statements.



12. Issuer: Existing shareholders on the closing date of the list of shareholders exercising the right to receive dividends in 2025 in shares.
13. Issuance method: Issued to existing shareholders by the method of exercising rights, treasury shares are not allocated rights.
14. The right to receive dividends in shares is not transferable.
15. Purpose of issuance: Dividend payment in 2025.
16. Handling of odd shares arising from rounding: The number of issued shares will be rounded to the unit row, the number of odd shares (decimals) arising will be canceled.

Example: Shareholder Nguyen Van A owns 115 shares as of the record date. With an entitlement ratio of 100:10, the number of new shares allocated to Shareholder A will be: $(115 \times 0.1) / 1 = 11.5$ shares. Accordingly, Shareholder A will receive 11 new shares, and the fractional 0.5 share will be cancelled.

17. Expected issuance time: In 2026, after being approved by the State Securities Commission.
18. Distribution method: Shares are distributed directly to existing shareholders named in the list of shareholders on the last date of registration to exercise the right to receive dividends in 2025.

II. Registration of depository and trading of additional shares

All shares issued to pay dividends to existing shareholders shall be additionally registered at the Vietnam Securities Depository and Clearing Corporation and registered for additional trading on the Ho Chi Minh City Stock Exchange in accordance with the provisions of current law.

III. The General Meeting of Shareholders authorizes the Board of Directors

- Choose the appropriate time to issue shares to pay dividends in 2025 to ensure compliance with the provisions of law, the Company's Charter and the interests of shareholders;
- Carry out procedures for issuance of shares after obtaining the approval of the State Securities Commission and report the issuance results to the State Securities Commission;
- Amending the provisions on the charter capital in the Company's Charter in accordance with the additional charter capital after the end of the issuance and all other matters related to the issuance of shares;
- Implement necessary procedures for depository registration and registration of trading of issued stocks at the Vietnam Securities Depository and Clearing Corporation and the Ho Chi Minh City Stock Exchange in accordance with law;
- Carry out the procedures prescribed by law to adjust the Enterprise Registration Certificate at the Department of Finance according to the results of the issuance.
- The decision to adjust the issuance plan (including profit sources, issuance rate and related contents) within the scope does not change the nature of the plan approved by



the General Meeting of Shareholders, in order to meet the requirements of state management agencies.

- Carry out the necessary legal procedures in accordance with the law and handle related arising issues to complete the issuance of shares to pay dividends.

IV. Approving the amendment and supplementation of the Company's Charter

- The General Meeting of Shareholders approves the amendment to Clause 1, Article 6 of the current Charter in accordance with the adjustment of charter capital and shares. Other provisions of the Charter remain unchanged and remain in force.
- Assign the Chairman of the Board of Directors to complete, sign and promulgate the new Charter of Thuan Duc Joint Stock Company after updating the changes in accordance with the law.
- The new Charter will be posted on the website of Thuan Duc Joint Stock Company at the link <https://thuanducjsc.vn/> Shareholder Relations/Charter

The above is the content of the 2025 dividend-paying stock issuance plan of Thuan Duc Joint Stock Company, the Board of Directors respectfully submits to the General Meeting of Shareholders for consideration and vote for approval. *Bene*

Sincerely./.

Recipients:

- Shareholders (posted on the Company's website);
- SSC, Ho Chi Minh City Stock Exchange, Ho Chi Minh City (report);
- Member of the Board of Directors, Board of Directors, Supervisory Board;
- Save the VP.

**BOARD
CHAIRMAN OF THE BOARD OF
DIRECTORS**



NGUYEN DUC CUONG

No. 07/2026/TTr-ĐHĐCĐ-TDP

Hung Yen, April 19, 2026

**REPORT TO THE ANNUAL GENERAL MEETING OF SHAREHOLDERS
IN 2026**

Re: Continue to issue bonds to the public

- Pursuant to the Law on Enterprises No. 59/2020/QH14 dated 17/06/2020, Law No. 76/2025/QH15 dated 17/06/2025 amending and supplementing a number of articles of the Law on Enterprises and guiding documents;
- Pursuant to the Law on Securities No. 54/2019/QH14 dated 26/11/2019, Law No. 56/2024/QH15 dated 29/11/2024 amending and supplementing a number of articles of the Law on Securities, the Law on Accounting, the Law on Independent Audit, the Law on the State Budget, the Law on Management and Use of Public Assets, the Law on Tax Administration, the Law on Personal Income Tax, the Law on National Reserves, the Law on Handling of Administrative Violations and guiding documents;
- Pursuant to Resolution No. 2208/2025/NQ-ĐHĐCĐ-TDP of the Extraordinary General Meeting of Shareholders in 2025 dated 22/08/2025;
- Pursuant to the Charter of organization and operation of Thuan Duc Joint Stock Company;
- Based on the situation of production and business activities and capital needs of the Company.

The Board of Directors (BOD) of Thuan Duc Joint Stock Company reports and respectfully submits to the General Meeting of Shareholders the following contents:

I. Report on the implementation of Resolution No. 2208/2025/NQ-ĐHĐCĐ-TDP dated 22/08/2025 of the Extraordinary General Meeting of Shareholders in 2025, detailed according to the contents of Report No. 02/2025/TTr-ĐHĐCĐ-TDP dated 28/07/2025 on the plan to issue bonds to the public.

The Extraordinary General Meeting of Shareholders of the Company has approved the policy of issuing bonds to the public, with the number of bonds expected to be offered for sale up to 3,500,000 bonds, equivalent to a maximum of VND 350,000,000,000 of bond par value.

- On 23/10/2025, the Company submitted the Application for registration of public offering of bonds No. 2310/2025/DKCB-TDP to the Offering Management Board of the State Securities Commission.



- On 24/11/2025, the Offering Management Board of the State Securities Commission issued Official Letter No. 7888/UBCK-QLCB on the addition of the dossier of registration for public offering of bonds of Thuan Duc Joint Stock Company.

- On 14/01/2026, the Company issued an Official Letter explaining and submitting additional documents to the Offering Management Board of the State Securities Commission. However, because the Company has not fully supplemented the dossier within 60 days from the receipt of the Official Letter requesting supplementation of the dossier, on 02/02/2026, the State Securities Commission issued Official Letter No. 1091/UBCK-QLCB on the suspension of consideration of the Offering Registration Dossier No. 2310/2025/DKCB-TDP.

- Since receiving the Official Letter No. 1091/UBCK-QLCB of the State Securities Commission, the Company is still continuing to implement the necessary work to complete the bond issuance plan and the necessary procedures to apply for the Certificate of registration for public offering of bonds.

II. The Board of Directors respectfully submits to the Annual General Meeting of Shareholders in 2026 to consider and approve the continued implementation of the Plan for issuance of bonds to the public approved in Resolution No. 2208/2025/NQ-BHĐCD-TDP dated 22/08/2025, detailed according to the contents of the Report No. 02/2025/TTr-BHĐCD-TDP dated 28/07/2025.

III. Through authorization

The General Meeting of Shareholders authorizes the Board of Directors to decide on all issues related to the bond issuance, including but not limited to the following tasks:

1. The General Meeting of Shareholders authorizes the Board of Directors of the Company to decide in detail, amend and supplement the contents of the Issuance Plan and the Terms and Conditions of the Bonds including but not limited to: the number of issuances, the volume, time and plan to use the capital of each offering, plan on use of capital, issuer, date of issuance, term, interest rate of bonds, method and source of payment of principal and interest of bonds, collateral of bonds; and/or other issues related to bond issuances (if any) on the principle of ensuring the absolute interests of Shareholders and Issuers.
2. Proactively develop and explain dossiers to competent agencies. At the same time, it is allowed to actively adjust relevant issuance plans and documents at the request of the authorities and comply with the law.
3. Approve the terms and conditions of bonds and decide on the actual number of bonds issued, approve all relevant dossiers and documents, proactively promulgate relevant resolutions in service of the bond issuance in accordance with current laws.
4. Decide on the selection of organizations related to the issuance, issuance agents, and issuance consultants and the appropriate time of issuance to ensure the maximum interests of shareholders and issuers.

5. Formulate and approve a detailed plan on the use of capital raised from the issuance in accordance with the terms and conditions of the Bonds and the plan for repayment of principal and interest of the Bonds.
6. Other related jobs.

The Board of Directors respectfully submits to the General Meeting of Shareholders for consideration and approval. *VL*

Recipients:

- Shareholders (posted on the Company's website);
- SSC, Ho Chi Minh City Stock Exchange, Ho Chi Minh City, the Stock Exchange Hanoi (report);
- Member of the Board of Directors, Board of Directors, Supervisory Board;
- Save the VP.

**BOARD
CHAIRMAN OF THE BOARD OF
DIRECTORS** *VL*



NGUYEN DUC CUONG



No. 08/2026/TTr-ĐHĐCĐ-TDP

Hung Yen, April 19, 2026

**REPORT TO THE ANNUAL GENERAL MEETING OF
SHAREHOLDERS IN 2026**

Re: Listing of bonds issued to the public of Thuan Duc Joint Stock Company

- Pursuant to the Law on Enterprises No. 59/2020/QH14 dated 17/06/2020, Law No. 76/2025/QH15 dated 17/06/2025 amending and supplementing a number of articles of the Law on Enterprises and guiding documents;
- Pursuant to the Law on Securities No. 54/2019/QH14 dated 26/11/2019, Law No. 56/2024/QH15 dated 29/11/2024 amending and supplementing a number of articles of the Law on Securities, the Law on Accounting, the Law on Independent Audit, the Law on the State Budget, the Law on Management and Use of Public Assets, the Law on Tax Administration, the Law on Personal Income Tax, the Law on National Reserves, the Law on Handling of Administrative Violations and guiding documents;
- Pursuant to the Charter of organization and operation of Thuan Duc Joint Stock Company;
- Based on the needs and actual situation of Thuan Duc Joint Stock Company.

The Board of Directors (BOD) of Thuan Duc Joint Stock Company respectfully submits to the General Meeting of Shareholders for consideration and approval the listing of bonds issued to the public with the following contents:

- Approve the registration of bonds at the Vietnam Securities Depository and Clearing Corporation (VSDC) and the registration of bond listing at the Stock Exchange in accordance with current legal regulations for all bonds issued by Thuan Duc Joint Stock Company to the public during the period from the date of completion of the General Meeting of Shareholders the annual general meeting of shareholders in 2026 to the date of completion of the organization of the Annual General Meeting of Shareholders in 2027; and
- Assign the Board of Directors and allow the Board of Directors to authorize the Chairman of the Board of Directors or the General Director, based on the specific situation, to decide and be responsible for organizing the implementation of necessary tasks and procedures to successfully carry out the registration and listing of bonds at VSDC and the Stock Exchange.



The Board of Directors respectfully submits to the General Meeting of Shareholders for consideration and approval. *[Signature]*

Sincerely, /.

Recipients:

- Shareholders (posted on the Company's website);
- SSC, HOSE, HNX (report);
- Member of the Board of Directors, Board of Directors, Supervisory Board;
- Save the VP.

BOARD
CHAIRMAN OF THE BOARD OF
DIRECTORS *[Signature]*



NGUYEN DUC CUONG



No. 09/2026/TTr-ĐHĐCĐ-TDP

Hung Yen, April 19, 2026

**REPORT TO THE ANNUAL GENERAL MEETING OF
SHAREHOLDERS IN 2026**

**Re: Approving the dismissal and election of additional members of the Supervisory
Board for the term 2025 – 2030**

- Pursuant to the Law on Enterprises No. 59/2020/QH14 dated 17/06/2020, Law No. 76/2025/QH15 dated 17/06/2025 amending and supplementing a number of articles of the Law on Enterprises and guiding documents;
- Pursuant to the Law on Securities No. 54/2019/QH14 dated 26/11/2019, Law No. 56/2024/QH15 dated 29/11/2024 amending and supplementing a number of articles of the Law on Securities, the Law on Accounting, the Law on Independent Audit, the Law on the State Budget, the Law on Management and Use of Public Assets, the Law on Tax Administration, the Law on Personal Income Tax, the Law on National Reserves, the Law on Handling of Administrative Violations and guiding documents;
- Pursuant to the Charter of organization and operation of Thuan Duc Joint Stock Company.



The Board of Directors of Thuan Duc Joint Stock Company respectfully submits to the General Meeting of Shareholders for approval the election of additional members of the Supervisory Board for the term 2025 – 2030 with the following contents:

1. Approve the dismissal of members of the Supervisory Board of the Company

The company received the resignation letter from Mrs. Duong Thi Thu Hoai as a member of the Supervisory Board on 08/04/2026.

According to the provisions of the Law on Enterprises, the Company's Charter of Organization and Operation, the General Meeting of Shareholders approved the dismissal of Mrs. Duong Thi Thu Hoai as a member of the Supervisory Board.

2. Approving the election of additional members of the Company's Supervisory Board for the term 2025 – 2030

- The structure of members of the Supervisory Board of the Company is: 03 members;
- Term of office of members of the Supervisory Board: From 2025 – 2030;

- In order to ensure a sufficient number of members of the Supervisory Board, according to the provisions of the Charter of organization and operation of Thuan Duc Joint Stock Company, the Board of Directors respectfully submits to the Annual General Meeting of Shareholders in 2026 for approval the number of additional members of the Supervisory Board is: 01 person.

*** Candidates for additional election to the Supervisory Board:**

The list of qualified candidates recommended by the shareholders/Board of Directors to elect additional members of the Supervisory Board is as follows:

TT	Full name	Date of birth	Address	Qualifications	Position and place of work
1	Ms. Le Thi Hang	05/01/1990	Lane 400 Nguyen Binh - Luong Bang - Hung Yen	Bachelor of Business Administration	Sales control specialist of Thuan Duc Joint Stock Company

The Board of Directors respectfully submits to the General Meeting of Shareholders for consideration and vote for approval.

Sincerely./.

Recipients:

- Shareholders (posted on the Company's website);
- SSC, Ho Chi Minh City Stock Exchange, Ho Chi Minh City, the Stock Exchange Hanoi (report);
- Member of the Board of Directors, Board of Directors, Supervisory Board;
- Save the VP.

**BOARD
CHAIRMAN OF THE BOARD OF
DIRECTORS**



NGUYEN DUC CUONG

REPORT OF THE ANNUAL GENERAL MEETING OF SHAREHOLDERS IN 2026

Re: Transaction contracts of Thuan Duc Joint Stock Company with related parties

- Pursuant to the Law on Enterprises No. 59/2020/QH14 approved by the National Assembly of the Socialist Republic of Vietnam on June 17, 2020 and its guiding documents;
- Pursuant to the Law on Securities No. 54/2019/QH14 approved by the National Assembly of the Socialist Republic of Vietnam on November 26, 2019 and its guiding documents;
- Pursuant to the Charter of organization and operation of Thuan Duc Joint Stock Company.

The Board of Directors of Thuan Duc Joint Stock Company reports to the General Meeting of Shareholders on transaction contracts with related parties in the year, the contents are as follows:

Purchasing goods and services:

- Principle Contract No. 04012025/TD-TDHY/2025 signed on 04/01/2025 between Thuan Duc Joint Stock Company and Thuan Duc Hung Yen Co., Ltd. The purpose of purchase is that Thuan Duc Hung Yen Co., Ltd. produces bags, pieces, supplies, and values according to each order.
- Principle Contract No. 01-2020/HDTN/TDHY-TĐ signed on 25/03/2020 and Appendix 06 TDHY-TD signed on 24/03/2025 between Thuan Duc Joint Stock Company and Thuan Duc Hung Yen Co., Ltd. Purpose of renting an office.
- Principle Contract No. 02012025/HDNT/TD-CO/2025 signed on January 2, 2025 between Thuan Duc Joint Stock Company and Thuan Duc ECO Joint Stock Company. The purpose of purchase is Thuan Duc ECO Joint Stock Company producing and trading non-woven fabrics, supplies, etc., the value of each order.
- Contracts No. 20252604/HDTMB-ECO-TĐ signed on 01/05/2025; No. 20252804/HDTMB-ECO-TĐ; No. 20252904/HDTMB -ECO-TĐ dated 01/05/2025; No. 300825/HDTMB-ECO-TĐ dated 01/09/2025 between Thuan Duc Joint Stock Company and Thuan Duc ECO Joint Stock Company. The purpose of renting factory space of Thuan Duc ECO Joint Stock Company for the production of supermarket bags.



- Contracts No. 28.06/HDTMMTB-ECO-TĐ dated 01/07/2025; No. 300625/HDTMMTB-ECO-TĐ dated 01/07/2025; No. 280256/HDTMMTB-ECO-TĐ dated 01/07/2025; No. 300825/HDTMMMB-ECO-TĐ dated 01/09/2025; No. 30.06/HDTMMTB-ECO-TĐ dated 01/07/2025 between Thuan Duc Joint Stock Company and Thuan Duc ECO Joint Stock Company for the purpose of renting machinery and equipment of Thuan Duc ECO Joint Stock Company for the production of supermarket bags.
- Processing contract No. 01072024/TĐ ECO-TĐ and Appendix 01022025/PLHD/TĐECO-TĐ signed on 01/07/2024; No. 28082025/TĐECO-TĐ dated 28/08/2025 between Thuan Duc Joint Stock Company and Thuan Duc ECO Joint Stock Company. The purpose of hiring Thuan Duc ECO Joint Stock Company to process products of Thuan Duc Joint Stock Company.
- Contract in principle No. 0301/2025/HDNT/TY-TĐ dated 03/01/2025 with Thai Yen Packaging Manufacturing Joint Stock Company. The purpose of purchase is Thai Yen Packaging Manufacturing Joint Stock Company to produce and trade in bags, pieces, waste plastics....., the value of each order.
- Contract in principle No. HD 01/TĐ-JB/2025 dated 01/10/2025 with Thuan Duc JB Joint Stock Company for the purpose of purchasing CPP film products for the production of packaging and supermarket bags

Sales, service:

- Contract No. 01/TĐHY/2024-HDTX signed on December 25, 2023, between Thuan Duc and Thuan Duc Hung Yen Co., Ltd. Car rental purposes.
- Contract No. 01-01122021-1/HDT-PLHD dated 01/12/2022, between Thuan Duc and Thuan Duc Hung Yen Co., Ltd. Purpose of leasing machinery and equipment.
- Contract No. 01/TĐ-TĐHY/2025 dated 02/01/2025 between Thuan Duc Joint Stock Company and Thuan Duc Hung Yen Co., Ltd. The purpose of selling bags, pieces, supplies and raw materials for Thuan Duc Hung Yen Co., Ltd. to produce, the value according to each order.
- Contract No. 0201/TĐ-TĐECO/2025 dated 02/01/2025 between Thuan Duc Joint Stock Company and Thuan Duc ECO Joint Stock Company. The purpose of selling bags, pieces, supplies, and raw materials for Thuan Duc ECO Joint Stock Company to produce, the value according to each order.
- Contract No. 02/2023/HDTX dated 01/05/2023 and Appendix No. PL01-02/2024/HDTX-PLHD dated 01/05/2024; contract No. 01/2023/HDTX Appendix 01-01-2024/HDTX-PLHD; contract No. 01/2024/HDTX dated 25/12/2023 with Thuan Duc ECO Joint Stock Company. Car rental purposes.

- The contracts signed with Thuan Duc JB Joint Stock Company in September and October 2025 provide monthly transportation services for the transportation of goods and materials.
- Contract No. 01MMTB/HDKT TD-TY, Appendix No. 01-2025/HDKT-PLHD with Thai Yen Packaging Manufacturing Joint Stock Company. Purpose of leasing machinery and equipment for the production of recycled plastic pellets
- Contract No. 04/2022/HDTX dated 1/09/2022 and Appendix 01-04/2024/HDTX-PLHD; Contract No. 02/2021/HDTX dated 01/05/2021 and Appendix 01-02/2025/HDTX-PLHD; Contract No. 06/2022/HDTX dated 01/09/2022 and Appendix No. 01-06/2025/HDTX-PLHD with Thai Yen Packaging Manufacturing Joint Stock Company. Car rental purposes.
- Contract in principle No. 01.2025/TD-TY/2025 between Thuan Duc Joint Stock Company and Thai Yen Packaging Manufacturing Joint Stock Company. The purpose of selling bags, pieces, supplies and raw materials for Thai Yen Packaging Manufacturing Joint Stock Company to produce, the value of each order.
- Contract No. 1509/2025/TD-TY for sale of recycled plastic pelletizing machines.

Borrowing, borrowing, buying and selling shares:

- During the year, the Company traded loans under contract No. 01/HDV/TD-ECO worth 80 billion; short-term financial support and has quickly recovered 69.5 billion VND with Thuan Duc ECO Joint Stock Company.
- During the year, the Company transacted loans under contract No. 02/HDV/TD-BS 14 billion VND with Thuan Duc Bim Son Joint Stock Company.
- During the year, the Company provided short-term financial support and quickly recovered 50 billion VND with Thai Yen Packaging Manufacturing Joint Stock Company.

The above contracts and transactions have been fully presented in the financial statements, periodic corporate governance reports with specific value information, within the scope of approval by the Board of Directors.

The above is the content of the report of the Board of Directors of Thuan Duc Joint Stock Company, the Board of Directors respectfully reports to the Annual General Meeting of Shareholders in 2026.

Sincerely./.

Recipients:

- Shareholders (post the company's website);
- Member of the Board of Directors, Board of Directors, Supervisory Board;
- Save the VP.

**BOARD
CHAIRMAN OF THE BOARD OF
DIRECTORS**



NGUYEN DUC CUONG

JOINT STOCK COMPANY

SOCIALIST REPUBLIC OF VIETNAM

THUAN DUC

Independence – Freedom – Happiness

No. 1904.2/2026/BC-ĐHĐCĐ-TDP

Hung Yen, April 19, 2026

**REPORT OF THE ANNUAL GENERAL MEETING OF
SHAREHOLDERS IN 2026**

**Re: Implementation of the Resolution of the Extraordinary General Meeting of
Shareholders No. 2208/2025/NQ-ĐHĐCĐ-TDP dated 22/08/2025**

- Pursuant to the Law on Enterprises No. 59/2020/QH14 dated 17/06/2020, Law No. 76/2025/QH15 dated 17/06/2025 amending and supplementing a number of articles of the Law on Enterprises and guiding documents;
- Pursuant to the Law on Securities No. 54/2019/QH14 dated 26/11/2019, Law No. 56/2024/QH15 dated 29/11/2024 amending and supplementing a number of articles of the Law on Securities, the Law on Accounting, the Law on Independent Audit, the Law on the State Budget, the Law on Management and Use of Public Assets, the Law on Tax Administration, the Law on Personal Income Tax, the Law on National Reserves, the Law on Handling of Administrative Violations and guiding documents;
- Based on the production situation and business plan of Thuan Duc Joint Stock Company.

The Board of Directors of Thuan Duc Joint Stock Company shall report to the General Meeting of Shareholders on the unimplemented/uncompleted contents according to the Resolution of the Annual General Meeting of Shareholders in 2025, including the following contents:

**1. Regarding the plan to issue bonds to the public, details are as follows the contents
of the Report No. 02/2025/TTr-ĐHĐCĐ-TDP dated 28/07/2025**

The Extraordinary General Meeting of Shareholders of the Company has approved the policy of issuing bonds to the public, with the number of bonds expected to be offered for sale up to 3,500,000 bonds, equivalent to a maximum of VND 350,000,000,000 of bond par value.

- On 23/10/2025, the Company submitted the Application for registration of public offering of bonds No. 2310/2025/DKCB-TDP to the Offering Management Board of the State Securities Commission.

- On 24/11/2025, the Offering Management Board of the State Securities Commission issued Official Letter No. 7888/UBCK-QLCB on the addition of the dossier of registration for public offering of bonds of Thuan Duc Joint Stock Company.

- On 14/01/2026, the Company issued an Official Letter explaining and submitting additional documents to the Offering Management Board of the State Securities Commission. However, because the Company has not fully supplemented the dossier within 60 days from the receipt of the Official Letter requesting supplementation of the



dossier, on 02/02/2026, the State Securities Commission issued Official Letter No. 1091/UBCK-QLCB on the suspension of consideration of the Offering Registration Dossier No. 2310/2025/DKCB-TDP.

- Since receiving the Official Letter No. 1091/UBCK-QLCB of the State Securities Commission, the Company is still continuing to implement the necessary work to complete the bond issuance plan and the necessary procedures to apply for the Certificate of registration for public offering of bonds.

2. The listing of bonds issued to the public, details according to the contents of the Report No. 03/2025/TTr-DHĐCĐ-TDP dated July 28, 2025

The Extraordinary General Meeting of Shareholders of the Company has approved the expected listing of bonds to be issued to the public during the period from the date of the Extraordinary General Meeting of Shareholders in 2025 (in the form of written opinions) to the date of the Annual General Meeting of Shareholders in 2026.

However, due to the Company's dossier of registration for public offering of bonds submitted to the Offering Management Board, the State Securities Commission was stopped from considering according to the content of Official Letter No. 1091/UBCK-QLCB of the State Securities Commission because the deadline for not fully supplementing the documents as prescribed, leading to the expected listing of bonds issued to the public from the date of holding the Extraordinary General Meeting of Shareholders in 2025 (in the form of written opinions) to the date of holding the Annual General Meeting of Shareholders in 2026 has not been implemented.

The above is the content of the report on the implementation of the Resolution of the Extraordinary General Meeting of Shareholders No. 2208/2025/NQ-DHĐCĐ-TDP dated 22/08/2025 of the Board of Directors of Thuan Duc Joint Stock Company, the Board of Directors respectfully reports to the Annual General Meeting of Shareholders in 2026.

Sincerely./.

Recipients:

- Shareholders (post the company's website);
- Member of the Board of Directors, Board of Directors, Supervisory Board;
- Save the VP.

**BOARD CHAIRMAN
OF THE BOARD OF DIRECTORS**



NGUYEN DUC CUONG

JOINT STOCK COMPANY

SOCIALIST REPUBLIC OF VIETNAM

THUAN DUC

Independence – Freedom – Happiness

No. 1904.3/2026/BC-ĐHDCĐ-TDP

Hung Yen, April 19, 2026

**REPORT OF THE ANNUAL GENERAL MEETING OF
SHAREHOLDERS IN 2026**

Re: Results of the public offering of shares to existing shareholders

- Pursuant to the Law on Enterprises No. 59/2020/QH14 dated 17/06/2020, Law No. 76/2025/QH15 dated 17/06/2025 amending and supplementing a number of articles of the Law on Enterprises and guiding documents;
- Pursuant to the Law on Securities No. 54/2019/QH14 dated 26/11/2019, Law No. 56/2024/QH15 dated 29/11/2024 amending and supplementing a number of articles of the Law on Securities, the Law on Accounting, the Law on Independent Audit, the Law on the State Budget, the Law on Management and Use of Public Assets, the Law on Tax Administration, the Law on Personal Income Tax, the Law on National Reserves, the Law on Handling of Administrative Violations and guiding documents;
- Pursuant to the Charter of organization and operation of Thuan Duc Joint Stock Company.
- Pursuant to Official Letter No. 1344/UBCK-QLCB dated 12/02/2026 of the State Securities Commission on documents reporting on the results of public offering of shares.

The Board of Directors of Thuan Duc Joint Stock Company shall report to the General Meeting of Shareholders on the results of the public issuance of shares to existing shareholders as follows:

I. The results of the public offering of shares to existing shareholders are as follows:

1. Name of offering shares: Shares of Thuan Duc Joint Stock Company
2. Type of shares issued: Common shares
3. Par value of shares: 10,000 VND/share
4. Offering share price: 15,000 VND/share
5. Registration and payment period: 05/01/2026 to 30/01/2026
6. Offering Closing Date: 10/02/2026
7. Total number of shares registered for offering to existing shareholders: 22,055,562 shares



8. Total number of shares distributed: 5,477,324 shares, accounting for 24.83% of the total number of shares registered for offering
9. The remaining number of shares not fully distributed: 16,578,238 shares
10. Total proceeds from the offering: 82,159,860 VND
11. Total cost: 408,628,000 VND
12. Total net revenue from the offering: VND 81,751,232,000
13. Charter capital before offering: 882,222,500,000 VND
14. Charter capital after the offering: 936,995,740,000 VND

II. Plan to handle undistributed shares

Pursuant to the Resolution of the Board of Directors No. 0902/2026/NQ-HĐQT-TDP dated 09/02/2026, the Board of Directors decided not to proceed with the further distribution of the 16,578,238 undistributed shares mentioned above and end the offering.

III. Report on the results of offering, registration and additional listing of shares that have been successfully distributed.

- On 11/02/2026, the Company submitted to the State Securities Commission a dossier to report on the results of the public offering of shares.
- On February 12, 2026, the State Securities Commission issued Official Letter No. 1344/UBCK-QLCB on the results of the additional public offering of shares of Thuan Duc Joint Stock Company.
- On 11/03/2026, the Company received Official Letter No. 2599/VSDC-DKCP.NV from the Vietnam Securities Depository and Clearing Corporation on the adjustment of information on the number of registered shares.
- On 05/03/2026, the Company submitted an additional listing dossier to the Ho Chi Minh City Stock Exchange (Hose). On 18/03/2026, the Company received Decision No. 259/QĐ-SGDHCM on changing Hose's listing registration.
- On 23/03/2026, additional listed shares were officially traded on Hose.
- The Company has also audited the Contributed Charter Capital Report and the Report on the purpose of using capital from the public issuance of shares to existing shareholders, and disclosed information on these Reports to the State Securities Commission, Stock Exchange on March 11, 2026.

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The above is the content of the report of the Board of Directors of Thuan Duc Joint Stock Company, the Board of Directors respectfully reports to the Annual General Meeting of Shareholders in 2026.

Sincerely /.

Recipients:

- Shareholders (post the company's website);
- Member of the Board of Directors, Board of Directors, Supervisory Board;
- Save the VP.

**BOARD
CHAIRMAN OF THE BOARD OF
DIRECTORS**



NGUYEN DUC CUONG



Respectfully to: - Esteemed Delegates

- Esteemed Shareholders

**REPORT ON BUSINESS PERFORMANCE IN YEAR 2025
AND BUSINESS PLAN FOR YEAR 2026**

- Pursuant to the Charter on Organization and Operation of Thuan Duc Joint Stock Company;

- Pursuant to the audited Financial Statements of the Company year 2025;

I. OVERVIEW OF PRODUCTION AND BUSINESS OPERATIONS IN 2025

I. Advantages and Challenges

1.1. Difficulties and Challenges

- In 2025, the Company's production and business operations faced multidimensional challenges arising from unpredictable fluctuations in the global market as well as internal pressures relating to costs and operations, specifically:

- Firstly, unfavorable fluctuations in input costs: The raw material market (plastic resins, BOPP/PP films, printing inks, etc.) was significantly affected by global geopolitical instability, resulting in high prices and volatility. In addition, localized shortages of certain auxiliary materials forced the Company to increase inventory reserves, thereby incurring substantial financial and logistics costs.

- Secondly, intense competitive pressure: Customers have become increasingly demanding, requiring simultaneously lower prices, higher quality, and faster delivery schedules, placing considerable pressure on the Company's operational system.

- Thirdly, barriers from sustainability standards: Environmental regulations, recycling certifications, and plastic emission reduction roadmaps have become increasingly stringent. Investments in exhaust gas and wastewater treatment systems, as well as the transition to new materials, require substantial financial resources, increase operating costs, and create time pressure in transforming production processes.

- Fourthly, changes in customer behavior: Customers tend to frequently adjust their purchasing plans and require shorter delivery lead times. Continuous changes in product designs require the Company to increase expenditures on research and development (R&D) and product testing, while also creating difficulties in optimizing production planning.
- Fifthly, financial and cash flow challenges: Interest rates remained at high levels, increasing borrowing costs. The extension of payment terms by customers, combined with the need to maintain high levels of raw material inventory, has created constraints on the Company's cash flow for reinvestment and machinery upgrades.
- Sixthly, operational risks: The nature of high-speed machinery systems inherently involves occupational safety risks, requiring significant budgets for training, protective measures, and strict process supervision.

1.2. Advantages

Through flexible adaptation and effective utilization of market opportunities and policy support, the Company has established important foundations to sustain growth momentum:

- Firstly, macroeconomic stability and growth: Vietnam's economy in 2025 maintained a strong recovery momentum, driving consumption demand and exports. The plastics industry recorded impressive figures, with total revenue reaching approximately USD 32 billion and export turnover reaching USD 7.47 billion (an increase of 11.1% compared to 2024). This serves as an important market foundation for the Company to tap into growth potential.
- Secondly, advantages from integration and international commitments: The effective implementation of Free Trade Agreements (FTAs) has reduced tariff barriers and expanded access to demanding markets. In particular, maintaining international certifications such as BSCI, GRS, ISO, SMETA, etc., has become an important "passport," affirming the Company's reputation and supply capability in the global export market.
- Thirdly, support from government policies: State policies on tax incentives, credit support, and administrative and customs reforms have directly helped enterprises reduce costs and accelerate goods circulation.
- Fourthly, pioneering in green packaging trends: Global awareness of environmental protection has shifted from voluntary to mandatory. With a sustainable development orientation and capabilities in producing recycled PP packaging and environmentally friendly bags, the Company has transformed green standards challenges into a differentiated competitive advantage to enhance product value.
- Fifthly, strong internal capacity and flexible governance: Under the close direction of the Chairman of the Board of Directors and the Executive Management, the Company has implemented synchronized solutions to optimize productivity. In particular, the successful application of the 3P salary system, along with enhanced automation and digital

transformation, has created qualitative improvements in governance, fostering unity and responsibility among all employees.

2. Key Focus Contents in 2025

2.1. Digital Transformation

- Achievements: Under the direction of the Board of Directors, the integrated enterprise management software system has been deployed in a synchronized manner, marking a significant breakthrough in the management and operation of key functions, including Production, Business, Finance – Accounting, and Human Resources. Real-time data availability has enabled the Management to make timely and accurate decisions.
- Limitations & Remedial Actions: The system integration process and personnel training have encountered certain technical barriers. In the upcoming period, the Company will focus on optimizing advanced functionalities and upgrading the IT infrastructure to ensure smoother and more efficient system operations.

2.2. Organizational Streamlining

- Achievements: The Company has completed the review and restructuring of its organizational structure across the entire system. The elimination of overlapping positions and the standardization of job descriptions have significantly improved individual productivity and inter-departmental coordination.
- Orientation: Continue maintaining a flexible governance mindset, proactively adjusting the organizational structure to respond swiftly to market changes, while ensuring employee stability and retaining key talents throughout the transformation process.

2.3. Continuous Improvement

- Achievements: Kaizen activities have been widely implemented from office functions to production workshops, contributing to process standardization, waste reduction, and improvement of product quality.
- Orientation: Transition from isolated improvements to building an in-depth Kaizen culture. Establish periodic recognition and reward systems to stimulate continuous innovation and creativity among employees.

2.4. Implementation of the 3P Salary System

- Achievements: The Company has initially succeeded in implementing the 3P salary system (Position – Competency – Performance), establishing a transparent and equitable remuneration mechanism. The new system has fostered employee motivation and encouraged proactive improvement in productivity and professional skills.

- Limitations & Remedial Actions: Due to the lack of historical data, initial performance evaluations have been time-consuming. The Company is expediting the completion of detailed KPI frameworks for each department to ensure consistency and enhance overall professionalism.

2.5. Business Efficiency

- Product Diversification: Thuan Duc continues to reinforce its market position through a flexible product segmentation strategy, effectively meeting the needs of both mass and premium segments. Research and development activities have been strengthened to create high value-added, technology-driven product lines.

- Market Expansion: The Company has intensified efforts to penetrate potential domestic markets while recording breakthrough growth in the number of major customers across both domestic and export segments, significantly contributing to overall output and revenue growth.

2.6. Communication and Brand Development

- Brand Visibility: Maintained strong presence on VOV Traffic radio channels (prime time slots) and large-scale billboard systems located along key transport routes (National Highway 5B, National Highway 1A, Co Linh Interchange). Brand identity at Tier-1 distributors has been standardized, reinforcing the message: "Packaging must be beautiful."

- Pioneering in Digital Technology: The Marketing team has actively embraced digital transformation by applying Artificial Intelligence (AI) in content creation and optimizing online advertising campaigns across platforms such as Facebook, Google, Zalo, and YouTube, enabling the brand to effectively and precisely reach target customers.

- Position and Reputation: The year 2025 marked a proud milestone as Thuan Duc maintained its position among the Top 2 reputable packaging companies in Vietnam. Notably, being honored among the Top 10 Vietnam Green ESG Enterprises and achieving the Vietnam Business Culture Standard serves as strong evidence of the Company's commitment to sustainable development and corporate social responsibility.

3. Key Performance Indicators as of December 31, 2025

a) Revenue and Profit (Based on Consolidated Financial Statements)

Indicator	Actual 2024 (VND million)	Plan 2025 (VND million)	Actual 2025 (VND million)	Percentage of achieved out of Plan (%)	Growth compared to year 2024 (%)
Total revenue from sales and services	4,379,117	4,500,000	4,763,794	106	8.78
Profit before tax	128,669	132,000	129,558	98	1
Profit after tax	93,917	96,000	96,568	101	2.82

b) Total Assets and Equity

Item	Unit	31/12/2024	31/12/2025	Growth compared to year 2024 (%)
Total assets	VND	3,943,916,237,380	4,472,013,782,002	13
Owners' equity	VND	1,019,903,555,466	1,116,289,970,230	9

4. Key Achievements in 2025

a) Workforce and Income

- Workforce scale: Maintained a stable workforce of 1,910 employees across the entire system.
- Employment stability: The Company has consistently ensured stable and continuous employment for employees, even during periods of market volatility.
- Average income: Reached VND 16.3 million per person per month, representing a remarkable increase of 22.9% compared to 2024. This reflects the Management's efforts in productivity optimization and talent-oriented compensation policies.

b) Operational Management and Energy Efficiency

- Cost optimization: Maximized the role of the central materials warehouse in strictly controlling the lifecycle of materials. Monthly inventory checks and norm reconciliation have been conducted regularly, contributing to waste reduction and lower production costs.
- Green production & energy saving: Closely collaborated with consulting units to conduct energy audits and greenhouse gas inventories. Adjusting production schedules to off-peak

hours has significantly contributed to optimizing energy costs and complying with emission reduction roadmaps.

c) Employee Welfare and Benefits

- Compensation and benefits: Continuously improved meal quality and maintained nutritional support (sugar, milk) for employees. Organized annual summer vacation programs to help employees recover their working capacity and strengthen internal cohesion.
- Healthcare: Established a healthcare network through a framework agreement with Kim Dong General Hospital and organized periodic health check-ups. Notably, 100% of employees are covered by 24/24 accident insurance, ensuring comprehensive peace of mind.

d) Environmental Protection and System Standardization

- Legal compliance: Fully complied with environmental monitoring and periodic workplace environment measurement regulations. Exhaust gas and wastewater treatment systems have been synchronously upgraded; waste classification at source and hazardous waste management are strictly supervised. In 2025, the Company was officially recognized by the Ministry of Agriculture and Environment and included in the list of certified recycling entities.
- Quality enhancement: Maintained and enhanced compliance with stringent international standards such as ISO 9001:2015 and ISO 14001:2015. At the same time, reaffirmed social responsibility and supply chain capability through certifications including BSCI, GRS, SEDEX, and SLCP.

e) Occupational Safety and Fire Prevention

- Operational discipline: A comprehensive camera surveillance system ensures security and promotes employee compliance with internal regulations. Hazard assessments and provision of personal protective equipment (PPE) have been effectively implemented, minimizing workplace accident risks.
- Fire prevention highlights: Successfully coordinated and conducted provincial-level fire prevention and rescue drills. The Company has invested in specialized fire trucks and trained a highly skilled security team, ready to respond promptly to emergency situations.

f) Innovation and Production Optimization

- Guiding principle: "Innovative improvement" has become the guiding principle across all production activities. The Technology Division plays a central role in evaluating and implementing technical initiatives.

- Practical effectiveness: Production lines and equipment have been continuously improved, enhancing machinery efficiency, shortening production cycles, and optimizing workforce allocation in workshops.

II. REPORT ON OPERATION OF SYSTEM

The results achieved in 2025 are the outcome of persistent efforts and close coordination among all Divisions and factories across the entire system. Details are as follows:

1. Recycling Division – Recycled Plastic Resin Segment

- Strategic position: With nearly 20 years of experience, recycled plastic resin continues to serve as the “core foundation” of the internal supply chain, ensuring a stable source of input materials and enabling the Company to remain proactive amid fluctuations in global virgin material prices.
- Competitive advantage: The global shift toward green consumption has transformed Thuan Duc’s recycling capabilities into a distinct competitive advantage. The input material supply has become increasingly standardized and stable.
- Challenges & Solutions: To achieve breakthroughs, the Division is focusing on optimizing investment costs for advanced technologies, strictly controlling the consistency of resin quality, and strengthening brand identity for environmentally friendly recycled product lines.

2. Woven PP Division – Domestic Packaging Segment

- Capacity breakthrough: The year 2025 marked significant progress as the Company completed the installation of modern machinery, combined with upgrades and overhauls of yarn and weaving systems. Increased productivity has enabled Thuan Duc to meet large-scale orders and stringent market requirements in a timely manner.
- Product diversification: From traditional woven packaging to high-end laminated packaging products (photo-printed bags), Thuan Duc continues to affirm its leading position in the industry by creating strong competitive barriers through product diversity and superior quality.
- Market pressure: The Division has proactively identified and implemented measures to respond to pricing competition from substitute products, fluctuations in imported virgin PP resin prices, and increasingly stringent requirements for product physical and chemical properties.

3. Export Bag Division – Shopping Bag Segment (Woven PP and Non-woven PP)

- Production modernization: In 2025, the Division completed the installation of highly automated production lines and put into operation a smart warehouse system. This initiative has optimized storage efficiency, goods circulation, and enhanced professionalism in the eyes of international partners.

- Market expansion: In addition to maintaining market share in demanding markets (EU, USA, Japan), the Division has effectively developed the domestic non-woven bag segment (corporate gift products), which has been highly appreciated by customers for its durability and aesthetics.

- Advanced management: The Company continues to shorten order lead times, implement flexible product segmentation to optimize production resources, and maintain the most stringent international certifications.

- Challenges: The Division is focused on addressing price competition from countries with lower labor costs and continuously evolving design requirements from international customers.

4. Technology Division – Core of Innovation and Operations

- Productivity enhancement: The Technology Division has affirmed its pivotal role in the systematic and scientific maintenance of machinery and equipment. The deployment of automation solutions and digital management platforms has minimized manual errors and ensured absolute accuracy of production data.

- System support: Timely response in troubleshooting and continuous improvement of internal applications have enabled production workshops to maintain uninterrupted operations, ensure consistent quality, and continuously increase output.

5. Service Division

- Operational optimization: The Division has strongly implemented streamlining measures, eliminating intermediaries and inefficiencies in internal supply processes. Coordination among departments has been significantly improved, ensuring fast and synchronized support for production activities.

- Mindset transformation: The biggest challenge at present lies in changing the traditional working habits of a portion of the workforce. The Company is persistently investing in training and building a new working culture to ensure that the streamlining transformation is sustainable and substantive.

III. OBJECTIVES AND BUSINESS PLAN FOR YEAR 2026

Based on the results achieved in 2025, as well as analyses of market conditions and internal factors, the Company sets out the following objectives and plans for year 2026:

1. General Objectives

- Maintain sustainable growth momentum: The Company is committed to maintaining its development pace, targeting a revenue growth rate of 3% compared to the actual results of 2025. Focus will be placed on key product lines and maximizing growth potential in target markets.

- Optimize operational efficiency: Promote the synchronization of management solutions to enhance overall efficiency, with a focus on optimizing production costs through strict material norms, reducing logistics expenses, and streamlining the administrative structure.
- Enhance brand position and reputation: Continuously strengthen competitiveness by standardizing product quality in accordance with the highest international standards. Build Thuan Duc's image as a reliable and professional partner, delivering dedicated services and maintaining a reputable brand in the PP packaging industry.
- Pioneer sustainable development (ESG): Remain committed to the goal of "greening production" by prioritizing investments in recycling technologies and environmentally friendly packaging products. This is not only a social responsibility but also a core competitive advantage for deeper integration into global supply chains.

2. Key Targets for year 2026

a) Production and Sales Volume Targets

Indicator	Production Volume	Sales Volume
Recycled plastic resin (tons)	35,000	35,000
PP woven fabric (tons)	31,900	32,500
PP packaging (tons)	22,000	21,500
Shopping bags (units)	From 170–180 million units	From 170–180 million units

b) Consolidated Business Targets

Indicator	Unit	Plan of year 2026
1. Revenue from sales and services	VND trillion	4,900
2. Profit before corporate income tax	VND trillion	132
3. Corporate income tax	VND trillion	35
4. Profit after corporate income tax	VND trillion	96

3. Specific Objectives of Segment

3.1. Export Bag & Non-woven PP Division

- Achieve export revenue growth of 20%

- Expand into new export markets
- Develop new bag product designs with improved features and functionality
- Maintain stable order ratios for non-woven PP products and explore expansion opportunities and applications

3.2. Woven PP Division

- Achieve revenue growth of at least 3–5%, focusing on high value-added products
- Research and apply new technologies to enhance product features and durability
- Expand domestic distribution channels

3.3. Recycling Division

- Increase production output by expanding input material sourcing areas
- Establish strategic partnerships with stable recycled material suppliers
- Strengthen marketing activities to promote recycled products

3.4. Technology Division

- Research and apply new production technologies, including solar energy solutions to supplement grid electricity, reduce production costs, and contribute to environmental protection.
- Enhance maintenance, servicing, and repair activities to ensure stable and efficient machinery operations
- The IT Department will complete and integrate software systems implemented in 2025 while enhancing data analytics capabilities to support business decision-making
- Ensure information system safety and security

3.5. Service Division

- Continue streamlining operations, targeting a 10% reduction in management costs relative to scale
- Promote corporate culture across the entire system, positioning it as a core value to navigate market fluctuations
- Enhance the application of technology in service request management to improve progress tracking and work quality
- Standardize processes while improving training effectiveness and strengthening compliance monitoring across all employees.

IV. RECOMMENDATIONS

To achieve the objectives set for 2026, the Company's Management should:

- Approve and issue detailed action plans for each objective and division
- Allocate resources effectively in terms of finance, human resources, and technology
- Regularly monitor and evaluate the implementation progress
- Flexibly adjust plans in response to market changes or internal conditions
- Strengthen coordination and information exchange among departments
- Communicate objectives and plans widely to all employees to ensure alignment and strong commitment

V. CONCLUSION

The Company's achievements today are attributed to the dedication of the factory management teams, who have worked tirelessly, remained closely engaged in operations, and continuously strived to enhance their capabilities, foster innovation, and improve production efficiency. At the same time, the exemplary leadership and strategic direction of the Chairman of the Board of Directors have played a vital role in guiding all business activities of the Company.

Building on the results achieved, and with a spirit of continuous learning and improvement, we are committed to leveraging all opportunities to enhance productivity, quality, and management efficiency. We also look forward to the continued support of our Shareholders, the Board of Directors, and the Supervisory Board in fulfilling our responsibilities.

The Company's Management firmly believes that, with thorough preparation, proactive spirit, and the unity of all employees, the Company will achieve outstanding success in 2026, further strengthening its market position and advancing sustainable development.

On behalf of the Board of Management, we would like to extend our best wishes for health, happiness, and success to our distinguished guests, the Board of Directors, our valued shareholders, and all participants of this meeting.

Sincerely yours,

ON BEHALF OF THE BOARD OF GENERAL DIRECTOR



TỔNG GIÁM ĐỐC
BÙI QUANG SỸ

**THUAN DUC
JOINT STOCK COMPANY**

No: 02/ BC – ĐHĐCĐ.2026

SOCIALIST REPUBLIC OF VIETNAM

Independence – Freedom – Happiness

Hung Yen, April 19, 2026

**REPORT ON THE PERFORMANCE OF THE BOARD OF DIRECTORS
IN 2025 AND THE OPERATIONAL PLAN FOR 2026**

**Respectfully submitted to: The General Meeting of Shareholders
of Thuan Duc Joint Stock Company.**

Dear distinguished delegates and valued shareholders!

On behalf of the Board of Directors (“BOD”) of Thuan Duc Joint Stock Company, I would like to extend my warmest greetings to all distinguished delegates and valued shareholders who have taken the time to attend the Company’s 2026 Annual General Meeting of Shareholders. Today, the Board of Directors of Thuan Duc Joint Stock Company respectfully presents the report on the performance of the Board of Directors in 2025 and the operational plan for 2026 as follows:

I. OVERVIEW OF THE SITUATION

In 2025, the global economic environment, characterized by a slow recovery and multiple potential risks, has directly impacted the Company’s production and business operations, particularly through fluctuations in trade activities, input costs, and unstable market demand. Domestically, although the economy has maintained positive growth, enterprises continue to face pressure from financial costs, raw material prices, and uncertain factors such as natural disasters and climate change.

For the plastics and packaging industry, growth has continued to be sustained; however, it is accompanied by increasingly stringent requirements for sustainable development, emissions reduction, and the use of recycled materials. This both creates pressure for technological transformation and cost increases, while also opening up opportunities to enhance product value and expand market reach.



The Board of Directors assesses that the above factors have exerted a dual impact on the Company's production and business activities, both increasing pressure in terms of costs, standards, and competitiveness, while also creating opportunities to restructure product offerings, promote environmentally friendly product lines, and expand markets in line with sustainable consumption trends. In this context, the Company needs to further enhance its adaptability, optimize operational efficiency, and proactively shift towards a circular production model in order to maintain stable growth and long-term development.

II. OPERATIONAL RESULTS OF THE BOARD OF DIRECTORS IN 2025

Based on the strategic plan approved at the 2025 Annual General Meeting of Shareholders and in close alignment with the macroeconomic situation and the established strategic orientation, the Board of Directors has exercised proactive and flexible management and oversight, focusing on key solutions to ensure stable production and business operations and sustainable development, as follows:

1. Personnel structure:

The Board of Directors of the Company for the 2025–2030 term consists of 07 members as follows:

Mr. Nguyen Duc Cuong	Chairman of the Board of Directors	
Ms. Ngo Kim Dung	Member of the Board of Directors	
Ms. Nguyen Kim Anh	Member of the Board of Directors	
Mr. Bui Quang Sy	Member of the Board of Directors	
Mr. Tran Dang Duy	Member of the Board of Directors	
Mr. Nguyen Van Truong	Independent Member of the Board of Directors	
Mr. Tran Van Thanh	Independent Member of the Board of Directors	Elected on 22/08/2025
Mr. Pham Van Chi	Independent Member of the Board of Directors	Resigned on 22/08/2025

2. Activities of the Board of Directors:

a. Meetings, resolutions, and decisions of the Board of Directors

In 2025, the Board of Directors held 31 meetings to review and decide on key matters within its authority, focusing on corporate governance, the organization of the General Meeting

of Shareholders, related-party transactions, capital mobilization and management (including bank loans, share issuance, and bond issuance), investment and project adjustments, capital contribution and capital increases in subsidiaries, as well as matters related to auditing, profit distribution, and the implementation of procedures concerning shares. All resolutions and decisions issued by the Board of Directors in 2025 (*details provided in the attached Appendix*) were issued in a timely manner, ensuring alignment with the strategic orientation and governance requirements at each stage. All such documents have been fully disclosed in the 2025 Corporate Governance Report and have been published in accordance with applicable legal regulations on information disclosure.

b. Supervisory activities of the Board of Directors over the Chief Executive Officer and the Executive Management in 2025:

During the year, the Board of Directors effectively performed its role in directing and supervising the Chief Executive Officer in organizing and managing the Company's production and business activities, as well as in the implementation of resolutions of the General Meeting of Shareholders and the Board of Directors. Through its supervision, the Board of Directors noted that the Chief Executive Officer has fully performed the assigned functions and duties, and has managed the Company's operations in a stable manner in line with the established orientation and objectives. The Chief Executive Officer has demonstrated proactiveness and flexibility in management, promptly responding to market fluctuations, while also focusing on risk management, cost control, and ensuring the Company's financial safety. In addition, the Board of Directors recommends that the Chief Executive Officer continue to maintain and further promote the achieved results, while enhancing governance efficiency, optimizing resources, and accelerating the implementation of development plans to improve the Company's competitiveness.

The Board of Directors also assesses that the Executive Management has been proactive in its management activities, flexible in responding to market fluctuations, and attentive to risk management, cost control, and ensuring the Company's financial safety. In addition to the achieved results, the Board of Directors requires the Executive Management to further

improve governance efficiency, optimize resources, enhance profit margins, and accelerate the implementation of investment and development plans in order to strengthen competitiveness and ensure sustainable growth in the coming period.

c. Other key activities of the Board of Directors in 2025

The Board of Directors, in coordination with the Board of Supervisors and the Executive Management, successfully organized the 2025 Annual General Meeting of Shareholders on 13 April 2025, which approved the following key matters: the report of the Chief Executive Officer on the results of the Company's production and business activities in 2024 and the business plan for 2025; the report on the performance of the Board of Directors in 2024 and its operational plan for 2025; the report of the independent member of the Board of Directors on the activities of the Board of Directors in 2024; the report of the Board of Supervisors on its activities in 2024 and its operational plan for 2025; the separate and consolidated financial statements of the Company for 2024 audited by Ernst & Young Vietnam Co., Ltd.; the selection of an independent auditing firm for the Company's financial statements in 2025; the profit distribution plan for 2024 and plan for 2025; remuneration for the Board of Directors and the Board of Supervisors for 2024 and the remuneration plan for 2025; amendments to the Company's Charter in accordance with applicable laws; the cash dividend payment plan for 2024; the plan for issuing shares to existing shareholders; the election of members of the Board of Directors for the 2025–2030 term; the election of members of the Board of Supervisors for the 2025–2030 term; and the report of the Board of Directors on related-party contracts and transactions.

In particular, on 22 August 2025, the Board of Directors organized an Extraordinary General Meeting of Shareholders in the form of collecting shareholders' written opinions to approve the dismissal and election of additional independent members of the Board of Directors for the 2025–2030 term; the issuance of bonds to the public; and the listing of publicly issued bonds within the period from the date of the Extraordinary General Meeting in 2025 to the date of the 2026 Annual General Meeting of Shareholders. All of the above matters were conducted in full compliance with legal regulations and the Company's Charter, and were disclosed in a complete, timely, and transparent manner.

d. Activities of the Independent Members of the Board of Directors and the assessment results of the Independent Members of the Board of Directors regarding the activities of the Board of Directors

The timely appointment and replacement of independent members of the Board of Directors in 2025 was carried out by the Board of Directors in accordance with applicable laws and the Company's Charter, ensuring the continuity of governance activities. This contributed to maintaining an appropriate structure of the Board of Directors, strengthening independence and objectivity in supervisory activities, and improving the overall effectiveness of the Board of Directors. The assessments of each independent member of the Board of Directors are as follows:

Mr. Tran Van Thanh: Evaluated that the Board of Directors operated effectively; its resolutions and decisions were promulgated in alignment with actual conditions and ensured the interests of shareholders; supervisory functions were performed in a rigorous and consistent manner.

Mr. Nguyen Van Truong: Evaluated that the Board of Directors maintained transparency and compliance with applicable laws and the Company's Charter; management and operational activities were effectively controlled, thereby contributing to the enhancement of overall operational efficiency.

The independent members of the Board of Directors have fully performed their roles and functions in accordance with applicable laws and the Company's Charter. They have actively participated in Board meetings and provided objective and independent opinions on key matters such as development strategy, business plans, related-party transactions, and risk management. In addition, the independent members have effectively exercised their supervisory role, ensuring that the Board's decisions are made on a transparent, prudent basis and in the best interests of the Company and its shareholders. Their independent contributions have helped enhance the quality of governance, mitigate conflicts of interest, and strengthen transparency in the Company's operations.

e. Activities of the Internal Audit Committee under the Board of Directors

The Internal Audit Committee has been organized and operated in accordance with applicable laws and the Company's internal regulations. Its internal audit activities have generally met supervisory requirements, contributing to the enhancement of the internal control system, risk management, and compliance within the Company. The Internal Audit Committee has operated in a stable manner, further strengthening internal controls, risk governance, and regulatory compliance across the Company's operations.

3. Implementation results of the Resolution of the 2025 Annual General Meeting of Shareholders

The Board of Directors has directed and supervised the Executive Management in implementing the tasks assigned by the General Meeting of Shareholders under Resolution No. 1304/2025/NQ-ĐHĐCĐ-TDP dated 13 April 2025. The results achieved are as follows:

a) Results of production and business activities in 2025:

- Revenue of the Parent Company reached: VND 4,014.1 billion
- Profit after tax of the Parent Company reached: VND 94.8 billion
- Consolidated revenue reached: VND 4,763.8 billion
- Consolidated profit after tax reached: VND 96.6 billion
- Contribution to the State budget: The Company fulfilled its state budget obligations in 2025 with a total payment of more than VND 52.7 billion.

Based on the actual indicators reflecting the positive effectiveness of the implementation of business strategies, the Board of Directors acknowledges and highly appreciates the management efforts of the Chief Executive Officer. Accordingly, the Board of Directors concludes that the Chief Executive Officer and the entire Company have excellently completed the production and business tasks in 2025.

b) Profit distribution implemented in 2025

In 2025, the Board of Directors reviewed and comprehensively assessed the profit distribution plan for 2024 approved by the Annual General Meeting of Shareholders at the 2025 Annual General Meeting of Shareholders, based on a balance between shareholders' interests and the Company's long-term development needs. In the context of significant capital requirements for investment activities and business expansion, as well as the need to ensure cash flow for production and business operations, raw material procurement, and routine

operating expenses, the Board of Directors noted that the continued payment of cash dividends under the approved plan could place considerable pressure on cash flow, thereby affecting the Company's medium-term financial capacity and its ability to implement strategic development plans.

Accordingly, the Board of Directors adjusted the profit distribution orientation towards a more prudent and practical approach. In this regard, it proposed, under Submission No. 06A/2026/TTr-DHDCĐ-TDP dated 19 April 2026, the cancellation of the cash dividend payment plan for 2024.

The Board of Directors assessed that this approach both safeguards shareholders' interests through an increase in share ownership and enables the Company to retain necessary capital for reinvestment, enhance production and business capacity, strengthen financial resilience, and lay the foundation for sustainable growth in the coming years.

c) Remuneration and benefits paid to the Board of Directors and the Board of Supervisors in 2025:

In 2025, the members of the Board of Directors received remuneration and other benefits in compliance with Article 7 of Resolution No. 1304/2025/NQ-DHDCĐ-TDP dated April 13, 2025. Accordingly, the total remuneration for the Board of Directors and the Board of Supervisors in 2025 amounted to VND 1,560,000,000 (One billion five hundred sixty million Vietnamese dong), detailed as follows:

No.	Position	Number (2025)	Monthly remuneration
1	Chairman of the Board of Directors	01	VND 20 million/month
2	Member of the Board of Directors	06	VND 15 million/month
3	Head of the Board of Supervisors	01	VND 10 million/month
4	Member of the Board of Supervisors	02	VND 5 million/month

For Members of the Board of Directors (BOD): In addition to the remuneration as mentioned above, members of the BOD holding concurrent executive positions are also entitled to salaries in accordance with applicable regulations. Accordingly, the total income of each BOD member in 2025, including salary and remuneration, is determined as follows:

No.	Full name	Position	Total salary and remuneration in 2025 (VND)	Remarks
1	Mr. Nguyen Duc Cuong	Chairman of the Board of Directors	996,579,138	
2	Mr. Bui Quang Sy	Member of the BOD / General Director	909,526,084	
3	Ms. Ngo Kim Dung	Member of the BOD / Deputy General Director	933,910,692	
4	Mr. Tran Dang Duy	Member of the BOD / Deputy General Director	863,226,800	
5	Ms. Nguyen Kim Anh	Member of the Board of Directors	180,000,000	
6	Mr. Nguyen Van Truong	Member of the Board of Directors	180,000,000	
7	Mr. Pham Van Chi	Member of the Board of Directors	105,000,000	Term ended on 22/08/2025
8	Mr. Tran Van Thanh	Member of the Board of Directors	75,000,000	Elected on 22/08/2025

For members of the Supervisory Board: The remuneration of each member of the Supervisory Board in 2025 was paid as follows:

No.	Full name	Position	Remuneration in 2025 (VND)	Remarks
1	Mr. Bui Huy Hoang	Head of the Board of Supervisors	120,000,000	
2	Mr. Tran Viet Thang	Member of the Board of Supervisors	32,000,000	Term ended on 13/04/2025
3	Ms. Nguyen Thi Nguyet	Member of the Board of Supervisors	20,000,000	Term ended on 13/04/2025

4	Ms. Do Thi Hong Tu	Member of the Board of Supervisors	40,000,000	Elected on 13/04/2025
5	Ms. Duong Thi Thu Hoai	Member of the Board of Supervisors	40,000,000	Elected on 13/04/2025

d) Selection of the independent auditing firm for the audit of the financial statements in 2025

The selection of Grant Thornton (Vietnam) Co., Ltd. as the independent auditing firm was carried out in accordance with Board Resolution No. 3006/2025/NQ-HĐQT-TDP dated 30 June 2025, ensuring compliance with applicable laws, the Company's Charter, and internal regulations. The auditing firm meets the requirements in terms of capability, experience, and reputation, thereby contributing to the transparency and reliability of the financial statements.

e) Report on transactions between the Company, its subsidiaries, and companies in which the public company holds more than 50% of charter capital, and members of the Board of Directors and their related persons; as well as transactions between the Company and companies in which a member of the Board of Directors has been a founding member or a manager within the last three (03) years prior to the transaction date.

The list of internal persons and related persons of the Company, in accordance with the provisions of the Law on Enterprises and the Law on Securities, has been fully prepared and disclosed in the Company's 2025 Corporate Governance Report and Annual Report.

In 2025, the Company conducted various transactions with related parties, including subsidiaries, affiliated companies, and entities related to internal persons. These transactions were primarily focused on core business activities and internal financial support.

Such transactions were carried out in line with the Company's business operations, contributing to the continuity of the supply chain and improving operational efficiency. The maintenance of transactions within the same ecosystem has enabled the Company to proactively secure raw material sources, optimize costs, and enhance internal coordination.

Activities such as goods trading, asset leasing, and business cooperation were implemented in a stable manner, generating clear revenues, costs, and cash flows, thereby making positive contributions to the Company's overall business performance.

All transactions have been fully implemented, reported, and disclosed; detailed information is provided in the 2025 Corporate Governance Report, ensuring transparency, disclosure, and compliance with applicable laws.

4. OPERATIONAL PLAN OF THE BOARD OF DIRECTORS FOR 2026

The Board of Directors identifies 2026 as a pivotal year for strengthening internal capacity, enhancing competitiveness, and gradually transitioning toward sustainable development. On this basis, the Board of Directors will focus on formulating strategic orientations and implementing key tasks as follows:

- Effectively implement the contents approved at the 2026 Annual General Meeting of Shareholders' Resolution, ensuring timeliness, compliance with schedule, and focus on key priorities.
- Direct the Executive Management to closely monitor developments in the plastic raw materials market and domestic and export packaging demand, and to flexibly manage production and business activities in order to achieve the approved targets, while strengthening periodic monitoring and evaluation of plan implementation.
- At the same time, the Board of Directors sets the orientation to improve production efficiency through the review and rational arrangement of production among factories, optimization of plastic packaging production lines, enhancement of operational efficiency, and increased capacity utilization. Cost control in production will continue to be emphasized in order to reduce production costs and improve business efficiency.
- Promote investment in depth in technology and improve production processes toward efficient material usage, reduced waste, and enhanced product quality to meet technical, environmental, and traceability requirements, particularly for high-standard export markets.

- The Board of Directors also identifies digital transformation and governance enhancement as key priorities in 2026, through increased application of information technology in production management, order management, inventory and cost control; as well as the development of a data system to support forecasting, analysis, and decision-making, toward a modern and transparent governance model.
- Risk management and compliance will continue to be strengthened through the improvement of the internal control system and enhancement of risk management capabilities, particularly in relation to fluctuations in raw material prices, exchange rates, and export markets, while ensuring full compliance with applicable laws and international commitments. The Board of Directors also emphasizes information transparency, timely and accurate disclosure, and the maintenance and strengthening of relationships with shareholders and investors, thereby protecting the legitimate rights and interests of shareholders.
- Human resource development and the establishment of a safe, professional, and innovation-driven working environment are also key orientations, aimed at improving workforce quality and strengthening employee engagement with the Company. In parallel, the Company is oriented toward sustainable development through the implementation of cleaner production solutions, the use of environmentally friendly materials, research and development of recyclable and low-emission products, proactive adaptation to environmental regulations in export markets, and the gradual integration of ESG standards into governance and operations.

With the above orientation, the Board of Directors expects, together with the Executive Management and all employees, to overcome challenges and capitalize on opportunities to achieve the set objectives, thereby ensuring stable and sustainable development and creating long-term value for shareholders and other stakeholders.

The above is the report on the activities of the Board of Directors of the Company in 2025 and the strategic direction for 2026. It is respectfully submitted to the General Meeting of Shareholders for consideration and approval.

Finally, on behalf of the Board of Directors, I would like to extend my sincere wishes to all valued shareholders for good health, happiness, and prosperity.

I wish the General Meeting a successful outcome!

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



NGUYEN DUC CUONG

APPENDIX: RESOLUTIONS OF THE BOARD OF DIRECTORS IN 2025

No.	Resolution No.	Date	Content	Approval rate
1	0211/2025/NQ-HĐQT	02/01/2025	Approval of related-party transactions of internal persons – Hoang Anh Kinh Bac Co., Ltd.	100%
2	0212/2025/NQ-HĐQT	02/01/2025	Approval of related-party transactions of internal persons – Thai Yen Packaging Manufacturing JSC	100%
3	0213/2025/NQ-HĐQT	02/01/2025	Approval of related-party transactions of internal persons – Thuan Duc Hung Yen Co., Ltd.	100%
4	0214/2025/NQ-HĐQT	02/01/2025	Approval of related-party transactions of internal persons – Thuan Duc Bim Son JSC	100%
5	0215/2025/NQ-HĐQT	02/01/2025	Approval of related-party transactions of internal persons – Thuan Duc JB JSC	100%
6	0216/2025/NQ-HĐQT	02/01/2025	Approval of related-party transactions of internal persons – Thuan Duc Eco JSC	100%
7	1002/2025/NQ-HĐQT-TDP	10/02/2025	Organization of the 2025 Annual General Meeting of Shareholders	100%
8	0103/2025/TDP/NQ-HĐQT	01/03/2025	Approval of loan transactions between Thuan Duc JSC and individuals	100%
9	0503/2025/TDP/NQ-HĐQT	05/03/2025	Approval of loan transactions between Thuan Duc JSC and individuals	100%
10	0603/2025/NQ-HĐQT	06/03/2025	Transfer of capital contribution and loan at packaging project to Thuan Duc Bim Son JSC	100%
11	1404/2025/NQ-HĐQT-TDP	14/04/2025	Election of Chairman of the Board of Directors for the 2025–2030 term	100%
12	1605/2025/NQ-HĐQT-TDP	16/05/2025	Written consultation of bondholders for bond TDPH2326001	100%
13	3005/2025/NQ-HĐQT-TDP	30/05/2025	Implementation of share issuance to existing shareholders	100%
14	3105/2025/NQ-HĐQT-TDP	31/05/2025	Approval of share issuance dossier to existing shareholders	100%
15	0906.1/2025/NQ-HĐQT-TDP	09/06/2025	Capital contribution and charter capital increase of Thuan Duc Hung Yen Co., Ltd.	100%
16	1706/2025/MBS-TDP	17/06/2025	Amendment and supplementation of bond terms TDPH2326001	100%
17	3006/2025/NQ-HĐQT-TDP	30/06/2025	Selection of independent auditor for 2025 financial statements	100%
18	1007/2025/NQ-HĐQT-TDP	10/07/2025	Written consultation of shareholders	100%
19	157/2025/TDP/NQ-HĐQT	15/07/2025	Approval of loan to Thuan Duc Bim Son JSC	100%
20	2507/2025/TDP/NQ-HĐQT	25/07/2025	Approval of loan to Thuan Duc JB JSC	100%

21	1208/2025/NQ-HĐQT-TDP	12/08/2025	Share issuance dossier (revision 2)	100%
22	1208.01/2025/NQ-HĐQT-TDP	12/08/2025	Adjustment of Bim Son project objectives and schedule	100%
23	2609/2025/NQ-HĐQT-TDP	26/09/2025	Registration and additional listing of shares	100%
24	2709/2025/NQ-HĐQT-TDP	27/09/2025	Share issuance dossier (revision 3)	100%
25	3009/2025/NQ-HĐQT-TDP	30/09/2025	Profit distribution at Thuan Duc Hung Yen Co., Ltd.	100%
26	1310/2025/NQ-HĐQT-TDP	13/10/2025	Extension of 2024 cash dividend payment	100%
27	2310/2025/NQ-HĐQT-TDP	23/10/2025	Public bond issuance plan	100%
28	2310/QĐ-HĐQT-TDP	23/10/2025	Chairman decision on bond terms	100%
29	2410/2025/NQ-HĐQT-TDP	24/10/2025	Public bond issuance dossier approval	100%
30	0311/2025/NQ-HĐQT-TDP	03/11/2025	Internal Audit Committee personnel changes	100%
31	1012/2025/NQ-HĐQT-TDP	10/12/2025	Loan to Thuan Duc Eco JSC	100%
32	1112/2025/NQ-HĐQT-TDP	11/12/2025	Record date for share purchase rights	100%
33	1612/2025/NQ-HĐQT-TDP	16/12/2025	Record date (replacement resolution)	100%
34	2212/2025/NQ-HĐQT-TDP	22/12/2025	Loan agreement approval with Thuan Duc Eco JSC	100%
35	2212.1/2025/NQ-HĐQT-TDP	22/12/2025	Loan agreement approval with Thuan Duc Bim Son JSC	100%
36	3112/2025/NQ-HĐQT-TDP	31/12/2025	Profit distribution at Thuan Duc Hung Yen Co., Ltd. (2nd tranche)	100%



**THUAN DUC
JOINT STOCK COMPANY**

THE SOCIALIST REPUBLIC OF VIETNAM
Independence – Freedom – Happiness

No: 03/BC – ĐHĐCĐ.2026

Hung Yen, April 19, 2026

**REPORT OF THE INDEPENDENT MEMBER OF THE BOARD OF
DIRECTORS ON THE PERFORMANCE OF THE BOARD
OF DIRECTORS IN 2025**

To: General Meeting of Shareholders of Thuan Duc Joint Stock Company

Pursuant to the duties of an Independent Member of the Board of Directors, I – Mr. Nguyen Van Truong, Independent Member of the Board of Directors of Thuan Duc Joint Stock Company – respectfully submit to the General Meeting of Shareholders this report assessing my activities and the performance of the Board of Directors in 2025 as follows:

I. REPORT ON THE ACTIVITIES OF THE INDEPENDENT BOARD MEMBER

In my second term as an Independent Member of the Board of Directors, I fully attended all 31/31 meetings held in 2025, achieving a 100% attendance rate.

At all meetings, I focused on discussing and providing feedback on key matters relating to development strategy, business plans, investment activities, capital structure, as well as issues with long-term impacts on the Company's competitiveness and sustainable development. I also contributed opinions aimed at enhancing transparency, governance effectiveness, and risk management.

In addition, I maintained regular communication with the Executive Management and relevant departments to update operational developments, thereby supporting the Board of Directors in early identification of risks and opportunities in the context of a volatile global economic environment.

II. ASSESSMENT REPORT ON THE PERFORMANCE OF THE BOARD OF DIRECTORS

1. Structure and compliance

In 2025, the Board of Directors operated in full compliance with applicable laws, the Company Charter, and relevant internal regulations.



The clear separation between governance and management roles continued to be maintained, contributing to enhanced transparency, improved oversight effectiveness, and balanced corporate governance.

2. Operational effectiveness and governance role

The Board of Directors effectively performed its strategic orientation and supervisory roles. Key matters were reviewed based on complete documentation, with financial analysis, risk assessment, and consideration of long-term impacts.

Major decisions were carefully deliberated based on macroeconomic factors, global market trends, and geopolitical risks. Accordingly, the Board timely issued appropriate directions, contributing to the Company's stable growth momentum.

Risk management activities, particularly strategic risk management, were effectively implemented, ensuring flexibility and proactive response to global business environment fluctuations. In addition, the Board maintained strong principles of transparency, compliance with laws and the Company Charter, and effective oversight of executive management, thereby improving overall corporate governance efficiency.

3. Supervision of Executive Management

The supervisory role of the Board of Directors over the Executive Management was implemented through periodic reports, ad-hoc reports, and thematic meetings, ensuring timely monitoring and assessment of key operational tasks.

During the year, the Executive Management effectively implemented the resolutions of the Board of Directors, demonstrating proactiveness and flexibility in business operations.

This supervisory mechanism contributed to ensuring that management activities were aligned with the Company's strategies, orientations, and approved objectives, while enhancing transparency and operational efficiency.

4. Related-party transactions control

The Board of Directors established and maintained a rigorous, prudent, and transparent review and approval mechanism for related-party transactions.

These transactions were conducted on a fair, transparent basis and in full compliance with applicable regulations, thereby protecting the legitimate interests of the Company and its shareholders.

5. Overall assessment of the Board of Directors in 2025

Based on my full participation and monitoring of the Board of Directors' activities in 2025, and with an independent and objective perspective, I assess that the Board has fully performed its functions and duties in accordance with laws and the Company Charter, ensuring transparency in decision-making processes.

In a volatile market environment, the Board demonstrated timely and flexible governance and management orientation, contributing to the Company's operational stability and sustainable development.

Supervisory activities, particularly in financial management and risk governance, were implemented in a focused and stringent manner, thereby enhancing corporate governance effectiveness and ensuring a balance of interests among shareholders and related stakeholders.

This concludes my assessment report on the performance of the Board of Directors in 2025.

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

**INDEPENDENT MEMBER OF THE
BOARD OF DIRECTORS**



NGUYEN VAN TRUONG





**THUAN DUC
JOINT STOCK COMPANY**

No: 03.2/BC – ĐHDCTD.2026

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

Hung Yen, April 19, 2026

**REPORT OF THE INDEPENDENT MEMBER OF THE BOARD OF DIRECTORS
ON THE ACTIVITIES OF THE BOARD OF DIRECTORS IN 2025**

To: General Meeting of Shareholders of Thuan Duc Joint Stock Company

In accordance with the duties of an Independent Member of the Board of Directors, I – Mr. Tran Van Thanh – Independent Member of the Board of Directors of Thuan Duc Joint Stock Company respectfully submit to the General Meeting of Shareholders this report assessing my activities as well as the activities of the Board of Directors in 2025 as follows:

I. REPORT ON THE ACTIVITIES OF THE INDEPENDENT BOARD MEMBER

Being entrusted by the Shareholders at the Extraordinary General Meeting of Shareholders in 2025, I was elected as an Independent Member of the Board of Directors from August 22, 2025. Since assuming this position, I have promptly familiarized myself with the work and fully attended all meetings of the Board of Directors in accordance with official invitations.

At the meetings, I have consistently adhered to the principles of independence, objectivity, and prudence in reviewing and assessing matters submitted to the Board of Directors; while actively participating in discussions and providing critical opinions to improve the quality of decision-making, ensuring a balance of interests between the Company and its shareholders. In addition, I have fully performed the supervisory role of an Independent Board Member, ensuring that all decisions are reviewed on a transparent and prudent basis and are directed toward the highest interests of the Company and its shareholders.

II. ASSESSMENT REPORT ON THE ACTIVITIES OF THE BOARD OF DIRECTORS

1. Structure and compliance with regulations

The Board of Directors of Thuan Duc Joint Stock Company consists of 7 members, including 2 independent members, ensuring compliance with current legal regulations regarding structure and the proportion of independent members.

During the year, members of the Board of Directors fully attended all meetings, demonstrating a high sense of responsibility and strong commitment to governance duties. The organization of meetings, issuance of resolutions, and preparation of minutes were carried out in accordance with proper procedures, ensuring legality, transparency, and auditability.

On that basis, the Board of Directors has fully complied with legal regulations and the Company's governance rules, while effectively performing its strategic orientation role and proactively directing and controlling key business activities. Decisions were issued in a timely manner and in line with actual business conditions, thereby contributing to the harmonization of interests between the Company and its shareholders.

2. Operational efficiency and governance role

In 2025, the Board of Directors effectively fulfilled its role in strategic orientation and supervision of the Company's operations amid continued global economic volatility. In addition to effectively implementing resolutions, orientations, and plans approved by the General Meeting of Shareholders, the Board maintained both periodic and ad-hoc meetings to promptly address emerging issues, demonstrating proactive and flexible governance.

Key decisions of the Board of Directors were carefully considered based on comprehensive analysis of macroeconomic factors, international market trends, internal business conditions, and related risks, thereby ensuring feasibility and implementation efficiency.

Risk management, particularly strategic risk management, was emphasized and implemented in a proactive and flexible manner in response to global business environment fluctuations. On that basis, the Board of Directors promptly issued appropriate directions, contributing to maintaining stability and supporting the Company's sustainable growth objectives.

3. Supervision of the Executive Management

The Board of Directors fully exercised its supervisory function over the Executive Management through monitoring and evaluating the implementation of resolutions, business plans, and the Company's financial performance.

Supervisory activities were conducted regularly and with focus, closely linked to key operational risks, thereby enhancing transparency, improving risk control effectiveness, and ensuring safe and stable business operations.

4. Assessment of related-party transaction control

The Board of Directors has established and maintained a strict and prudent mechanism for reviewing, appraising, and approving related-party transactions in full compliance with applicable laws and the Company's internal governance regulations. These transactions are conducted in a transparent, controlled manner and ensure alignment with the overall interests of the Company and its shareholders.

5. Overall assessment of the Board of Directors' activities in 2025

Based on my observation and full participation in the activities of the Board of Directors, I am of the view that the Board has fully performed its functions and duties in accordance with applicable laws, the Company Charter, and relevant internal regulations.

The Board of Directors has timely issued appropriate decisions in response to changes in the business environment, thereby contributing to the Company's stable operations and sustainable development orientation. Key governance areas, particularly strategy, finance, and risk management, continue to be implemented in an increasingly rigorous, transparent, and effective manner.

This concludes my report as an Independent Member of the Board of Directors on the activities of the Board of Directors in 2025.

I respectfully submit this report to the General Meeting of Shareholders for consideration and approval.

INDEPENDENT BOARD MEMBER



TRAN VAN THANH



SOCIALIST REPUBLIC OF VIETNAM

Independence – Freedom – Happiness

Hung Yen, April 19, 2026

REPORT OF THE BOARD OF SUPERVISORS

Respectfully submitted to: The General Meeting of Shareholders of Thuan Duc Joint Stock Company

- Pursuant to the Law on Enterprises No. 59/2020/QH14 and the Law on Securities No. 54/2019/QH14;
- Pursuant to the Charter of Organization and Operation of Thuan Duc Joint Stock Company;
- Pursuant to the Resolution of the Annual General Meeting of Shareholders in 2025;
- Pursuant to the audited financial statements for the year 2025;
- Pursuant to the business performance and operational results of the Company in 2025;

The Report of the Board of Supervisors presented at the Annual General Meeting of Shareholders 2025 includes the following contents:

I. OVERVIEW OF THE BOARD OF SUPERVISORS' ACTIVITIES IN 2025

- Organizational structure: The Board of Supervisors consists of 03 members for the 2025–2030 term, ensuring independence and professional qualifications of its members.
- Remuneration: The total remuneration of the Board of Supervisors in 2025 amounted to VND 240,000,000. In addition, members of the Board of Supervisors received salaries corresponding to their concurrent positions within the Company, based on actual working time.
- Key supervisory activities in 2025 include:
 - Supervising compliance with the Resolutions of the General Meeting of Shareholders, the Law on Enterprises, the Law on Securities, information disclosure obligations, and related-party transactions. Attending and/or obtaining documents



of Board of Directors' meetings and conducting independent assessments of matters presented by the Board of Directors and the Executive Management.

- Conducting focused supervision on shareholders' rights to ensure that transactions between shareholders and the Company avoid personal benefits and conflicts of interest among shareholders, the Board of Directors, and the Board of Management.
- The Board of Supervisors held periodic and ad-hoc meetings to assign and implement tasks throughout the year. The contents of such meetings included:
 - (i) Reviewing and appraising the Company's annual and periodic financial statements.
 - (ii) Holding quarterly meetings to assess the implementation of plans and tasks for subsequent quarters.
 - (iii) Inspecting and supervising the process of collecting shareholders' written opinions; and overseeing the nomination by the Board of Directors of independent members, as well as the eligibility and independence criteria of nominated candidates to the Board of Directors in 2025.
 - (iv) Providing direction on the control and preparation of financial statements and approving the annual audit plan; advising the Board of Directors on the selection of the independent auditing firm for 2025.
 - (v) Conducting meetings to evaluate the performance of the Board of Supervisors' personnel and making necessary adjustments to task allocation and responsibilities.
 - (vi) Supervising compliance with the process of share issuance to existing shareholders by the Board of Directors and the Board of Management, as well as ensuring that related disclosures are made in accordance with the Company's Charter.

II. ASSESSMENT OF THE ACTIVITIES OF THE BOARD OF DIRECTORS AND THE BOARD OF MANAGEMENT

- The Board of Directors operated in compliance with the Company's Charter, with proper minutes and resolutions, ensuring transparency and safeguarding shareholders' rights.
- The implementation of submissions to the 2025 Annual General Meeting of Shareholders was carried out fully and in accordance with established procedures.
- Transactions with partners and related parties were fully disclosed in compliance with applicable regulations.
- Regarding personnel, the Board of Directors and the Board of Management maintained a sufficient number of members during the year. There were changes including the dismissal and the election of one independent member of the Board of Directors, as well as the dismissal of another independent member. At present, the Board of Directors ensures the independence of its members and maintains effective governance and management capacity across the Company's operations and ongoing projects.
- In addition to the achieved results, the Board of Supervisors would like to highlight several areas for improvement:
 - Investment decision-making and capital utilization at certain times were not closely aligned with actual cash flow efficiency; greater focus is required on optimizing the use of existing assets and human resources.
 - The control of related-party transactions should be further standardized, particularly with respect to independent approval mechanisms and independent price benchmarking, especially for significant transactions during the year.
 - The internal control system has not kept pace with the Company's expansion; therefore, scaling up operations should be accompanied by effective cost management and optimization of operating expenses.

- Based on the review of the resolutions of the General Meeting of Shareholders and the minutes and resolutions of the Board of Directors and the Board of Management, the Board of Supervisors concurs with the 2025 report of the Board of Directors and the Board of Management as presented to the General Meeting of Shareholders, and considers the business and financial plans set for 2026 to be appropriate.

III. SUPERVISION OF FINANCIAL ACTIVITIES AND COMPLIANCE

- The separate and consolidated financial statements for 2025 were audited by Grant Thornton Co., Ltd., which issued an unqualified opinion. However, the Board of Supervisors recommends further improvement of the accounting system to minimize discrepancies and audit adjustments identified by the independent auditor. Financial risks are assessed to be higher as the Company continues to utilize a relatively high level of financial leverage during its expansion phase, while equity has not been correspondingly strengthened and borrowing interest rates are on an upward trend.
- Profit for 2025 reached VND 96.6 billion. The Company has not yet implemented the 5% cash dividend as approved by the 2025 Annual General Meeting of Shareholders. The Board of Directors has explained that this is due to the need to prioritize investment in key projects to drive growth across the Group. The Board of Supervisors recommends that the Board of Directors establish a clear roadmap to ensure compliance with legal regulations and safeguard shareholders' interests; retained earnings should be aligned with a transparent, efficient, and well-defined capital utilization plan.
- Total remuneration of the Board of Directors and the Board of Supervisors in 2025 amounted to VND 1,560 million, implemented in accordance with the proposal approved at the 2025 Annual General Meeting of Shareholders.
- The Board of Management has implemented the Company's strategies in production, business operations, and construction investment, ensuring profitability in line with market conditions and the Company's scale of operations in 2025, and has made appropriations to funds in compliance with applicable regulations.

- The Board of Directors and the Board of Management have complied with the Law on Enterprises and relevant regulations on corporate governance applicable to public companies. However, lessons should be drawn from inspections and reviews conducted by regulatory authorities in order to further minimize shortcomings, particularly in planning and in establishing a well-controlled organizational system to effectively mitigate risks.

IV. ASSESSMENT OF RELATED-PARTY TRANSACTIONS AND COORDINATION OF OPERATIONS

1. Assessment of Related-Party Transactions

In 2025, the Board of Supervisors conducted reviews and supervision of transactions between the Company, its subsidiaries, and companies in which the Company holds more than 50% of the charter capital, with related parties, including members of the Board of Directors, the General Director (Director), other executives, and their related persons.

The results of the supervision indicate that:

- Such transactions were generally conducted based on business and operational needs, in compliance with applicable laws, the Company's Charter, and the Resolutions of the General Meeting of Shareholders and the Board of Directors.
- Information disclosure for related-party transactions was carried out in accordance with regulations; significant transactions were reviewed and approved by the competent authorities in line with their respective powers.
- However, the Board of Supervisors notes that the internal control mechanisms for such transactions should be further improved, particularly in the following aspects:
 - o Enhancing independence in the appraisal and approval processes;
 - o Ensuring full implementation of market price benchmarking to maintain fairness and transparency;
 - o Standardizing procedures for identifying and updating the list of related parties.

2. Assessment of Transactions with Enterprises Related through Management Personnel

The Board of Supervisors has reviewed transactions between the Company and enterprises in which members of the Board of Directors, the General Director, or other executives are founding shareholders or have held managerial positions within the three (03) years preceding the transaction.

Assessment results:

- Transactions arising (if any) were conducted on a voluntary and arm's length basis, in compliance with applicable laws and serving the Company's production and business activities.
- No transactions have been identified with indications of self-dealing or conflicts of interest that could adversely affect the Company and its shareholders.
- However, it is necessary to further strengthen the monitoring and updating of information on related relationships of management personnel in order to control potential risks.

3. Assessment of the Coordination between the Board of Supervisors, the Board of Directors, the Board of Management, and Shareholders

In 2025, the coordination between the Board of Supervisors, the Board of Directors, the Board of Management, and shareholders was carried out in a relatively effective manner:

- The Board of Supervisors was provided with full information and documentation related to the Company's governance and management activities; and was able to attend or access minutes of Board of Directors' meetings in accordance with regulations.
- The Board of Directors and the Board of Management cooperated and provided timely explanations on matters requested by the Board of Supervisors, thereby facilitating effective supervisory activities.

- The opinions and recommendations of the Board of Supervisors were generally acknowledged and considered by the Board of Directors and the Board of Management during the course of operations.
- The relationship between the Board of Supervisors and shareholders was maintained in a transparent manner through General Meeting of Shareholders, ensuring shareholders' rights to access information in accordance with regulations.

However, the Board of Supervisors recommends:

- Further improving the quality and timeliness of information sharing among departments;
- Strengthening feedback mechanisms and monitoring the implementation of post-supervision recommendations;
- Enhancing the role of the Board of Supervisors in early involvement in high-risk decisions in order to improve the effectiveness of corporate governance.

V. ASSESSMENT OF CHALLENGES AND RECOMMENDATIONS FOR 2026; OPERATIONAL PLAN OF THE BOARD OF SUPERVISORS FOR 2026

- The economic outlook for 2026, particularly in the first quarter of 2026, has shown significant volatility: raw material prices have fluctuated, the supply of essential input materials for production has tightened, financial costs are expected to continue increasing, international demand is trending downward due to rising trade barriers, and challenges in human resources persist.
- The Board of Supervisors recommends that the Board of Directors and shareholders adopt a prudent approach in strategic planning, including setting realistic expectations for business growth targets, dividend policies, and investment efficiency. At the same time, it is necessary to review the current financial structure, borrowing capacity, and practical cash flow plans to ensure effective control of financial leverage ratios for new investment projects; and to strictly manage investment costs from the outset to reduce operational cost burdens and avoid inefficiencies or waste.

- Strengthening risk management, including operational risks, financial risks, and broader macroeconomic and industry-related risks, is essential as the Company continues to expand and solidify its position within the industry.
- The Board of Supervisors will continue implementing the tasks carried out in 2025 and will establish a working plan based on the contents outlined above for execution in 2026, with a stronger focus on timely and rigorous implementation, supported by new personnel where applicable.

Dear General Meeting of Shareholders,

The above is the Report of the Board of Supervisors, respectfully submitted to the General Meeting of Shareholders for review and approval.

We wish all shareholders and delegates attending the Meeting good health, happiness, and success.

Respectfully submitted.

**ON BEHALF OF THE BOARD OF
SUPERVISORS**



Bà Huy Hồng



THUAN DUC JOINT STOCK COMPANY

Address: Bang Ngang Hamlet, Luong Bang Commune, Hung Yen Province, Viet Nam

Phone: 0221.381.0705 - **Fax:** 0221.381.0706

Website: thuanducjsc.vn

CHARTER

THUAN DUC JOINT STOCK COMPANY

Hung Yen, April 2026

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INTRODUCTORY SECTION

This Charter was approved pursuant to the resolution of the Annual General Meeting of Shareholders 2026 No. 1904/2026/NQ-DHĐCĐ-TDP dated April 19, 2026.

I. DEFINITIONS OF TERMS IN THE CHARTER

Article 1. Interpretation of terms

1. In this Charter, the following terms shall be interpreted as follows:

- a) *Charter capital* refers to the total par value of shares that have been sold or registered for purchase upon the establishment of the joint-stock company, as stipulated in Article 6 of this Charter;
- b) *Voting capital* refers to share capital where the owner has the right to vote on matters within the jurisdiction of the General Meeting of Shareholders;
- c) *Enterprise Law* refers to Enterprise Law No. 59/2020/QH14 passed by the National Assembly of the Socialist Republic of Vietnam on June 17, 2020;
- d) *Securities Law* refers to Securities Law No. 54/2019/QH14 passed by the National Assembly of the Socialist Republic of Vietnam on November 26, 2019;
- e) *Viet Nam* is the Socialist Republic of Vietnam;
- f) *Establishment date* refers to the date the Company is granted the Business Registration Certificate (Business License or equivalent documents) for the first time;
- g) *Enterprise executive* refers to the General Director, Deputy General Directors, Chief Accountant, and other executives as stipulated in the Company's Charter;
- h) *Enterprise manager* refers to company managers, including the Chairman of the Board of Directors, Board members, General Director, and other individuals holding management titles as stipulated in this Charter;
- i) *Related person* refers to individuals and organizations as defined in Clause 46, Article 4 of the Securities Law;
- k) *Shareholder* refers to an individual or organization holding at least one share of the joint-stock company;

- l) *Founding shareholder* refers to a shareholder who holds at least one ordinary share and signs the list of founding shareholders of the joint-stock company;
- m) *Major shareholder* refers to a shareholder defined in Clause 18, Article 4 of the Securities Law;
- n) *Duration of operation* refers to the duration of the Company as specified in Article 2 of this Charter, including any extensions approved by the General Meeting of Shareholders;
- o) *Stock exchange* refers to the Vietnam Stock Exchange and its subsidiaries.
2. In this Charter, references to one or more provisions or documents shall include any amendments, supplements, or replacements thereof.
3. The headings (Sections and Articles of this Charter) are for convenience of reference only and do not affect the content of this Charter.

II. COMPANY NAME, TYPE, HEADQUARTERS, BRANCHES, REPRESENTATIVE OFFICES, BUSINESS LOCATIONS, DURATION, AND LEGAL REPRESENTATIVE

Article 2. Company name, type, headquarters, branches, representative offices, business locations, and duration

1. **Company name:**
- Company name in Vietnamese: **CÔNG TY CỔ PHẦN THUẬN ĐỨC**
 - Company name in foreign language: **THUAN DUC JOINT STOCK COMPANY**
 - Abbreviated name:
2. The Company is a joint-stock company with legal entity status in accordance with the current laws of Vietnam.
3. Registered headquarters of the Company:
- Address: Bang Ngang Hamlet, Luong Bang Commune, Hung Yen Province, Vietnam.
 - Phone: 0221.3810.705
 - Fax: 0221.3810.706
 - E-mail: info@thuanducjsc.vn
 - Website: www.thuanducjsc.vn
4. The Company may establish branches and representative offices in business locations to carry out its operational objectives, in accordance with the decisions of the Board of Directors and within the scope permitted by law.
5. Unless terminated earlier under Clause 2, Article 54, or extended under Article 55 of this Charter, the Company's duration of operation is indefinite from the date of establishment.

Article 3. Legal representative of the Company

The Company has one (01) legal representative, as follows:

- Full name: Mr. Nguyen Duc Cuong
- Date of birth: December 16, 1970
- Ethnicity: Kinh
- Nationality: Vietnam
- **Permanent registered address:** NQ 02-10, Vinhomes Riverside, Phuc Loi Ward, Hanoi City, Vietnam.
- **Citizen ID number:** 020070000067, issued by the Administrative Management Police Department on May 10, 2021.
- **Current residence:** NQ 02-10, Vinhomes Riverside, Phuc Loi Ward, Hanoi City, Vietnam.
- **Management position:** Chairman of the Board of Directors of the Company.

III. COMPANY OBJECTIVES, BUSINESS SCOPE, AND OPERATIONS

Article 4. Company objectives

1. Business sectors and industries of the Company:

No.	Business Line	Industry Code
01	Manufacture of plastic products (Details: Recycling plastic, woven packaging of all kinds)	2220 (Primary)
02	Printing (Details: Packaging printing)	1811
03	Collection of non-hazardous waste (Details: Collecting and transporting plastic scrap (excluding direct waste collection services from households))	3811
04	Recycling of scrap (Details: Recycling plastic scrap of all kinds)	3830
05	Freight transport by road	4933
06	Wholesale of other specialized goods not elsewhere classified (Details: Wholesale of plastic raw materials, woven packaging of all kinds)	4679
07	Other remaining business support service activities not elsewhere classified (Details: Import and export of machinery, equipment, packaging, and materials of all kinds (excluding recorded items and goods on the national reserve list))	8299

08	For conditional business lines, the enterprise is only allowed to operate when meeting the legal requirements.	<i>Industry not yet matched with the Vietnam Standard Industrial Classification System</i>
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2. Company objectives:

The Company was established to mobilize and utilize capital effectively in developing business activities in manufacturing, trade, and services, aiming to maximize profits for the Company and its shareholders, improve working conditions, increase income and living standards for employees, fulfill tax obligations, and foster strong corporate growth.

Article 5. Business scope and operations

The Company is permitted to conduct business activities in the sectors and industries specified in this Charter, which have been registered, updated, and publicly announced on the National Business Registration Portal. In cases where the Company engages in conditional business sectors, it must meet the necessary legal requirements as stipulated by the Investment Law and relevant specialized laws.

The Company may also conduct business in other legally permitted sectors, provided they are approved by the General Meeting of Shareholders.

IV. CHARTER CAPITAL, SHARES, AND FOUNDING SHAREHOLDERS

Article 6. Charter capital, shares, and founding shareholders

1. The charter capital of the Company is VND 936,995,740,000 (Nine hundred thirty-six billion nine hundred ninety-five million seven hundred forty thousand Vietnamese dong).

The total charter capital is divided into 93,699,574 shares, with a par value of VND 10,000 per share.

2. The Company may change its charter capital upon approval by the General Meeting of Shareholders and in compliance with legal regulations.
3. As of the **date of adoption** of this Charter, the Company's shares include ordinary shares and preferred shares (if any). The rights and obligations of shareholders holding each type of share are stipulated in Articles 12 and 13 of this Charter.
4. The Company may issue other types of preferred shares with the approval of the General Meeting of Shareholders, in accordance with the law.

5. The name, address, number of shares, and other details of the founding shareholders, as required by the Enterprise Law, are specified in Appendix I attached to this Charter. This Appendix is considered an integral part of this Charter. Ordinary shares shall be offered first to existing shareholders in proportion to their ownership percentage, unless the General Meeting of Shareholders decides otherwise. Any unsold shares will be allocated by the Board of Directors, which may distribute them to shareholders or other investors under no less favorable conditions than those offered to existing shareholders, unless otherwise approved by the General Meeting of Shareholders.
6. The Company may repurchase its own shares in accordance with the provisions of this Charter and current laws.
7. The Company may issue other types of securities in compliance with legal regulations.

Article 7. Share certificates

1. Shareholders of the Company shall be issued share certificates corresponding to the number and type of shares they own.
2. A share certificate is a type of security that confirms the lawful rights and interests of the holder in relation to a portion of the charter capital of the issuing organization. The share certificate must include all the required details as stipulated in Clause 1, Article 121 of the Enterprise Law.
3. Within 30 days from the date of submission of a complete application for the transfer of share ownership, as per the Company's regulations, Or within 30 days from the date of full payment for the purchase of shares, as per the Company's share issuance plan (or another period as specified in the issuance terms), The shareholder shall be issued a share certificate. The shareholder is not required to pay the Company any printing fees for the share certificate.
4. In case a share certificate is lost, damaged, or otherwise destroyed, the Company shall issue a replacement certificate upon the shareholder's request. The shareholder's request must include:
 - a) Information about the lost, damaged, or destroyed share certificate.
 - b) A commitment to bear responsibility for any disputes arising from the issuance of the replacement certificate.

Article 8. Other securities certificates

Bond certificates or other securities certificates issued by the Company shall bear the signature of the legal representative and the Company's seal.

Article 9. Share transfer

1. All shares are freely transferable, except as otherwise provided in this Charter and the law. Listed shares and shares registered for trading on the Stock Exchange shall be transferred in accordance with the laws on securities and the stock market.

2. Unpaid shares cannot be transferred and do not entitle the shareholder to dividends, bonus shares, rights to purchase newly issued shares, or any other shareholder rights as prescribed by law.

Article 10. Share redemption

1. If a shareholder fails to make full and timely payment for shares subscribed, the Board of Directors shall notify and have the right to demand payment of the outstanding amount. The shareholder remains responsible for the total par value of the subscribed shares concerning the Company's financial obligations arising from the non-payment.
2. The payment notice must clearly specify: A new payment deadline (at least 07 (seven) days from the date of the notice); Payment location, A statement that failure to pay as required will result in the shares being revoked.
3. The Board of Directors has the right to repossess unpaid shares if the shareholder fails to comply with the payment request in the notice.
4. Revoked shares shall be treated as shares available for sale as stipulated in Clause 3, Article 112 of the Enterprise Law. The Board of Directors may directly sell or reallocate these shares or authorize another entity to do so under terms and conditions deemed appropriate.
5. Shareholders whose shares are revoked lose their shareholder status regarding those shares. However, they remain liable for the total par value of the subscribed shares concerning the Company's financial obligations from the date of revocation until the payment is completed. The Board of Directors has full authority to enforce full payment of the share value at the time of revocation.
6. The revocation notice shall be sent to the affected shareholder before the revocation takes place. The revocation remains valid even if there are errors or omissions in sending the notice.

V. ORGANIZATIONAL STRUCTURE, MANAGEMENT, AND CONTROL

Article 11. Organizational structure, management, and control

The Company's organizational structure, management, and control consist of:

1. General Meeting of Shareholders;
2. Board of Directors;
3. Supervisory Board;
4. General Director.

VI. SHAREHOLDERS AND GENERAL MEETING OF SHAREHOLDERS

Article 12. Rights of shareholders

1. Ordinary shareholders have the following rights:

- a) Attend and speak at General Meetings of Shareholders and exercise voting rights directly, through an authorized representative, or via other methods as prescribed in this Charter and by law. Each ordinary share carries one voting right.
 - b) Receive dividends at a rate determined by the General Meeting of Shareholders.
 - c) Have priority in purchasing newly issued shares in proportion to their ordinary shareholding percentage in the Company.
 - d) Freely transfer their shares to others, except as provided in Clause 3, Article 120 and Clause 1, Article 127 of the Enterprise Law, or other applicable legal provisions.
 - e) Review, inspect, and extract information regarding the names and contact details of voting shareholders; request corrections of inaccurate personal information.
 - f) Review, inspect, extract, or copy the Company's Charter, meeting minutes of the General Meeting of Shareholders, and resolutions of the General Meeting of Shareholders.
 - g) In the event of the Company's dissolution or bankruptcy, receive a portion of the remaining assets proportional to their shareholding in the Company.
 - h) Request the Company to buy back shares in cases specified in Article 132 of the Enterprise Law.
 - i) Be treated equally. Each share of the same type grants shareholders equal rights, obligations, and benefits. If the Company issues preferred shares, the rights and obligations associated with these shares must be approved by the General Meeting of Shareholders and fully disclosed to shareholders.
 - k) Have full access to periodic and extraordinary information disclosed by the Company as required by law.
 - l) Have their legal rights and interests protected; request the suspension or annulment of resolutions or decisions made by the General Meeting of Shareholders or the Board of Directors in accordance with the Enterprise Law.
 - m) Exercise other rights as prescribed by law and this Charter.
2. Shareholders or groups of shareholders holding at least 5% of the total ordinary shares have the following rights:

- a) Request the Board of Directors to convene the General Meeting of Shareholders, as specified in Clause 3, Article 115 and Article 140 of the Enterprise Law.
 - b) Review, inspect, and extract meeting minutes, resolutions, and decisions of the Board of Directors, as well as semi-annual and annual financial statements, Supervisory Board reports, contracts, transactions subject to Board of Directors approval, and other materials except for those containing trade secrets or business secrets of the Company.
 - c) Request the Supervisory Board to investigate specific issues related to the Company's management and operations if deemed necessary. The request must be in writing and must include: Full name, contact address, nationality, and legal identification details (for individual shareholders); Company name, enterprise code or legal identification details, and headquarters address (for corporate shareholders); Number of shares held, registration date, total shares owned by the shareholder group, and percentage of ownership in the Company; Issues to be examined and purpose of the investigation.
 - d) Propose issues to be included in the meeting agenda of the General Meeting of Shareholders. The proposal must be in writing and submitted at least three (03) working days before the meeting. It must include the shareholder's name, number of shares held, and the proposed agenda item.
 - e) Exercise other rights as prescribed by law and this Charter.
3. Shareholders or groups of shareholders holding at least 10% of the total ordinary shares have the right to nominate candidates for the Board of Directors and the Supervisory Board. In addition, the nomination process may be conducted as follows:

- a) Shareholders who form a group to nominate candidates for the Board of Directors and the Supervisory Board must inform other attending shareholders about their grouping before the General Meeting of Shareholders begins.
- b) Based on the number of members in the Board of Directors and the Supervisory Board, shareholders or groups of shareholders specified in this clause may nominate one or more candidates for election as determined by the General Meeting of Shareholders. If the number of candidates nominated by shareholders or shareholder groups is lower than their entitlement, the remaining candidates shall be nominated by the Board of Directors, Supervisory Board, or other shareholders.

Article 13. Obligations of shareholders

Ordinary shareholders have the following obligations:

1. Fully and punctually pay for the shares they have committed to purchase.
2. Not withdraw contributed capital in the form of ordinary shares from the Company under any circumstances, except when the shares are repurchased by the Company or transferred to another party. If a shareholder illegally withdraws part or all of their contributed share capital, that shareholder and any related beneficiaries in the Company shall be jointly liable for the Company's debts and other financial obligations up to the withdrawn share value, as well as for any resulting damages.
3. Comply with the Company's Charter and internal management regulations.
4. Abide by resolutions and decisions of the General Meeting of Shareholders and the Board of Directors.
5. Maintain the confidentiality of information provided by the Company as prescribed in this Charter and by law. Use the provided information only to exercise and protect their legal rights and interests. Strictly prohibit the distribution, reproduction, or transmission of such information to other organizations or individuals.
6. Attend the General Meeting of Shareholders and exercise their voting rights through the following methods:
 - a) Attend and vote directly at the meeting.
 - b) Authorize another individual or organization to attend and vote on their behalf.
 - c) Attend and vote via online conferencing, electronic voting, or other electronic methods.
 - d) Send their voting ballots to the meeting via mail, fax, or email.
7. Be personally liable when acting on behalf of the Company in any of the following circumstances:
 - a) Violating the law.
 - b) Conducting business or transactions for personal gain or to benefit another organization or individual.
 - c) Making early debt payments before due dates when the Company faces financial risks.
8. Fulfill other obligations as required by applicable laws.

Article 14. General Meeting of Shareholders

1. The General Meeting of Shareholders (GMS) consists of all shareholders with voting rights and is the highest decision-making body of the Company. The Annual General Meeting of Shareholders (AGM) shall be held once per year within four (04) months from the end of the fiscal year. Unless otherwise specified in the Company's Charter, the Board of Directors may extend the AGM in necessary cases, but not exceeding six (06) months from the end of the fiscal year. In addition to the AGM, the GMS may hold extraordinary meetings. The location of the GMS is determined as the place where the chairperson is present, and it must be within the territory of Vietnam.
2. The Board of Directors shall convene the AGM and select a suitable venue. The AGM decides on matters as prescribed by law and the Company's Charter, including the approval of the audited annual financial statements. If the Company's audited financial statements contain

material exceptions, an adverse opinion, or a disclaimer of opinion, the Company must invite a representative of the auditing firm to attend the AGM. The representative of the approved auditing firm must be present at the AGM.

3. The Board of Directors must convene an Extraordinary General Meeting (EGM) in the following cases:

- a) When the Board of Directors deems it necessary for the Company's interests.
- b) When the number of remaining members in the Board of Directors or Supervisory Board falls below the minimum required by law.
- c) At the request of shareholders or a group of shareholders, as stipulated in Clause 2, Article 115 of the Enterprise Law. The request must be in writing, stating the reasons and purpose of the meeting, and must bear the signatures of the requesting shareholders. If the request consists of multiple documents, they must collectively bear the required signatures.
- d) At the request of the Supervisory Board.
- e) In other cases prescribed by law and this Charter.

4. Convening an Extraordinary General Meeting (EGM):

- a) The Board of Directors must convene the EGM within thirty (30) days from the date the number of members in the Board of Directors or Supervisory Board falls below the required minimum (as specified in Point b, Clause 3 of this Article), or from the date of receiving a request under Points c and d, Clause 3 of this Article.
- b) If the Board of Directors fails to convene the EGM as required in Point a, Clause 4 of this Article, the Supervisory Board shall convene the EGM within the next 30 days, in accordance with Clause 3, Article 140 of the Enterprise Law.
- c) If the Supervisory Board fails to convene the EGM, the shareholder(s) or group of shareholders specified in Point c, Clause 3 of this Article may request the Company's representative to convene the EGM in accordance with the Enterprise Law.
In such a case, the shareholder(s) convening the EGM may request the Business Registration Authority to supervise the process of convening, conducting, and making resolutions at the EGM. All costs for convening and conducting the EGM shall be reimbursed by the Company. However, this does not include expenses incurred by shareholders for attending the meeting, such as travel and accommodation costs.
- d) The procedures for organizing the GMS shall comply with Clause 5, Article 140 of the Enterprise Law.

Article 15. Rights and obligations of the General Meeting of Shareholders

1. The General Meeting of Shareholders (GMS) has the following rights and obligations:

- a) Approve the Company's development strategy.
- b) Decide on the types and total number of shares to be offered for sale and determine the annual dividend rate for each type of share.
- c) Elect, dismiss, or remove members of the Board of Directors and Supervisory Board.
- d) Approve investment or disposal of assets valued at 35% or more of the Company's total assets, as recorded in the most recent financial statements.
- e) Decide on amendments and supplements to the Company's Charter.
- f) Approve the annual financial statements.
- g) Decide on the repurchase of more than 10% of the total issued shares of each type.
- h) Review and handle violations committed by members of the Board of Directors or Supervisory Board that cause harm to the Company or its shareholders.
- i) Decide on Company reorganization or dissolution.
- k) Determine the budget or total remuneration, bonuses, and other benefits for the Board of Directors and Supervisory Board.
- l) Approve the internal governance regulations and the operational regulations of the Board of Directors and Supervisory Board.
- m) Approve the list of approved auditing firms and decide on the auditing firm responsible for auditing the Company's activities, as well as dismiss auditors when necessary.
- n) Exercise other rights and obligations as prescribed by law.

2. The General Meeting of Shareholders shall discuss and approve the following matters:

- a) The Company's annual business plan.
- b) Audited annual financial statements
- c) Reports of the Board of Directors on corporate governance and the performance of the Board of Directors and its members.
- d) Supervisory Board reports on the Company's business performance and the activities of the Board of Directors and the General Director.
- e) Self-assessment reports on the performance of the Supervisory Board and its members.
- f) Dividend rates for each type of share.
- g) The number of members in the Board of Directors and Supervisory Board.
- h) Election, dismissal, and removal of members of the Board of Directors and Supervisory Board.
- i) Approval of the list of approved auditing firms and selection of the auditing firm to review the Company's activities when necessary.
- j) Amendments and supplements to the Company's Charter.
- k) The type and number of newly issued shares, as well as the transfer of founding shareholders' shares within the first three (03) years of the Company's establishment.
- l) Division, separation, merger, consolidation, or conversion of the Company.
- m) Reorganization and dissolution (liquidation) of the Company and the appointment of liquidators.

- n) Investment or disposal of assets valued at 35% or more of the Company's total assets, as recorded in the most recent financial statements.
 - o) Repurchase of more than 10% of the total issued shares of each type.
 - p) Approval of contracts and transactions with parties specified in Clause 1, Article 167 of the Enterprise Law, with a transaction value equal to or exceeding 35% of the Company's total assets, as recorded in the most recent financial statements.
 - q) Approval of transactions specified in Clause 4, Article 293 of Decree No. 155/2020/ND-CP dated December 31, 2020, which provides detailed guidance on the Securities Law.
 - r) Approval of the internal governance regulations, as well as the operational regulations of the Board of Directors and Supervisory Board.
 - s) Other matters as prescribed by law and this Charter.
3. All resolutions and matters included in the meeting agenda must be discussed and voted on at the General Meeting of Shareholders.

Article 16. Authorization to attend the General Meeting of Shareholders

- 1. Shareholders or their authorized representatives (if the shareholder is an organization) may attend the General Meeting of Shareholders (GMS) in person, authorize one or more individuals or organizations to attend on their behalf, or attend via one of the methods specified in Clause 3, Article 144 of the Enterprise Law.
- 2. Authorization for an individual or organization to attend the GMS must be made in writing. The authorization document must comply with civil law provisions and clearly state: The name of the authorizing shareholder. The name of the authorized individual or organization. The number of shares being authorized. The scope and content of the authorization. The duration of the authorization. Signatures of both the authorizing party and the authorized party. The authorized representative must submit the authorization document when registering for the GMS. In cases of sub-authorization, the attendee must also provide the original authorization document from the shareholder or the authorized representative of an organizational shareholder (if not previously registered with the Company).
- 3. The voting ballot of an authorized attendee remains valid even if any of the following events occur, unless:
 - a) The authorizing party has passed away, been legally incapacitated, or lost legal capacity.
 - b) The authorizing party has revoked the authorization.
 - c) The authorizing party has canceled the authority of the authorized person.

This provision does not apply if the Company receives notification of any of these events before the GMS begins or before a reconvened meeting takes place.

Article 17. Changes to rights

1. Changes or cancellation of special rights associated with a type of preferred shares shall only be effective if approved by shareholders representing at least 65% of the total voting shares of all attending shareholders. A resolution of the General Meeting of Shareholders (GMS) that negatively affects the rights and obligations of preferred shareholders shall only be passed if: It is approved by at least 75% of the attending preferred shareholders of the same type. Or it is approved in writing by at least 75% of the total preferred shareholders of that type when passed via written consultation.
2. A separate meeting for preferred shareholders to approve changes to their rights shall only be valid if at least: Two (02) shareholders (or their authorized representatives) are present, and They hold at least one-third (1/3) of the total par value of the issued shares of that type. If the required quorum is not met, the meeting shall be reconvened within 30 days, and any holders of such shares attending (regardless of their number or the number of shares held) shall be considered a valid quorum. At these meetings of preferred shareholders, any attending shareholders or their representatives may request a secret ballot. Each share of the same type carries equal voting rights at such meetings.
3. The procedures for conducting such separate meetings shall follow the same provisions as in Articles 19, 20, and 21 of this Charter.
4. Unless otherwise specified in the terms of share issuance, the special rights associated with preferred shares concerning profit distribution or the Company's assets shall remain unchanged when the Company issues additional shares of the same type.

Article 18. Convening, agenda, and notice of the General Meeting of Shareholders

1. The Board of Directors shall convene the Annual General Meeting of Shareholders (AGM) and Extraordinary General Meeting of Shareholders (EGM). The EGM shall be convened in cases specified in Clause 3, Article 14 of this Charter.
2. The convener of the General Meeting of Shareholders must perform the following tasks:
 - a) Prepare the list of shareholders eligible to attend and vote at the GMS. The list must be compiled no later than 10 days before the date of sending the meeting notice. The Company must publicly announce the preparation of this list at least 20 days before the final registration date.
 - b) Prepare the meeting agenda and content.
 - c) Prepare meeting documents.
 - d) Draft resolutions of the GMS based on the expected meeting agenda.
 - e) Determine the time and location of the GMS.
 - f) Send the meeting notice to all shareholders eligible to attend.
 - g) Perform other tasks necessary for organizing the GMS.
3. The **GMS meeting notice** shall be sent to all shareholders **via a method that ensures delivery** to their registered contact addresses. The notice must also be published on the

Company's website, the State Securities Commission (SSC) website, and the Stock Exchange where the Company's shares are listed or registered for trading. The convener must send the notice at least 21 days before the meeting date (counting from the date the notice is sent or properly dispatched). The meeting agenda and related documents shall be sent to shareholders and published on the Company's website. If the documents are **not included in the meeting notice**, the notice must include a link to access all meeting materials, including:

- a) Meeting agenda and related documents.
 - b) List and detailed information of candidates (if electing members of the Board of Directors or Supervisory Board).
 - c) Voting ballot;
 - d) Draft resolutions for each agenda item.
4. Shareholders or shareholder groups specified in Clause 2, Article 12 of this Charter have the right to propose additional agenda items for the GMS. Proposals must be submitted in writing to the Company at least three (03) working days before the meeting date. The proposal must include: Shareholder name, Number and type of shares held, Proposed agenda item.
5. The convener of the GMS has the right to reject proposals under Clause 4 of this Article in the following cases:
- a) The proposal does not comply with Clause 4 of this Article.
 - b) At the time of the proposal, the shareholder or shareholder group does not hold at least 5% of ordinary shares, as required in Clause 2, Article 12 of this Charter.
 - c) The proposed matter is beyond the decision-making authority of the GMS.
 - d) Other cases as prescribed by law and this Charter.
6. The convener of the GMS must accept and include valid shareholder proposals in the draft meeting agenda, except in cases specified in Clause 5 of this Article. The proposal shall be formally added to the agenda if approved by the General Meeting of Shareholders.

Article 19. Conditions for holding the General Meeting of Shareholders

1. The General Meeting of Shareholders (GMS) shall be conducted when shareholders attending the meeting represent more than 50% of the total voting shares.
2. If the first meeting fails to meet the quorum as stipulated in Clause 1 of this Article, a second meeting notice shall be sent within 30 days from the scheduled date of the first meeting. The second GMS shall be conducted when shareholders attending the meeting represent at least 33% of the total voting shares.
3. If the second meeting fails to meet the quorum as stipulated in Clause 2 of this Article, a third meeting notice shall be sent within 20 days from the scheduled date of the second

meeting. The third GMS shall be conducted regardless of the total number of voting shares represented by attending shareholders.

Article 20. Procedures for Conducting Meetings and Voting at the General Meeting of Shareholders

1. Before the commencement of the meeting, the company must carry out shareholder registration procedures and continue registration until all shareholders entitled to attend the meeting have completed their registration, following this sequence:
 - a) During shareholder registration, the company shall issue each shareholder or authorized representative with a voting card, which includes the registration number, full name of the shareholder, full name of the authorized representative, and the number of votes corresponding to that shareholder. The General Meeting of Shareholders shall discuss and vote on each matter on the agenda. Voting shall be conducted by casting votes in favor, against, or abstaining. At the General Meeting, votes in favor shall be collected first, followed by votes against, and finally, the total number of votes for and against shall be counted to determine the decision. The vote counting results shall be announced by the Chairperson before the meeting is adjourned. The General Meeting shall elect individuals responsible for vote counting or supervising the vote counting process as proposed by the Chairperson. The number of members in the vote-counting committee shall be determined by the General Meeting of Shareholders based on the Chairperson's proposal;
 - b) Shareholders, authorized representatives of institutional shareholders, or proxies arriving after the commencement of the meeting may register immediately and subsequently have the right to participate and vote at the meeting upon registration. The Chairperson is not responsible for pausing the meeting to allow latecomers to register, and the validity of resolutions passed prior to their registration remains unchanged.
2. The election of the Chairperson, Secretary, and Vote-Counting Committee is regulated as follows:
 - a) The Chairperson of the Board of Directors shall act as the Chairperson of the General Meeting of Shareholders convened by the Board of Directors or may authorize another Board member to act as Chairperson. If the Chairperson is absent or temporarily unable to perform duties, the remaining Board members shall elect one among themselves to chair the meeting by majority vote. If a Chairperson cannot be elected, the Head of the Supervisory Board shall preside over the meeting until the General Meeting of Shareholders elects a Chairperson from the attendees, with the individual receiving the highest number of votes acting as Chairperson;
 - b) Except in the cases specified in point a of this clause, the person signing the notice convening the General Meeting of Shareholders shall preside over the meeting until the shareholders elect a Chairperson, with the individual receiving the highest number of votes serving as Chairperson;
 - c) The Chairperson shall appoint one or more persons as the meeting secretaries;

- d) The General Meeting of Shareholders shall elect one or more persons to the Vote-Counting Committee as proposed by the Chairperson.
3. The agenda and meeting contents must be approved by the General Meeting of Shareholders during the opening session. The agenda shall clearly specify and allocate time for each item on the meeting program.
 4. The Chairperson of the meeting has the right to take necessary and reasonable measures to conduct the General Meeting of Shareholders in an orderly manner, in accordance with the approved agenda, and reflecting the will of the majority of attendees:
 - a) Arranging seating at the meeting venue;
 - b) Ensuring the safety of all attendees at the meeting;
 - c) Facilitating shareholders' participation (or continued participation) in the meeting. The person convening the General Meeting of Shareholders has full authority to modify these measures and implement any necessary actions, including issuing entry passes or using other appropriate selection methods.
 5. The General Meeting of Shareholders shall discuss and vote on each matter on the agenda. Voting shall be conducted by casting votes in favor, against, or abstaining. The vote-counting results shall be announced by the Chairperson before the meeting is adjourned.
 6. Shareholders or their proxies arriving after the meeting has commenced may still register and have the right to vote immediately after registration. In such cases, the validity of resolutions passed before their registration remains unchanged.
 7. The person convening the meeting or the Chairperson of the General Meeting of Shareholders has the following rights:
 - a) Requesting all attendees to undergo security checks or other lawful and reasonable security measures;
 - b) Requesting competent authorities to maintain order at the meeting and expel individuals who do not comply with the Chairperson's authority, intentionally cause disturbances, obstruct the normal progress of the meeting, or fail to comply with security checks.
 8. The Chairperson has the right to postpone the General Meeting of Shareholders with a sufficient quorum for a maximum of three working days from the scheduled date and may only postpone or change the meeting venue in the following cases:
 - a) The meeting venue does not have sufficient seating for all attendees;
 - b) Communication facilities at the venue do not ensure that shareholders can participate, discuss, and vote;
 - c) Attendees disrupt the meeting, posing a risk to the fair and lawful conduct of the meeting.

9. If the Chairperson postpones or suspends the General Meeting of Shareholders in violation of Clause 8 of this Article, the General Meeting shall elect another person from the attendees to replace the Chairperson and conduct the meeting until completion. All resolutions passed at such a meeting remain legally valid.
10. If the company applies modern technology to hold the General Meeting of Shareholders via online conferencing, it must ensure that shareholders can attend and vote through electronic voting or other electronic means in accordance with Article 144 of the Law on Enterprises and Clause 3, Article 273 of Decree No. 155/ND-CP dated December 31, 2020, detailing the implementation of certain provisions of the Law on Securities.

Article 21. Conditions for the Adoption of Resolutions of the General Meeting of Shareholders

1. A resolution on the following matters shall be adopted if approved by shareholders representing at least 65% of the total voting shares of all attending shareholders, except as provided in Clauses 3, 4, and 6 of Article 148 of the Law on Enterprises:
 - a) Types of shares and the total number of shares of each type;
 - b) Changes in business lines, industries, and sectors;
 - c) Changes in the company's management structure;
 - d) Investment projects or the sale of assets valued at 35% or more of the company's total assets as recorded in the most recent financial statements, unless the company's charter prescribes a different ratio or value;
 - e) Reorganization or dissolution of the company.
2. Other resolutions shall be adopted if approved by shareholders holding more than 50% of the total voting shares of all attending shareholders, except as specified in Clause 1 of this Article and Clauses 3, 4, and 6 of Article 148 of the Law on Enterprises.
3. Resolutions of the General Meeting of Shareholders that are approved by 100% of the total voting shares shall be considered legal and effective, even if the procedures for convening the meeting and adopting such resolutions violate the provisions of the Law on Enterprises and the company's charter.

Article 22. Authority and Procedures for Collecting Shareholders' Written Opinions to Adopt Resolutions of the General Meeting of Shareholders

The authority and procedures for collecting shareholders' written opinions to adopt resolutions of the General Meeting of Shareholders shall be carried out as follows:

1. The Board of Directors has the authority to collect shareholders' written opinions to adopt resolutions of the General Meeting of Shareholders when deemed necessary for the benefit of

the company. The authority and decisions of the General Meeting of Shareholders in the form of written opinions shall have the same validity as those of an extraordinary General Meeting of Shareholders, including the following matters:

- a) Amendments and supplements to the company's charter;
 - b) Decisions on the types and total number of shares of each type to be offered for sale; determination of the annual dividend rate for each type of share;
 - c) Election, dismissal, and removal of members of the Board of Directors and the Supervisory Board;
 - d) Decisions on investments or the sale of assets valued at 35% or more of the total assets recorded in the company's most recent financial statements;
 - e) Decisions on repurchasing more than 10% of the total issued shares of each type;
 - f) Types and number of new shares to be issued for each type and the transfer of shares held by founding shareholders within the first three years from the date of establishment;
 - g) The company entering into contracts or transactions with entities specified in Clause 1, Article 167 of the Law on Enterprises with a value equal to or greater than 35% of the total assets of the company as recorded in the most recent financial statements;
 - h) Other matters under the authority of the General Meeting of Shareholders that the Board of Directors deems necessary to be approved by the General Meeting of Shareholders;
 - i) Approval of the company's internal governance regulations, operational regulations of the Board of Directors, and operational regulations of the Supervisory Board.
2. The Board of Directors must prepare opinion collection forms, draft resolutions of the General Meeting of Shareholders, and explanatory documents related to the draft resolutions and send them to all shareholders with voting rights at least 10 days before the deadline for returning the completed opinion forms. The requirements and methods for sending the opinion collection forms and accompanying documents shall be carried out in accordance with Clause 3, Article 18 of this Charter.
3. The opinion collection form must include the following key contents:
- a) Name, head office address, and enterprise identification number of the company;
 - b) Purpose of the opinion collection;
 - c) Full name, contact address, nationality, and legal identification number for individual shareholders; for institutional shareholders, the name, enterprise identification number or legal identification number, and head office address; or, for representatives of institutional shareholders, their full name, contact address, nationality, and legal identification number; as well as the number of shares held by each type and the corresponding voting rights;
 - d) Issues requiring shareholders' opinions for decision-making;
 - e) Voting options, including approval, disapproval, or no opinion for each issue;
 - f) Deadline for returning the completed opinion collection forms to the company;
 - g) Full name and signature of the Chairman of the Board of Directors.

4. Shareholders may return completed opinion collection forms to the company by mail, fax, or email under the following conditions:
 - a) If sent by mail, the opinion collection form must bear the signature of the individual shareholder or the authorized representative/legal representative of the institutional shareholder. The form must be enclosed in a sealed envelope and must not be opened before vote counting;
 - b) If sent by fax or email, the opinion collection form must remain confidential until the vote counting process begins;
 - c) Opinion collection forms received by the company after the specified deadline in the form or those that have been opened (in case of mail) or disclosed (in case of fax or email) shall be considered invalid. Forms not returned shall be considered as abstentions from voting.
5. The Board of Directors shall count the votes and prepare a vote counting report under the supervision of the Supervisory Board or shareholders who do not hold management positions in the company. The vote counting report must include the following key contents:
 - a) Name, head office address, and enterprise identification number of the company;
 - b) Purpose of the opinion collection and issues requiring approval;
 - c) Number of shareholders and total voting shares participating in the vote, distinguishing between valid and invalid votes, along with the voting method, accompanied by a list of shareholders who participated in the vote;
 - d) Total number of votes in favor, against, and abstaining for each issue;
 - e) Issues that have been approved and the corresponding voting ratios;
 - f) Full name and signature of the Chairman of the Board of Directors, the vote counters, and the vote supervisors.

Members of the Board of Directors, vote counters, and vote supervisors shall be jointly responsible for the honesty and accuracy of the vote counting report and shall be jointly liable for any damages arising from dishonest or inaccurate vote counting.

6. The vote counting report and resolution must be sent to shareholders within 15 days from the date the vote counting is completed. Instead of direct distribution, the company may publish the vote counting report and resolution on its website within 24 hours from the completion of the vote counting.
7. The returned opinion collection forms, vote counting report, approved resolutions, and related documents accompanying the opinion collection forms must be stored at the company's head office.
8. A resolution shall be deemed adopted through written opinion collection if approved by shareholders holding more than 50% of the total voting shares of all shareholders with voting

rights and shall have the same validity as a resolution adopted at a General Meeting of Shareholders.

Article 23. Resolutions and Minutes of the General Meeting of Shareholders

1. The General Meeting of Shareholders must have its proceedings recorded in minutes and may also be recorded via audio or other electronic means. The minutes must be prepared in Vietnamese and may also be prepared in a foreign language, containing the following key contents:
 - a) Name, head office address, and enterprise identification number of the company;
 - b) Time and venue of the General Meeting of Shareholders;
 - c) Meeting agenda and content of the meeting;
 - d) Full name of the chairperson and the secretary;
 - e) Summary of the meeting proceedings and opinions expressed at the General Meeting of Shareholders on each item on the agenda;
 - f) Number of shareholders and total voting shares of the shareholders attending the meeting, along with an annex listing the registered shareholders and representatives attending the meeting, including the number of shares and corresponding votes;
 - g) Total number of votes for each voting matter, specifying the voting method, total valid and invalid votes, votes in favor, votes against, and abstentions, along with the corresponding percentage of total voting shares of attending shareholders;
 - h) Matters approved and the respective voting ratios;
 - i) Full name and signature of the chairperson and the secretary. If the chairperson or secretary refuses to sign the meeting minutes, the minutes shall still be valid if signed by all other attending members of the Board of Directors and if it fully complies with the requirements of this clause. The minutes must specify the refusal of the chairperson or secretary to sign the document.
2. The minutes of the General Meeting of Shareholders must be completed and approved before the meeting ends. The chairperson and the secretary of the meeting, or any other signatories of the minutes, shall be jointly responsible for the accuracy and integrity of the minutes' content.
3. The minutes prepared in both Vietnamese and a foreign language shall have the same legal validity. In the event of any discrepancies between the Vietnamese and foreign language versions, the Vietnamese version shall prevail.
4. The resolution, minutes of the General Meeting of Shareholders, the annex listing the registered shareholders attending the meeting with their signatures, authorization documents for attending the meeting, all annexed documents (if any), and related documents accompanying the meeting invitation must be disclosed in accordance with legal regulations on information disclosure in the securities market and must be kept at the company's head office.

Article 24. Request for Annulment of Resolutions of the General Meeting of Shareholders

Within 90 days from the date of receipt of the resolution, the minutes of the General Meeting of Shareholders, or the minutes of the voting results collected from shareholders, a shareholder or a group of shareholders as prescribed in Clause 2, Article 115 of the Law on Enterprises has the right to request a court or arbitration tribunal to review and annul the resolution or part of its content in the following cases:

1. The convening procedures and decision-making process of the General Meeting of Shareholders seriously violate the provisions of the Law on Enterprises and the company's Charter, except as provided in Clause 3, Article 21 of this Charter.
2. The content of the resolution violates the law or this Charter.

Article 25. Nomination and Candidacy of Members of the Board of Directors

1. If candidates for the Board of Directors have been identified, the Company must disclose relevant information about them at least 10 days before the opening date of the General Meeting of Shareholders on the Company's website so that shareholders can review the candidates before voting. Candidates for the Board of Directors must provide a written commitment regarding the truthfulness and accuracy of their disclosed personal information and must pledge to perform their duties honestly, prudently, and in the best interests of the Company if elected as members of the Board of Directors. The disclosed information about the candidates includes:
 - a) Full name, date of birth;
 - b) Professional qualifications;
 - c) Work experience;
 - d) Other management positions (including Board of Directors positions in other companies);
 - e) Interests related to the Company and its related parties;
 - f) Other information (if any) as prescribed in the Company's Charter;
 - g) A public company must disclose information about companies where the candidate holds a position on the Board of Directors, other management positions, and any related interests in such companies (if applicable).
2. Shareholders or groups of shareholders holding at least 10% of the total ordinary shares, or a lower percentage as prescribed in the Company's Charter, have the right to nominate candidates for the Board of Directors in accordance with the Law on Enterprises and the Company's Charter.
3. If the number of candidates nominated and self-nominated is still insufficient as required by Clause 5, Article 115 of the Law on Enterprises, the incumbent Board of Directors shall introduce additional candidates or organize nominations in accordance with the Company's

Charter, the Internal Corporate Governance Regulations, and the Board of Directors' Operating Regulations. The introduction of additional candidates by the incumbent Board of Directors must be clearly announced before the General Meeting of Shareholders votes on the election of Board members in accordance with the law.

4. Members of the Board of Directors must meet the qualifications and conditions prescribed in Clauses 1 and 2, Article 155 of the Law on Enterprises and the Company's Charter.

Article 26. Qualifications, Composition, and Term of Members of the Board of Directors

1. Members of the Board of Directors must meet the following qualifications and conditions:

- a) Must not fall under the cases specified in Clause 2, Article 17 of the Law on Enterprises;
- b) Must have professional qualifications and experience in business administration or in the Company's field of business and are not necessarily required to be shareholders of the Company, unless otherwise provided in the Company's Charter;
- c) May simultaneously serve as a member of the Board of Directors of another company;
- d) Must meet other qualifications and conditions as stipulated in the Company's Charter and the Board of Directors' Operating Regulations.

2. The number of members of the Board of Directors shall range from 03 to 11 members.
3. The term of a member of the Board of Directors shall not exceed 05 years and may be re-elected for an unlimited number of terms. However, an individual may serve as an independent member of the Board of Directors of a company for no more than 02 consecutive terms. If all members of the Board of Directors' terms expire at the same time, they shall continue to serve until new members are elected and take over their duties.
4. The composition of the Board of Directors is as follows:

The structure of the Board of Directors of a public company must ensure that at least one-third of the total number of members are non-executive members. The Company shall minimize the number of members of the Board of Directors holding executive positions in the Company to maintain the independence of the Board.

The total number of independent members of the Board of Directors must comply with the following requirements:

- a) At least 01 independent member if the Board has between 03 and 05 members;
 - b) At least 02 independent members if the Board has between 06 and 08 members;
 - c) At least 03 independent members if the Board has between 09 and 11 members.
5. A member of the Board of Directors shall no longer hold the position if they are dismissed, removed, or replaced by the General Meeting of Shareholders in accordance with Article 160

of the Law on Enterprises, or if they no longer meet the qualifications specified in Clause 1 of this Article.

6. The appointment of members of the Board of Directors must be disclosed in accordance with the laws on information disclosure in the securities market.
7. Members of the Board of Directors are not necessarily required to be shareholders of the Company.
8. If deemed necessary, the General Meeting of Shareholders may replace, dismiss, or remove any member of the Board of Directors at any time without providing a reason for the overall efficiency of the Company's operations.

Article 27. Powers and Duties of the Board of Directors

1. The Board of Directors is the management body of the Company, having full authority to act on behalf of the Company in deciding and exercising the Company's rights and obligations, except for those that fall under the authority of the General Meeting of Shareholders.
2. The powers and duties of the Board of Directors are determined by law, the Company's Charter, and resolutions of the General Meeting of Shareholders. Specifically, the Board of Directors has the following powers and duties:
 - a) Decide on the Company's strategy, medium-term development plans, and annual business plans;
 - b) Propose the types of shares and the total number of shares to be offered for each type;
 - c) Decide on the sale of unsold shares within the number of shares authorized for issuance and determine other methods of raising additional capital;
 - d) Determine the selling price of the Company's shares and bonds;
 - e) Decide on the repurchase of shares as stipulated in Clauses 1 and 2, Article 133 of the Law on Enterprises;
 - f) Approve investment plans and projects within its authority and limits prescribed by law;
 - g) Decide on market development, marketing, and technology solutions;
 - h) Approve contracts and transactions for the purchase, sale, borrowing, lending, and other agreements with a value of 35% or more of the Company's total assets recorded in the most recent financial statements, except for transactions under the authority of the General Meeting of Shareholders as stipulated in Point d, Clause 2, Article 138, and Clauses 1 and 3, Article 167 of the Law on Enterprises;
 - i) Elect, dismiss, or remove the Chairperson of the Board of Directors; appoint, dismiss, sign, or terminate contracts with the General Director and other key managerial personnel as stipulated in the Company's Charter; determine their salaries, remuneration, bonuses, and other benefits; appoint authorized representatives to participate in the Members' Council or the General Meeting of Shareholders in other companies and determine their remuneration and benefits;
 - j) Supervise and direct the General Director and other managers in the daily business operations of the Company;

- k) Determine the organizational structure and internal management regulations of the Company; decide on the establishment of subsidiaries, branches, representative offices, and investments in or acquisitions of shares in other enterprises;
 - l) Approve the agenda and documents for the General Meeting of Shareholders, convene the General Meeting of Shareholders, or collect written opinions from shareholders for resolution approval;
 - m) Submit the audited annual financial statements to the General Meeting of Shareholders;
 - n) Propose dividend payments; decide on the timeline and procedures for dividend distribution or handling business losses;
 - o) Propose corporate restructuring or dissolution; file for the Company's bankruptcy if necessary;
 - p) Issue the Board of Directors' Operating Regulations, the Supervisory Board's Operating Regulations, and internal corporate governance regulations after approval by the General Meeting of Shareholders; issue the Company's disclosure regulations;
 - q) Exercise other rights and perform other duties as prescribed by the Law on Enterprises, the Law on Securities, other applicable laws, and the Company's Charter.
3. The Board of Directors must report its performance results to the General Meeting of Shareholders in accordance with Article 280 of Decree No. 155/2020/ND-CP, dated December 31, 2020, detailing the implementation of certain provisions of the Law on Securities.

Article 28. Remuneration, Bonuses, and Other Benefits of Board Members

- 1. The Company has the right to pay remuneration and bonuses to members of the Board of Directors based on business results and performance efficiency.
- 2. Board members are entitled to work remuneration and bonuses. Work remuneration is calculated based on the number of days required to fulfill a board member's duties and the daily remuneration rate. The Board of Directors estimates the remuneration for each member based on the principle of unanimity. The total remuneration and bonuses of the Board of Directors are determined by the General Meeting of Shareholders at the annual meeting.
- 3. The remuneration of each Board member is included in the Company's business expenses in accordance with corporate income tax regulations, recorded as a separate item in the Company's annual financial statements, and reported to the General Meeting of Shareholders at the annual meeting.
- 4. A Board member who holds an executive position, serves on committees of the Board, or performs tasks beyond the usual duties of a Board member may receive additional remuneration in the form of a lump-sum payment, salary, commission, profit-sharing, or other forms as decided by the Board of Directors.
- 5. Board members are entitled to reimbursement for all travel, accommodation, and other reasonable expenses incurred while fulfilling their duties as board members, including expenses related to attending meetings of the General Meeting of Shareholders, the Board of Directors, or its committees.

6. Board members may be covered by liability insurance purchased by the Company upon approval by the General Meeting of Shareholders. This insurance does not cover liabilities arising from violations of laws and the Company's Charter.

Article 29. Chairman of the Board of Directors

1. The Chairman of the Board of Directors is elected, dismissed, or removed by the Board of Directors from among its members.
2. The Chairman of the Board of Directors may not concurrently serve as the General Director.
3. The Chairman of the Board of Directors has the following rights and duties:
 - a) Develop the work program and operational plan of the Board of Directors;
 - b) Prepare the agenda, content, and documents for meetings; convene, preside over, and chair meetings of the Board of Directors;
 - c) Organize the adoption of resolutions and decisions of the Board of Directors;
 - d) Supervise the implementation of resolutions and decisions of the Board of Directors;
 - e) Chair the General Meeting of Shareholders;
 - f) Other rights and duties as prescribed by the Law on Enterprises and the Company's Charter.
4. In the event that the Chairman of the Board of Directors resigns, is dismissed, or removed, the Board of Directors must elect a replacement within 10 days from the date of resignation, dismissal, or removal.
5. If the Chairman of the Board of Directors is absent or unable to perform their duties, they must authorize another member in writing to act on their behalf. If no authorization is made, or in the event of the Chairman's death, disappearance, detention, imprisonment, compulsory rehabilitation, compulsory education, escape from residence, restriction or loss of legal capacity, cognitive or behavioral difficulties, or court-imposed prohibition from holding positions or practicing certain professions, the remaining members shall elect one of them to act as Chairman based on the majority approval of the remaining members until a new decision is made by the Board of Directors.

Article 30. Meetings of the Board of Directors

1. The Chairman of the Board of Directors shall be elected at the first meeting of the Board of Directors within seven (07) working days from the date of completion of the election of the Board of Directors. This meeting shall be convened and chaired by the member who receives the highest number or highest percentage of votes. If there are multiple members with equal highest votes, the members shall vote by majority to select one among them to convene the meeting.
2. The Board of Directors must meet at least once per quarter and may convene extraordinary meetings as necessary.

3. The Chairman of the Board of Directors shall convene a meeting of the Board of Directors in the following cases:
 - a) Upon request from the Supervisory Board or an independent member of the Board of Directors;
 - b) Upon request from the General Director or at least five (05) other managers;
 - c) Upon request from at least two (02) members of the Board of Directors.
4. The request mentioned in Clause 3 of this Article must be made in writing, clearly stating the purpose, matters to be discussed, and the decisions within the authority of the Board of Directors.
5. The Chairman of the Board of Directors must convene a meeting of the Board of Directors within seven (07) working days from the date of receiving the request as specified in Clause 3 of this Article. If the Chairman fails to convene the meeting, they shall be responsible for any damages incurred by the Company; in such a case, the requesting party has the right to convene the meeting instead of the Chairman.
6. The Chairman of the Board of Directors or the convener of the meeting must send the meeting invitation no later than three (03) working days before the meeting date. The invitation must specify the time, location, agenda, discussion topics, and decisions to be made. The invitation must include the meeting materials and voting ballots for members.

The meeting invitation may be sent by letter, telephone, fax, electronic means, or any other method specified in the Company's Charter, ensuring it reaches the registered contact address of each Board member.

7. The Chairman of the Board of Directors or the convener shall send the meeting invitation and accompanying materials to the members of the Supervisory Board, just as they do for the Board members. Members of the Supervisory Board have the right to attend Board meetings and participate in discussions but are not entitled to vote.
8. A meeting of the Board of Directors shall be conducted when at least three-fourths (3/4) of the total members are present. If the meeting is convened but does not meet the quorum, it shall be reconvened within seven (07) days from the initially planned meeting date. In this case, the meeting shall be conducted if more than half of the Board members are present.
9. A member of the Board of Directors is considered to have attended and voted in the meeting in the following cases:
 - a) Attending and voting directly at the meeting;
 - b) Authorizing another person to attend and vote as per Clause 11 of this Article;
 - c) Attending and voting via online conferencing, electronic voting, or other electronic means;
 - d) Sending a voting ballot to the meeting via mail, fax, or email;
 - e) Sending a voting ballot by other means.

10. If a voting ballot is sent via mail, it must be placed in a sealed envelope and delivered to the Chairman of the Board of Directors at least one (01) hour before the meeting starts. The ballot shall only be opened in the presence of all attendees.
11. Members must attend all meetings of the Board of Directors. A member may authorize another person to attend and vote on their behalf, provided that a majority of Board members approve the authorization.
12. A resolution or decision of the Board of Directors shall be passed if it is approved by a majority of attending members. If the votes are equal, the final decision shall be made based on the opinion of the Chairman of the Board of Directors.

Article 31. Committees under the Board of Directors

1. The Board of Directors may establish subcommittees responsible for policy development, human resources, remuneration, internal audit, and risk management. The number of members in each subcommittee shall be determined by the Board of Directors, with a minimum of three (03) members, including Board members and external members. Independent Board members or non-executive Board members shall constitute the majority in the subcommittee, and one of these members shall be appointed as the Head of the subcommittee as decided by the Board of Directors. The operation of the subcommittees must comply with the regulations of the Board of Directors. Resolutions of a subcommittee shall be valid only if they are approved by a majority of the members present and voting at the subcommittee meeting.
2. The execution of decisions made by the Board of Directors or its subcommittees must be in compliance with applicable laws, the Company's Charter, and the Internal Regulations on Corporate Governance.

Article 32. Corporate Governance Officer

1. The Board of Directors must appoint at least one (01) Corporate Governance Officer to assist in corporate governance within the company. This officer may concurrently serve as the Company Secretary in accordance with Clause 5, Article 156 of the Law on Enterprises.
2. The Corporate Governance Officer must not simultaneously work for **any** approved auditing organization currently auditing the company's financial statements.
3. The Corporate Governance Officer has the following rights and duties:
 - a) Advising the Board of Directors on organizing the General Meeting of Shareholders in compliance with regulations and handling matters related to the company's interaction with shareholders;
 - b) Preparing meetings of the Board of Directors, the Supervisory Board, and the General Meeting of Shareholders as requested by the Board of Directors or the Supervisory Board;
 - c) Providing advice on meeting procedures;
 - d) Attending meetings;

- e) Advising on the procedures for drafting resolutions of the Board of Directors in accordance with the law;
- f) Providing financial information, copies of Board meeting minutes, and other relevant information to members of the Board of Directors and the Supervisory Board;
- g) Monitoring and reporting to the Board of Directors on the company's information disclosure activities;
- h) Acting as a liaison between the company and stakeholders;
- i) Ensuring confidentiality of information as required by law and the company's charter;
- j) Performing other rights and duties as prescribed by law and the company's charter.

VIII. GENERAL DIRECTOR AND OTHER EXECUTIVES

Article 33. Management Structure

The Company's management system must ensure that the management apparatus is accountable to the Board of Directors and operates under the supervision and direction of the Board of Directors in the Company's daily business activities. The Company shall have a General Director, Deputy General Directors, a Chief Accountant, and other managerial positions appointed by the Board of Directors. The appointment, dismissal, and removal of the aforementioned positions must be approved through resolutions or decisions of the Board of Directors.

Article 34. Company Executives

1. Company executives include the General Director, Deputy General Directors, Chief Accountant, and other executives as stipulated in the Company's Charter.
2. Based on the General Director's proposal and with the approval of the Board of Directors, the Company may recruit additional executives in a number and with qualifications appropriate to the Company's structure and management regulations as prescribed by the Board of Directors. Company executives are responsible for supporting the Company in achieving its operational and organizational goals.
3. The General Director is entitled to salary and bonuses. The salary and bonuses of the General Director are determined by the Board of Directors.
4. The salaries of executives are recorded as part of the Company's business expenses in accordance with corporate income tax regulations, presented as a separate item in the Company's annual financial statements, and must be reported to the General Meeting of Shareholders at the annual meeting.

Article 35. Appointment, Dismissal, Duties, and Powers of the General Director

1. The Board of Directors appoints one of its members or hires another individual as the General Director.



2. The General Director is responsible for managing the Company's daily business operations, is subject to the supervision of the Board of Directors, and is accountable to the Board of Directors and the law for the execution of assigned rights and obligations.
3. The General Director's term of office shall not exceed 5 years and may be reappointed for an unlimited number of terms. The General Director must meet the qualifications and conditions prescribed by law and the Company's Charter.
4. The General Director has the following rights and obligations:
 - a) Decide on matters related to the Company's daily business operations that do not fall under the authority of the Board of Directors;
 - b) Organize the implementation of resolutions and decisions of the Board of Directors;
 - c) Execute the Company's business plans and investment strategies;
 - d) Propose organizational structure plans and internal management regulations of the Company;
 - e) Appoint, dismiss, and remove management positions within the Company, except for positions under the authority of the Board of Directors;
 - f) Determine salaries and other benefits for employees within the Company, including managerial positions under the General Director's appointment authority;
 - g) Recruit employees;
 - h) Propose plans for dividend distribution or handling business losses;
 - i) Exercise other rights and perform other obligations as prescribed by law, the Company's Charter, and resolutions or decisions of the Board of Directors.
5. The Board of Directors may dismiss the General Director with the approval of the majority of voting members attending the meeting and appoint a replacement.

IX. THE BOARD OF SUPERVISORS

Article 36. Candidacy and Nomination of Members of the Board of Supervisors (Supervisors)

1. The candidacy and nomination of members of the Board of Supervisors shall be carried out in accordance with the provisions of Clauses 1 and 2, Article 25 of this Charter.
2. In cases where the number of candidates for the Board of Supervisors through nomination and self-nomination is insufficient, the incumbent Board of Supervisors may nominate additional candidates or organize nominations in accordance with the Company's Charter, the Internal Corporate Governance Regulations, and the Operational Regulations of the Board of Supervisors. The introduction of additional candidates by the incumbent Board of Supervisors must be clearly announced before the General Meeting of Shareholders votes to elect members of the Board of Supervisors, in accordance with the law.

Article 37. Composition of the Board of Supervisors

1. The Board of Supervisors shall consist of 03 to 05 members. The term of office for each member shall not exceed 05 years, and members may be re-elected for an unlimited number of terms.
2. Members of the Board of Supervisors must meet the qualifications and conditions specified in Article 169 of the Enterprise Law and must not fall under any of the following circumstances:
 - a) Being employed in the accounting or finance department of the Company;
 - b) Being a member or an employee of an independent auditing firm that has audited the Company's financial statements in the past 03 consecutive years.
3. A member of the Board of Supervisors shall be dismissed under the following circumstances:
 - a) No longer meeting the qualifications and conditions stipulated in Clause 2 of this Article;
 - b) Submitting a resignation request, which is then approved.
4. A member of the Board of Supervisors shall be removed under the following circumstances:
 - a) Failing to fulfill the assigned duties and responsibilities;
 - b) Failing to perform their rights and obligations for 06 consecutive months, except in force majeure cases;
 - c) Repeatedly or seriously violating the obligations of a member of the Board of Supervisors, as prescribed by the Enterprise Law and the Company's Charter;
 - d) Any other cases as per the resolution of the General Meeting of Shareholders.

Article 38. Head of the Board of Supervisors

1. The Head of the Board of Supervisors shall be elected by the Board of Supervisors from among its members, with the election, dismissal, and removal determined by majority vote. The Board of Supervisors must have more than half of its members permanently residing in Vietnam. The Head of the Board of Supervisors must hold a university degree or higher in one of the following fields: economics, finance, accounting, auditing, law, business administration, or other disciplines related to the Company's business operations.
2. Rights and responsibilities of the Head of the Board of Supervisors:
 - a) Convene meetings of the Board of Supervisors;
 - b) Request the Board of Directors, the General Director, and other executives to provide relevant information for reporting to the Board of Supervisors;
 - c) Prepare and sign reports of the Board of Supervisors after consulting the Board of Directors, for submission to the General Meeting of Shareholders.

Article 39. Rights and Responsibilities of the Board of Supervisors

The Board of Supervisors shall have the rights and responsibilities stipulated in Article 170 of the Law on Enterprises, as well as the following rights and obligations:

1. Propose and recommend to the General Meeting of Shareholders the approval of a list of accredited audit firms to audit the Company's financial statements; decide on the selection of an accredited audit firm to inspect the Company's operations and dismiss an accredited auditor when necessary.
2. Be accountable to shareholders for its supervisory activities.
3. Monitor the Company's financial status and ensure compliance with the law in the activities of the Board of Directors, the General Director, and other executives.
4. Ensure cooperation with the Board of Directors, the General Director, and shareholders.
5. In the event of detecting violations of the law or the Company's Charter by members of the Board of Directors, the General Director, or other executives, the Board of Supervisors must notify the Board of Directors in writing within 48 hours, request the violator to cease the violation, and propose corrective actions.
6. Develop the Operating Regulations of the Board of Supervisors and submit them to the General Meeting of Shareholders for approval.
7. Report to the General Meeting of Shareholders in accordance with Article 290 of Decree No. 155/2020/ND-CP, issued on December 31, 2020, by the Government, detailing the implementation of certain provisions of the Securities Law.
8. Access the Company's records and documents stored at the headquarters, branches, and other locations; visit the workplaces of the Company's executives and employees during working hours.
9. Request the Board of Directors, its members, the General Director, and other executives to provide complete, accurate, and timely information and documents related to the Company's management, operations, and business activities.
10. Exercise other rights and fulfill other obligations as prescribed by law and this Charter.

Article 40. Meetings of the Board of Supervisors

1. The Board of Supervisors must convene at least twice a year, with a minimum attendance of two-thirds of its members. The meeting minutes must be detailed and clearly documented. The recorder and all attending members of the Board of Supervisors must sign the minutes. These minutes must be retained to determine the responsibility of each member of the Board of Supervisors.
2. The Board of Supervisors has the right to request members of the Board of Directors, the General Director, and representatives of the accredited audit firm to attend the meetings and provide clarifications on relevant matters.

Article 41. Salaries, Remuneration, Bonuses, and Other Benefits of the Board of Supervisors

The salaries, remuneration, bonuses, and other benefits of members of the Board of Supervisors shall be determined as follows:

1. Members of the Board of Supervisors shall receive salaries, remuneration, bonuses, and other benefits as decided by the General Meeting of Shareholders. The General Meeting of Shareholders shall determine the total annual budget for salaries, remuneration, bonuses, and other benefits, as well as the operating expenses of the Board of Supervisors.
2. Members of the Board of Supervisors shall be reimbursed for reasonable expenses related to meals, accommodation, travel, and independent consulting services. The total remuneration and expenses shall not exceed the annual operating budget of the Board of Supervisors approved by the General Meeting of Shareholders, except in cases where the General Meeting of Shareholders decides otherwise.
3. Salaries and operating expenses of the Board of Supervisors shall be accounted for as business expenses of the Company in accordance with the regulations on corporate income tax and other relevant laws. These expenses must be separately recorded in the Company's annual financial statements.

X. RESPONSIBILITIES OF MEMBERS OF THE BOARD OF DIRECTORS, MEMBERS OF THE BOARD OF SUPERVISORS, THE GENERAL DIRECTOR, AND OTHER EXECUTIVES

Members of the Board of Directors, Members of the Board of Supervisors, the General Director, and other executives are responsible for performing their duties, including those as members of subcommittees of the Board of Directors, with honesty and diligence, in the best interests of the Company.

Article 42. Duty of Honesty and Avoidance of Conflicts of Interest

1. Members of the Board of Directors, members of the Board of Supervisors, the General Director, and other executives must disclose their related interests in accordance with the Law on Enterprises and other relevant legal regulations.
2. Members of the Board of Directors, members of the Board of Supervisors, the General Director, other executives, and their related persons may only use the information obtained through their positions for the benefit of the Company.
3. Members of the Board of Directors, members of the Board of Supervisors, the General Director, and other executives must notify the Board of Directors and the Board of Supervisors in writing of any transactions between the Company, its subsidiaries, or other entities controlled by the Company (holding at least 50% of charter capital) and these individuals or their related persons, in accordance with the law. Transactions requiring approval from the

General Meeting of Shareholders or the Board of Directors must be disclosed in accordance with securities regulations.

4. A member of the Board of Directors shall not vote on transactions that provide benefits to themselves or their related persons as prescribed by the Law on Enterprises and the Company's Charter.
5. Members of the Board of Directors, members of the Board of Supervisors, the General Director, other executives, and their related persons must not use or disclose internal information to conduct related transactions.
6. Transactions between the Company and one or more members of the Board of Directors, members of the Board of Supervisors, the General Director, other executives, or their related persons shall not be invalidated if:
 - a) For transactions valued at up to twenty percent (20%) of the total assets recorded in the most recent financial statements, the key terms and related interests have been reported to the Board of Directors and approved by a majority vote of disinterested Board members.
 - b) For transactions exceeding twenty percent (20%) or transactions that, within 12 months of the first transaction, result in a total transaction value of twenty percent (20%) or more of the total assets recorded in the most recent financial statements, the key terms and related interests have been disclosed to shareholders and approved by a vote of disinterested shareholders at the General Meeting of Shareholders.

Article 43. Liability for Damages and Compensation

1. Members of the Board of Directors, members of the Board of Supervisors, the General Director, and other executives who violate their duties of honesty and prudence, or fail to fulfill their obligations, shall be liable for any damages caused by their violations.
2. The Company shall compensate individuals who are, were, or may become involved in complaints, lawsuits, or prosecutions (including civil, administrative cases but excluding lawsuits initiated by the Company) if such individuals are or were members of the Board of Directors, members of the Board of Supervisors, the General Director, other executives, employees, or authorized representatives of the Company, and have acted honestly, prudently, in the best interests of the Company, and in compliance with the law, with no evidence proving their breach of duty.
3. Compensation costs include judgments, fines, actual expenses incurred (including attorney fees) in resolving such cases, as permitted by law. The Company may purchase insurance for these individuals to mitigate liability for such compensation.

XI. RIGHT TO INSPECT THE COMPANY'S BOOKS AND RECORDS.

Article 44. Right to Inspect Books and Records

1. Ordinary shareholders have the right to inspect books and records as follows:
 - a) Ordinary shareholders have the right to review, inspect, and extract information regarding names and contact addresses in the list of shareholders with voting rights; request corrections of inaccurate information about themselves; review, inspect, extract, or copy the Company's Charter, minutes of the General Meeting of Shareholders, and resolutions of the General Meeting of Shareholders.
 - b) Shareholders or groups of shareholders owning at least 5% of the total ordinary shares have the right to review, inspect, extract the minutes and resolutions/decisions of the Board of Directors, mid-year and annual financial statements, reports of the Board of Supervisors, contracts, transactions subject to Board of Directors' approval, and other documents, except those related to the Company's trade secrets and business secrets.
2. In case an authorized representative of a shareholder or a group of shareholders requests access to books and records, they must provide a power of attorney from the shareholder(s) they represent or a notarized copy of such authorization.
3. Members of the Board of Directors, members of the Board of Supervisors, the General Director, and other executives have the right to inspect the Company's register of shareholders, shareholder list, books, and other records for purposes related to their position, provided that such information remains confidential.
4. The Company is required to store its Charter and amendments, Enterprise Registration Certificate, internal regulations, asset ownership documents, resolutions of the General Meeting of Shareholders and the Board of Directors, minutes of meetings of the General Meeting of Shareholders and the Board of Directors, reports of the Board of Directors and the Board of Supervisors, annual financial statements, accounting records, and other documents as required by law at its headquarters or another location, provided that shareholders and the Business Registration Authority are informed of the storage location.
5. The Company's Charter must be published on its official website.

XII. EMPLOYEES AND TRADE UNION

Article 45. Employees and Trade Union

1. The General Director must develop a plan for approval by the Board of Directors regarding matters related to recruitment, termination of employment, salaries, social insurance, employee benefits, rewards, and disciplinary actions for employees and corporate executives.
2. The General Director must develop a plan for approval by the Board of Directors regarding the Company's relationship with trade union organizations, ensuring alignment with best management practices, the policies and practices set forth in this Charter, the Company's internal regulations, and applicable laws.

XIII. PROFIT DISTRIBUTION

Article 46. Profit Distribution

1. The General Meeting of Shareholders shall determine the annual dividend payment rate and the form of dividend payment from the Company's retained earnings.
2. The Company shall not pay interest on dividend payments or any other payments related to a type of share.
3. The Board of Directors may propose that the General Meeting of Shareholders approve the payment of dividends in whole or in part in the form of shares, and the Board of Directors shall implement such a decision.
4. In cases where dividends or other payments related to a type of share are paid in cash, the Company must pay them in Vietnamese Dong. Payment may be made directly or via banks based on the bank account details provided by the shareholders. If the Company has transferred funds according to the correct bank details provided by a shareholder and the shareholder does not receive the payment, the Company shall not be liable for the transferred amount. The payment of dividends for shares listed or registered for trading on the Stock Exchange may be made through securities companies or the Vietnam Securities Depository and Clearing Corporation.
5. Pursuant to the Law on Enterprises and the Law on Securities, the Board of Directors shall pass a resolution or decision specifying a particular date to finalize the list of shareholders. Based on this date, those registered as shareholders or owners of other securities shall be entitled to receive dividends in cash or shares, notifications, or other documents.
6. Other matters related to profit distribution shall be implemented in accordance with the provisions of the law.

XIV. BANK ACCOUNTS, FISCAL YEAR, AND ACCOUNTING REGIME

Article 47. Bank Accounts

1. The Company shall open accounts at Vietnamese banks or branches of foreign banks licensed to operate in Vietnam.
2. With prior approval from the competent authority, the Company may open bank accounts abroad if necessary, in accordance with legal regulations.
3. The Company shall conduct all payments and accounting transactions through its Vietnamese Dong or foreign currency accounts at the banks where the Company holds accounts.

Article 48. Fiscal Year

The Company's fiscal year begins on January 1st of each year and ends on December 31st of the same year. The first fiscal year starts from the date of issuance of the Enterprise Registration Certificate and ends on December 31st immediately following the issuance date of such certificate.

Article 49. Accounting Regime

1. The Company shall adopt the enterprise accounting regime or a specific accounting regime issued or approved by the competent authority.
2. The Company shall maintain accounting records in Vietnamese and preserve accounting documents in accordance with the provisions of accounting laws and related regulations. These records must be accurate, up to date, systematic, and sufficient to substantiate and explain the Company's transactions.
3. The accounting currency unit used by the Company is the Vietnamese Dong (VND). If the Company primarily conducts transactions in a foreign currency, it may select that currency as its accounting unit, bear responsibility for this choice before the law, and notify the relevant tax authority.

XV. FINANCIAL STATEMENTS, ANNUAL REPORTS, AND INFORMATION DISCLOSURE RESPONSIBILITIES

Article 50. Annual, Semi-Annual, and Quarterly Financial Statements

1. The Company must prepare annual financial statements, which must be audited in accordance with legal regulations. The Company shall disclose the audited annual financial statements in accordance with the law on information disclosure in the securities market and submit them to the competent state authorities.
2. The annual financial statements must include all reports, appendices, and explanatory notes as prescribed by corporate accounting laws. The annual financial statements must accurately and objectively reflect the Company's operational status.
3. The Company must prepare and disclose reviewed semi-annual financial statements and quarterly financial statements in accordance with the law on information disclosure in the securities market and submit them to the competent state authorities.

Article 51. Annual Report

The Company must prepare and disclose the Annual Report in accordance with the legal regulations on securities and the securities market.

XVI. COMPANY AUDIT

Article 52. Audit

1. The General Meeting of Shareholders shall appoint an independent auditing company or approve a list of independent auditing companies and authorize the Board of Directors to select one of these firms to audit the Company's financial statements for the following fiscal year based on the terms and conditions agreed upon with the Board of Directors.
2. The audit report shall be attached to the Company's annual financial statements.
3. The independent auditor conducting the audit of the Company's financial statements has the right to attend the General Meeting of Shareholders, receive notifications and relevant information regarding the meeting, and express opinions at the meeting on matters related to the audit of the Company's financial statements.

XVII. COMPANY SEAL

Article 53. Company Seal

1. The company seal includes seals made at an engraving facility or seals in the form of digital signatures as prescribed by the law on electronic transactions.
2. The Board of Directors shall determine the type, quantity, form, and content of the Company's seal, including those of its branches and representative offices (if any).
3. The Board of Directors and the General Director shall use and manage the seal in accordance with the prevailing laws.

XVIII. DISSOLUTION OF THE COMPANY

Article 54. Dissolution of the Company

1. The Company may be dissolved in the following cases:
 - a) Upon the expiration of its operating term as stated in the Company's Charter without a decision on extension;
 - b) Based on a resolution or decision of the General Meeting of Shareholders;
 - c) If its Enterprise Registration Certificate is revoked, except in cases where the Law on Tax Administration provides otherwise;
 - d) Other cases as prescribed by law.
2. The premature dissolution of the Company (including after an extended term) shall be decided by the General Meeting of Shareholders and implemented by the Board of Directors. This dissolution decision must be notified to or approved by the competent authority (if required) in accordance with the law.

Article 55. Extension of Operation

1. The Board of Directors shall convene a General Meeting of Shareholders at least seven months before the expiration of the Company's operating term so that shareholders can vote on the extension of the Company's operation upon the Board of Directors' proposal.
2. The operating term shall be extended if shareholders representing at least 65% of the total voting shares of all shareholders attending the General Meeting of Shareholders approve the extension.

Article 56. Liquidation

1. At least six months before the expiration of the Company's operating term or after the decision on dissolution of the Company, the Board of Directors must establish a Liquidation Committee consisting of three members, including two members appointed by the General Meeting of Shareholders and one member appointed by the Board of Directors from an independent auditing firm. The Liquidation Committee shall prepare its operational regulations. The members of the Liquidation Committee may be selected from the Company's employees or independent experts. All liquidation-related expenses shall be prioritized for payment before other Company debts.
2. The Liquidation Committee is responsible for notifying the Business Registration Authority of its establishment date and commencement of operations. From that point onward, the Liquidation Committee shall represent the Company in all matters related to the liquidation process before the court and administrative authorities.
3. The proceeds from the liquidation shall be distributed in the following order:
 - a) Liquidation expenses;
 - b) Wages, severance allowances, social insurance, and other employee benefits as per collective labor agreements and signed labor contracts;
 - c) Tax obligations;
 - d) Other Company debts;
 - e) The remaining assets, after settling all debts from (a) to (d) above, shall be distributed to shareholders. Preferred shares shall be settled first.

XIX. INTERNAL DISPUTE RESOLUTION

Article 57. Internal Dispute Resolution

1. In case of disputes or complaints arising concerning the Company's operations, the rights and obligations of shareholders under the Law on Enterprises, the Company's Charter, other legal provisions, or agreements between:
 - a) A shareholder and the Company;

- b) A shareholder and the Board of Directors, Supervisory Board, General Director, or other executives;

The involved parties shall endeavor to resolve such disputes through negotiation and mediation. Unless the dispute involves the Board of Directors or the Chairman of the Board, the Chairman shall preside over the dispute resolution process and request each party to submit relevant information regarding the dispute within 30 working days from the date the dispute arises. If the dispute involves the Board of Directors or the Chairman, any party may request the Head of the Supervisory Board to appoint an independent expert as a mediator for the dispute resolution process.

2. If no mediation decision is reached within six weeks from the start of the mediation process, or if the mediator's decision is not accepted by the parties, either party may refer the dispute to arbitration or court.
3. Each party shall bear its own costs related to the negotiation and mediation procedures. The payment of court costs shall be carried out in accordance with the court's ruling.

XX. AMENDMENTS AND SUPPLEMENTS TO THE CHARTER

Article 58. Company Charter

1. Any amendment or supplement to this Charter must be reviewed and decided upon by the General Meeting of Shareholders.
2. In cases where legal provisions related to the Company's operations are not mentioned in this Charter, or if there are new legal provisions that differ from those stated in this Charter, such legal provisions shall apply to regulate the Company's activities.

XXI. EFFECTIVE DATE

Article 59. Effective Date

1. This Charter, consisting of 21 sections and 59 articles, shall take effect upon approval by the General Meeting of Shareholders.
2. The Charter is made in 10 copies, all of which have equal legal validity and must be kept at the Company's headquarters.
3. This Charter is the sole and official version of the Company.
4. Copies or extracts of the Company's Charter shall be valid only when signed by the Chairman of the Board of Directors or at least half of the total number of Board members.

LEGAL REPRESENTATIVE *du*

CHAIRMAN OF THE BOARD OF
DIRECTORS *du*



NGUYEN DUC CUONG

APPENDIX I

Information on Founding Shareholders of Thuan Duc Joint Stock Company

*(This Appendix constitutes an integral and inseparable part of
the Charter of Thuan Duc Joint Stock Company.)*

No.	Name of Founding Shareholder	Permanent Residential Address	Number of Shares	Notes
1	NGUYEN DUC CUONG	No. 95, Giay Thép Area, Dong Dang Town, Cao Loc District, Lang Son Province	40,000	Par value per share: VND 100,000
2	HOANG VAN THIEU	Hamlet 2, Kim Thap Village, Dong Tien Commune, Khoai Chau District, Hung Yen Province	15,000	
3	VY VAN BENG	Block 7, Cao Loc Town, Cao Loc District, Lang Son Province	18,000	
4	TRINH XUAN MINH	Dinh Mo Village, Xuan Lai Commune, Gia Binh District, Bac Ninh Province	1,500	
5	NGUYEN VIET HUNG	Area 11, Huong Non Commune, Tam Nong District, Phu Tho Province	500	

WORKING REGULATIONS

ANNUAL GENERAL MEETING OF SHAREHOLDERS 2026

In order to guide shareholders to participate in Annual General Meeting of Shareholders 2026 and exercise their voting rights, the Board of Directors submits to the General Meeting of Shareholders for approval the Regulations on working at the General Meeting as follows:

I. GENERAL REGULATIONS

- This Regulation stipulates the format of organizing Annual General Meeting of Shareholders year 2026 of Thuan Duc Joint Stock Company; rights and obligations of shareholders attending the General Meeting. Shareholders owning shares of the Company and participants attending the General Meeting shall comply with the provisions of this Regulation;
- The Organizing Committee of the General Meeting shall send the Invitation and documents of the General Meeting to the address of the Shareholders registered with the Company and post documents related to the General Meeting of Shareholders on the Company's website (<https://thuanducjsc.vn/quan-he-co-dong/dai-hoi-dong-co-dong>). Shareholders go to the Company's website to download and study the documents of the General Meeting in advance and make written comments to the Organizing Committee of the General Meeting for synthesis or for direct discussion at the General Meeting of Shareholders;
- The General Meeting of Shareholders shall be conducted when the number of shareholders attending the meeting represents more than **50% of the total number of shares with voting rights**;
- Shareholders and representatives of shareholders when attending the General Meeting must sit in the right position or area prescribed by the Organizing Committee of the General Meeting;
- Do not smoke in the Hall, do not talk privately, and keep your mobile phone in silent mode during the Congress.

II. RIGHTS AND OBLIGATIONS OF SHAREHOLDERS ATTENDING THE GENERAL MEETING

1. Rights of Shareholders to attend:

- Shareholders and representatives of the Company's shareholders named in the list of closing shareholders on 09/03/2026 have the right to attend the meeting;
- Shareholders who are unable to attend the General Meeting of Shareholders may authorize another individual to represent them to attend the General Meeting. The authorized person to attend the General Meeting may not authorize the 3rd person to



attend. The power of attorney is made according to the form of the company that has disclosed the information or according to the form in accordance with the provisions of law;

- Shareholders and representatives of shareholders who attend the General Meeting later than the prescribed time have the right to register immediately at the General Meeting and then have the right to participate in voting, but the validity of the previous voting rights is not affected.

2. Obligations of Shareholders:

- Shareholders attending the General Meeting must bring the Invitation to the Meeting, Identity Card, Citizen Identity Card, Power of Attorney (in case of authorization) to submit to the Shareholder Eligibility Examination Committee and receive a voting card clearly stating the full name, shareholder code and number of shares owned by the shareholder or representative. Voting slips and other documents of the Congress;
- Comply with the provisions of this Working Regulation and abide by the management of the Chairman of the Congress, respect the results of work at the Congress;
- Self-financing for travel and accommodation during the Congress;
- Fill in the voting slip and return the voting slip on the issues of the General Meeting of Shareholders to the Voting Card Examination Committee at the General Meeting.

III. VOTING TO APPROVE ISSUES AT THE GENERAL MEETING

1. Principle:

- All issues on the agenda of the General Meeting must be discussed by the General Meeting of Shareholders and voted on publicly by holding up the voting card;
- Voting cards are issued by the Company, stamped and distributed to shareholders and shareholders' representatives at the General Meeting of Shareholders. On the voting card, clearly state the full name of the shareholder, the shareholder code, the number of voting shares of that shareholder.

2. Voting method:

- Shareholders and representatives of shareholders vote (*agree, disagree, have different opinions*) on an issue by directly holding up their voting cards at the General Meeting;
- When voting at the General Meeting, the shareholders who voted to approve will raise the voting card high. Members of the Voting Card Verification Committee will mark the Shareholder ID and the corresponding number of voting votes of each Shareholder who agrees. Similarly, according to the management of the Chairman, Shareholders *who disagree or have other opinions* will take turns holding up their voting cards;
- Immediately after completing the voting part to approve the contents presented at the Congress, the Voting Card Verification Committee will count the votes and announce the results of the vote counting before the General Meeting;

- Shareholders fill in, sign and specify their full names on the voting slip and return the voting slip on the issues of the General Meeting to the Voting Card Examination Committee for storage.

3. **Voting rules:**

- 3.1. 01 (*one*) ordinary share corresponding to 01 (*one*) voting right. At the closing date of the list of shareholders (09/03/2026).
- 3.2. The following matters will be approved when **50% or more** of the total voting shares of the Shareholders present at the General Meeting of Shareholders approve:
 - Report of the Board of Directors; Reports of independent members of the Board of Directors.
 - Report of the Board of Directors;
 - Report of the Control Board;
 - Proposal to select an auditor to audit the financial statements in 2026
 - Proposal for approval of audited financial statements in 2025, profit distribution plan and dividend distribution in 2025;
 - Approved the production and business plan and the profit and dividend plan in 2026;
 - Approving the remuneration of the Board of Directors, the Supervisory Board;
 - Approving the amendment and supplementation of the Company's Charter of organization and operation;
 - And other matters as stipulated by the Company's Charter.
- 3.3. The following matters will be approved when **65% or more** of the total voting shares of the Shareholders present at the General Meeting of Shareholders approve:
 - Approving the cancellation of the plan to pay dividends in 2024 in cash;
 - Approving the plan to pay dividends in 2025 in shares;
 - Other matters as stipulated by the Company's Charter.
- 3.4. The election of members of the Board of Directors and Supervisory Board shall be carried out by the method of cumulative voting specified in the Law on Enterprises and the Company's Charter and guided in detail in the Election Regulation.

IV. **DISCUSSION AT THE CONGRESS**

- The discussion shall only be carried out within the prescribed time and within the scope of the issues presented in the Program of the General Meeting of Shareholders;
- Shareholders and representatives of shareholders who have speeches must register the contents in the questionnaire and transfer it to the Secretariat of the General Meeting;
- The Secretariat of the General Meeting will arrange the Shareholders' Question Sheets in the order of registration and forward them to the Chairman of the General Meeting;
- On the basis of the Shareholders' Question Sheet collected, arranged and submitted to the Presidium by the Secretariat, the Chairman or members appointed by the Chairman will answer the opinions of Shareholders and Shareholders' representatives.

V. RESPONSIBILITIES OF THE CHAIRMAN

1. Control the Congress in accordance with the content of the agenda, rules and working regulations approved by the Congress. The chairman works according to the principle of democratic centralization and decisions by majority.
2. To guide the Congress to discuss and collect opinions to vote on issues included in the agenda of the Congress and related issues arising during the course of the Congress.
3. The Chairman has the right to take necessary measures to conduct the meeting in a reasonable, orderly manner, in accordance with the approved program and reflecting the wishes of the majority of the participants.
4. The Chairman's decision on the order, procedures or events arising outside the program of the General Meeting shall be of the highest judgment.

The chairperson has the right to:

- Require all attendees to submit to inspections or other security measures;
- Request the competent authority to maintain the order of the meeting; expel persons who do not comply with the executive power of the Chairman, deliberately disrupt order, prevent the normal progress of the meeting or fail to comply with the requirements of security checks from the General Meeting of Shareholders;
- The Chairman of the General Meeting has the right to postpone the meeting of the General Meeting of Shareholders who has a sufficient number of people registered to attend the meeting as prescribed to another time or change the meeting venue in the following cases:
 - + The meeting venue does not have enough convenient seats for all participants;
 - + The means of communication at the meeting venue do not ensure the participation, discussion and voting of shareholders attending the meeting;
 - + There are people attending the meeting who obstruct or disrupt the order, which is likely to make the meeting not conduct in a fair and lawful manner.
- The maximum postponement period shall not exceed 3 days from the date the meeting is intended to open.

VI. RESPONSIBILITIES OF THE SECRETARIAT

1. Fully and truthfully record all the developments of the General Meeting and issues that have been approved by the Shareholders and Shareholders' representatives or noted at the General Meeting in the Minutes of the General Meeting;
2. Drafting Resolutions on issues passed at the Congress.

VII. RESPONSIBILITIES OF THE VOTE COUNTING COMMITTEE

1. Accurately determine the voting results of shareholders and shareholders' representatives on issues adopted at the General Meeting and notify the Secretariat of the voting results.
2. Take responsibility for the accuracy of the results of counting votes in Annual General Meeting of Shareholders 2026.

3. Consider and report to the General Assembly cases of violation of voting rules or written complaints about voting results.
4. Instruct the Shareholders to fill out the Voting Slip and collect the Voting Slips from the Shareholders; on behalf of the General Meeting, check the voting slips sent by shareholders by post (in case of remote voting) as a basis for summarizing the voting results and notifying the Secretariat of the General Meeting.
5. In the process of performing its tasks, the Vote Counting Committee must work honestly and accurately and take responsibility for the voting results.

VIII. HANDLING OF UNSUCCESSFUL ORGANIZATION OF THE GENERAL MEETING OF SHAREHOLDERS

1. In case there is not a sufficient number of necessary shareholders within thirty (30) minutes from the time of determining the opening of the general meeting as prescribed in Section I of this Regulation, the convener of the meeting shall cancel the meeting.
2. The General Meeting of Shareholders must be reconvened within thirty (30) days from the date on which the first General Meeting of Shareholders is intended. The second meeting of the General Meeting of Shareholders shall be held only when the number of shareholders attending the meeting represents at least 33% of the total voting shares.
3. In case the Second General Meeting is not held due to the insufficient number of delegates within thirty (30) minutes from the time of setting the opening of the General Meeting, the Third General Meeting of Shareholders may be convened within twenty (20) days from the date of the intended Second General Meeting. In this case, the General Meeting shall be conducted regardless of the total number of voting votes of the shareholders attending the meeting, which is considered valid and has the right to decide on all matters expected to be approved at the Annual General Meeting of Shareholders.

IX. MINUTES OF THE GENERAL MEETING OF SHAREHOLDERS

All contents at the General Meeting of Shareholders must be recorded by the Secretariat of the General Meeting in the Minutes of the General Meeting. The minutes of the General Meeting of Shareholders must be read by the Secretariat and approved by shareholders and shareholders' representatives before the closing of the General Meeting.

The above is the entire Working Regulation of the Annual General Meeting of Shareholders 2026 of Thuan Duc Joint Stock Company respectfully submitted to Shareholders and Shareholders' representatives for consideration and approval.

Sincerely/.

Recipients:

- Shareholders (posted on the Company's website);
- State Securities Commission of Vietnam, Ho Chi Minh City Stock Exchange, Hanoi Stock Exchange (for reporting);
- Members of the Board of Directors, Executive Board, and Supervisory Board;
- Archived at the Company Office.

ON BEHALF OF THE BOARD OF DIRECTOR
CHAIRMAN OF THE BOD



NGUYEN DUC CUONG