



HANOI CITY PEOPLE'S
COMMITTEE

THANG LONG METAL WARES
JOINT STOCK COMPANY

SOCIALIST REPUBLIC OF VIETNAM

Independence – Freedom – Happiness

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Hanoi, May 26th 2026

No: 01-NQ/DHCD/2026

RESOLUTION

ANNUAL GENERAL MEETING OF SHAREHOLDERS OF THANG LONG METAL WARES JOINT STOCK COMPANY 2026 ANNUAL MEETING

- Pursuant to the Enterprise Law No. 59/2020/QH14 of 2020, amended and supplemented by Law No. 03/2022/QH15 and Law No. 76/2025/QH15;
- Pursuant to the Charter on organization and operation of Thang Long Metal Wares Joint Stock Company in 2023;
- Pursuant to the Official Dispatch of the Hanoi Department of Finance No. 5954/STC-DKDN dated April 23, 2026 on the content of voting by the representative of state capital at Thang Long Metal Wares Joint Stock Company at the 2026 annual shareholders' meeting.
- Pursuant to the official letter of the Hanoi Department of Finance No.: 7779/STC-DKDN dated May 21, 2026, regarding the participation in giving opinions on determining the maximum foreign ownership ratio at Thang Long Precious Metals Joint Stock Company,
- Pursuant to the official dispatch of the Hanoi Department of Home Affairs No. 3342/SNV-LDTLDN dated May 21, 2026, regarding the supplement of the charter on organization and operation of Thang Long Metal Joint Stock Company,
- Pursuant to the voting results at the Annual General Meeting of Shareholders of Thang Long Metal Wares Joint Stock Company on May 26th 2026;

RESOLUTION

ARTICLE 1: The General Meeting of Shareholders of Thang Long Metal Wares Joint Stock Company approves the reports and reports of the Chairman to be announced before the General Meeting with the following contents:

Content 1: Approve the report of the Board of Directors on business results in 2025, plans and measures for the implementation of business plans in 2026:

No	INDICATORS	UNIT	2025 PLAN	2025 ACTUAL	ACTUAL/PLAN (%)	2026 PLAN	2026 PLAN /2025 ACTUAL (%)
1	Total assets	Million VND	885,000.00	884,081.02	99.9	908,452.43	102.76
2	Charter capital (average)	Million VND	192,000.00	192,000.00	100	192,000.00	100
3	Revenue and Other income	Million VND	995,000.00	1,016,525.30	102.16	1,140,000.00	112.15
4	Total profit after tax	Million VND	46,000.00	61,499.86	133.7	69,200.00	112.52
5	Total Profit after tax/Owner's Equity	%	12.25	16.09	131.29	17.64	109.63
6	Dividend payout ratio	%	7	7	100	7	100
7	Average number of employees	People	955.00	980.00	102.62	948	96.73
8	Average income	Million VND/Person/Month	12.81	13.93	108.73	14.81	106.35

Content 2: Approving the financial statements & business results in 2025 (Audited)

Content 3: Approve the plan to distribute profits and dividends of 2025 at the rate of 7.0% in cash or bank.

Content 4: Approving the remuneration of the Board of Directors and non-professional Board of Supervisors in 2025 and the 2026 plan.

No	Content	Unit	2025 Plan (VND)	2025 Actual (VND)	2026 Plan (VND)
1	The Board of Directors is not specialized	VND/person/month	3,000,000	3,000,000	5,000,000
2	The Supervisory Board is not specialized	VND/person/month	1,500,000	1,500,000	2,000,000
3	Total Remuneration Fund for Non-Executive Board of Directors & Supervisory Board Members	VND	108,000,000	108,000,000	168,000,000

Content 5: Approve the authorization of the Board of Directors to select an Audit firm for the fiscal year 2026:

Content 6: Approve the Report of the Board of Supervisors on 2025 performance and 2026 orientation:

Content 7: Through the maximum foreign ownership ratio in the Company of 0% of charter capital;

Content 8: Through the amended and supplemented company charter of 2026:

ARTICAL 2 : Implementation:

- The meeting minutes, Reports and Proposals at the 2026 Annual General Meeting of Shareholders of Thang Long Metal Wares Joint Stock Company are an inseparable part of the Resolution of the 2026 Annual General Meeting of Shareholders.
- This Resolution has been approved by the 2026 Annual General Meeting of Shareholders of Thang Long Metal Wares Joint Stock Company and takes effect immediately after the meeting on 26th May 2026.
- The Annual General Meeting of Shareholders of Thang Long Metal Wares Joint Stock Company authorizes the Board of Directors to organize the implementation and supervision of the implementation of the contents unanimously approved by the shareholders at this General Meeting in accordance with the provisions of the Law and the Charter of Thang Long Metal Wares Joint Stock Company.

**On behalf of the Annual General
Chairman**



PHAM HONG THANH





Hanoi, May 26th 2026

MINUTES OF THE 2026 ANNUAL GENERAL MEETING OF SHAREHOLDERS THANG LONG METAL WARES JOINT STOCK COMPANY

I. NAME, HEAD OFFICE ADDRESS, BUSINESS CODE:

- Name: **Thang Long Metal Wares Joint Stock Company**
- Head office: Sai Dong Street - Phuc Loi Ward - Hanoi.
- Certificate of Business Registration of Thang Long Metal Wares Joint Stock Company No. 0100100618 dated September 18, 2025 (seventh change) of Hanoi Department of Planning and Investment;

II. TIME AND PLACE OF SHAREHOLDERS' MEETING:

- Time: 7:30am – 10:30am, Tuesday, May 26th 2025.
- Location: Thang Long Metal Wares Joint Stock Company's Hall - Phuc Loi Ward - Hanoi City.

III. MEETING AGENDA AND MEETING CONTENT:

1. Board of Directors' Report 2025 – Plan and measures for 2026.
2. Report on the following contents:
 - 2025 Audited Financial Statements
 - Profit distribution and dividend plan for 2025
 - Remuneration of the Board of Directors and Board of Supervisors in 2025 and Plans for 2026
 - Selection of Audit Firm in 2026
3. Report of the Board of Supervisors in 2025 – Plans for 2026.
4. Proposal on the maximum foreign ownership ratio at the company and the amendment of the company charter.

IV. PRESIDING OFFICERS AND SECRETARY OF THE GENERAL MEETING:

- Presiding officers: Mr. Pham Hong Thanh, Mr. Ho Quoc Binh, Mrs. Vu Thi Hong Van.
- Secretary: Mr. Nguyen Van Luan, Mr. Pham Xuan Thuy.

V. SUMMARY OF THE MEETING – COMMENTS ON ISSUES ON THE MEETING:

A. OPENING OF THE MEETING :

Mr. Nguyen Quang Dat, on behalf of the Organizing Committee, opened the Meeting and on behalf of the Organizing Committee of the Meeting announced:

- Decision No. 18/2026/QD - Board of Directors dated 04/05/2026 of the Board of Directors of the Company on the convening of the 2026 Annual General Meeting of Shareholders of Thang Long Metal Wares Joint Stock Company.

1/ The nominees for the Presiding Officers include:

- Mr. Pham Hong Thanh - Chairman of the Board of Directors
- Mr. Ho Quoc Binh - General Director – Member of the Board of Directors

- Ms. Vu Thi Hong Van - Chief Accountant

- Number of approved shares: 15,946,989 shares/15,946,989 shares attending the meeting, accounting for 100%

- Number of disapproving shares: 0 share/15,946,989 shares attending the meeting, accounting for 0%

- Number of shares without opinion: 0 share/15,946,989 shares attending the meeting, accounting for 0%

2/ The Chairman of the Congress appoints the Secretary of the Congress::

- Mr. Nguyen Van Luan – Chairman of the Company's Trade Union

- Mr. Pham Xuan Thuy – Head of Department Company

- Number of approved shares: 15,946,989 shares / 15,946,989 shares attending the meeting, accounting for 100%

- Number of disapproving shares: 0 share/15,946,989 shares attending the meeting, accounting for 0%

- Number of shares without opinion: 0 share/15,946,989 shares attending the meeting, accounting for 0%

3/ Report on the Verification of Qualification of Shareholders:

- Mr. Pham Van Phong - Head of the Board on behalf of the Verification of Qualification Shareholder reported the inspection results as follows:

The total number of shareholders attending the meeting was 30 / 954 shareholders, representing 15,946,989 shares, reaching 83.1% of the charter capital of Thang Long Metal Wares Joint Stock Company.

4/ Voting Rules and Working Regulations:

- Mr. Ho Quoc Binh - Approved on behalf of the Chairman :

*Rules for voting at the General Meeting.

- Number of approved shares: 15,946,989 shares / 15,946,989 shares attending the meeting, accounting for 100%

- Number of disapproving shares: 0 share/15,946,989 shares attending the meeting, accounting for 0%

- Number of shares without opinions: 0 shares/15,946,989 shares attending the meeting, accounting for 0%

* Working Regulations of the General Meeting of Shareholders;

- Number of approved shares: 15,946,989 shares / 15,946,989 shares attending the meeting, accounting for 100%

- Number of disapproving shares: 0 share/15,946,989 shares attending the meeting, accounting for 0%

- Number of shares without opinions: 0 share/15,946,989 shares attending the meeting, accounting for 0%

5/ Meeting Content :

- Mr. Pham Hong Thanh - On behalf of the Chairman approved :

- Number of approved shares: 15,946,989 shares / 15,946,989 shares attending the meeting, accounting for 100%
- Number of disapproving shares: 0 share/15,946,989 shares attending the meeting, accounting for 0%
- Number of shares without opinions: 0 share/15,946,989 shares attending the meeting, accounting for 0%

B. MAIN CONTENTS OF THE MEETING :

1/ 2025 Report of The Board of Directors– Plans and measures for 2026

- Mr. Ho Quoc Binh - Presenting the report on behalf of the Board of Directors (*Attached report*)

2/ Presentation on the contents :

- ✓ Audited 2025 Financial Statements ;
- ✓ Profit distribution and dividend plan for 2025;
- ✓ Remuneration of the Board of Directors and Board of Supervisors in 2025 and Plans for 2026;
- ✓ Selection of Audit Firm in 2026;

- Mrs. Vu Thi Hong Van - Chief Accountant presented (*Attached report*)

3/ Report of the Board of Supervisors in 2025 - Plans 2026:

- Mrs. Chu Thi Thanh Mai - Presenting the report on behalf of the Board of Supervisors. (*Attached report*)

4/ Proposal on the maximum foreign ownership ratio at the company and the amendment of the company charter.

- Mr. Pham Hong Thanh - Presenting the report on behalf of the Board of Directors (*Attached report*)

C. QUESTIONS AND ANSWERS :

1/ Shareholders participating in the comments :

All 100% of the shareholders attending the meeting agreed with the reports and resolutions, and there was no one with a differing opinion at the General Meeting.

2/ The Presiding officer received and answered shareholders' comments:

Mr. Pham Hong Thanh – Chairman of the Board of Directors

+) On behalf of the Chairman of the General Meeting, Mr. Pham Hong Thanh thanked the esteemed shareholders for taking the time to attend the Meeting and for agreeing with the contents reported and presented at the Meeting. He also expressed gratitude for the companionship, sharing, and acknowledgment of the Company's Supervisory Board. Mr. Pham Hong Thanh further shared some information about the market developments in 2025, the actions of the Board of Directors, the efforts of the leadership team, and all employees in the company; he also shared assessments about the 2026 market, the company's responsibilities and goals in the new development phase, calling for shareholders' support, as well as the creative labor efforts of shareholders who are management officers and employees in the Company, to achieve the objectives approved by the General Meeting.

VOTE :

- Mr. Pham Hong Thanh – Presiding officer asked the Congress to vote on the contents of the report :

1/ - Report of the Board of Directors on the Business Production Results in 2025, Plans and Measures to Implement the Business Production Plan in 2026:

- Number of approved shares: 15,946,989 shares / 15,946,989 shares attending the meeting, accounting for 100%
- Number of disapproving shares: 0 share/15,946,989 shares attending the meeting, accounting for 0%
- Number of shares without opinions: 0 share/15,946,989 shares attending the meeting, accounting for 0%

2/ - Audited financial statements & business production results for 2025:

- Number of approved shares: 15,946,989 shares / 15,946,989 shares attending the meeting, accounting for 100%
- Number of disapproving shares: 0 share/15,946,989 shares attending the meeting, accounting for 0%
- Number of shares without opinions: 0 share/15,946,989 shares attending the meeting, accounting for 0%

3/ Profit distribution and dividend payment plan for 2025 with a rate of 7%:

- Number of approved shares: 15,946,989 shares / 15,946,989 shares attending the meeting, accounting for 100%
- Number of disapproving shares: 0 share/15,946,989 shares attending the meeting, accounting for 0%
- Number of shares without opinions: 0 share/15,946,989 shares attending the meeting, accounting for 0%

4/ Remuneration of the Board of Directors and Board of Supervisors in 2025 - Plan for 2026.

- Number of approved shares: 15,946,989 shares / 15,946,989 shares attending the meeting, accounting for 100%
- Number of disapproving shares: 0 share/15,946,989 shares attending the meeting, accounting for 0%
- Number of shares without opinions: 0 share/15,946,989 shares attending the meeting, accounting for 0%

5/ Authorize the Board of Directors to select the auditing company for the 2026 financial year;

- Number of approved shares: 15,946,989 shares / 15,946,989 shares attending the meeting, accounting for 100%
- Number of disapproving shares: 0 share/15,946,989 shares attending the meeting, accounting for 0%
- Number of shares without opinions: 0 share/15,946,989 shares attending the meeting, accounting for 0%

6/ Report of the Supervisory Board on the results of activities in 2025 and orientation of activities in 2026;

- Number of approved shares: 15,946,989 shares / 15,946,989 shares attending the meeting, accounting for 100%
- Number of disapproving shares: 0 share/15,946,989 shares attending the meeting, accounting for 0%
- Number of shares without opinions: 0 share/15,946,989 shares attending the meeting, accounting for 0%

7/ The maximum foreign ownership in the company is 0% of the charter capital

- Number of approved shares: 15,946,989 shares / 15,946,989 shares attending the meeting, accounting for 100%
- Number of disapproving shares: 0 share/15,946,989 shares attending the meeting, accounting for 0%
- Number of shares without opinions: 0 share/15,946,989 shares attending the meeting, accounting for 0%

8/ Amended and supplemented company charter 2026

- Number of approved shares: 15,946,989 shares / 15,946,989 shares attending the meeting, accounting for 100%
- Number of disapproving shares: 0 share/15,946,989 shares attending the meeting, accounting for 0%
- Number of shares without opinions: 0 share/15,946,989 shares attending the meeting, accounting for 0%

D. CLOSING OF THE MEETING;

1/ Approval of the Resolution of the 2026 Annual General Meeting of Shareholders – Voting :

- Mr. Nguyen Van Luan – Secretary of the Meeting presented the Draft of the 2026 Annual General Meeting

- Mr. Pham Hong Thanh – Chairman of the Congress would like to vote to approve the Resolution of the Congress

- Number of approved shares: 15,946,989 shares / 15,946,989 shares attending the meeting, accounting for 100%.

- Number of disapproving shares: 0 share/15,946,989 shares attending the meeting, accounting for 0%.

- Number of shares without opinions: 0 share/15,946,989 shares attending the meeting, accounting for 0%.

The General Meeting voted to approve the Resolution of the 2026 Annual General Meeting of Shareholders.

The Congress agreed to assign the Board of Directors to receive the shareholders' comments to complete the business plan, develop a specific action plan to achieve the business goals in 2026.

This record was fully and honestly recorded by the Secretary at the 2026 Annual General Meeting of Shareholders of Thang Long Metal Wares Joint Stock Company. The meeting ended at 10:30 am. on the same day.

Hanoi, 26th May 2026

SECRETARY
SECRETARY 1

SECRETARY 2

CHAIRMAN OF THE MEETING

NGUYEN VAN LUAN

PHAM XUAN THUY

PHAM HONG THANH





Hanoi, May 26, 2026

REPORT

Company Board of Directors Thang Long Metalworking Company's shares at the 2026 Shareholders' Meeting

Dear Shareholders of Thang Long Metalworking Joint Stock Company

In accordance with the provisions of the Charter of Organization and Operation of Thang Long Metalworking Joint Stock Company, today, at the 2026 Annual General Meeting of Shareholders, the Board of Directors respectfully reports to the General Meeting of Shareholders on the results of the Board of Directors' activities in 2025 and the operational direction of the Board of Directors in 2026 .

I. ACTIVITIES OF THE BOARD OF DIRECTORS IN 2025

1/ Regarding production and business activities

In 2025, the global business environment entered a relatively stable phase after major upheavals caused by the pandemic, high inflation, and geopolitical tensions in the preceding years.

However, the global economy is experiencing slow growth and significant divergence across regions. While some developed economies maintain stable growth, many other countries continue to face inflationary pressures, public debt, and high production costs.

Furthermore, the complex geopolitical landscape continues to strongly influence global business operations. Military conflicts and trade wars remain complex, particularly the US's retaliatory tariff policies, which have shaken the global economy. Global supply chains are being restructured towards greater diversification and flexibility.

Sustainable development has emerged as a global standard. Consumers, investors, and financial institutions are increasingly prioritizing businesses that are socially and environmentally responsible. The strong shift in transportation from gasoline to electric vehicles is also significantly influencing consumer sentiment and directly impacting the motorcycle market.

Difficulties in labor supply, continuously rising labor costs, and the inability to immediately increase labor productivity have reduced the competitiveness of businesses.

Technology, especially artificial intelligence and digital transformation, has become a key factor determining the competitiveness of businesses. The application of science and technology and digital transformation is a mandatory requirement for most businesses that want to survive and thrive.

In summary, the global business environment in 2025 is a mix of opportunities and challenges. Businesses that want to succeed need to be flexible, adaptable, promote innovation, apply technology, and pursue sustainable development strategies in a volatile world.

For the company, its products still offer many business development opportunities with existing customers. However, competitive pressure is intense, and export products carry many risks and potential challenges related to foreign economic relations and global geopolitical fluctuations.

In reality, the market situation in 2025 will be highly volatile, specifically as follows:
Quarter 1: The market situation was relatively stable, with a growth trend for export goods, and the motorcycle sector experienced better-than-expected market demand.

Quarter 2: There were many fluctuations, especially in April 2025 when the export market suffered a major shock after the US imposed a series of import tariffs, seriously affecting export product groups.

Q3: Continued volatility and reversal for export goods and motorcycles.

- Exports: Slightly increased due to the market focusing on increased orders and increased inventory in preparation for the deadline for the application of import tariffs in the US market.

- Motorcycles: The market declined sharply under pressure from the green transition from gasoline to electric vehicles.

Q4: The market showed an upward trend, with exports increasing due to the stability and growth of new product groups, and motorcycles experiencing a strong surge in demand during the year-end holiday season.

Faced with the complex developments in the market, the management team has focused on decisively identifying key tasks for each activity, specifically:

Export Group: Strengthen sales activities, develop new products, promote cost-reduction improvements, and introduce automation into production. Enhance cooperation with partners and suppliers to build suitable supply chains aimed at increasing production capacity and restructuring products. In 2025, new product development will be strongly implemented based on the principles of Speed – Efficiency – Effectiveness – Risk Control, with several new products achieving business approval with customers, such as Gresla and Mini Tool, generating revenue in 2025 and becoming key products in 2026.

Motorcycle group: Intensify efforts to improve costs and promote business activities to develop the electric motorcycle product line.

Regarding management activities: The company has implemented a comprehensive restructuring of its operations, including reorganizing production in workshops and factories, and several areas within management: Business, Economics, Finance, Human Resources, Administration, Quality, and Engineering. It has gradually adjusted work processes, digitized management, and automated production... It has also strengthened its corporate culture to create internal resilience.

The company implements, maintains, and regularly reviews and improves its systems, simplifies procedures, and transforms management software into practical applications for the company's production activities. It adjusts the salary and bonus system; applies a KPI

system linked to performance evaluation, ensuring income is reflected in efficiency and actual contributions.

Implementing awareness retraining, innovation, strengthening communication activities, sharing perspectives and orientations with employees, building corporate culture, taking care of employees' lives, and strengthening cohesion to create strength for company development.

Regarding technology and equipment: In 2025, several improvements were implemented in the export production area, such as reorganizing the production line for Mini tool products, introducing robotic gripping technology and specialized welding equipment into production. Investments were made in laser bending and cutting equipment for the Agry Fab product group... Improvements were also made to the painting line. Automatic box folding equipment and strapping machines were introduced into production to reduce hazards and workload for workers.

With innovative operations and flexible management, all targets will be met in 2025, with effective use of resources to stabilize and implement appropriate development solutions. Meeting customer requirements regarding quality, delivery, etc., is ensured, and production is safe.

Besides production activities, the company also continues to maintain stability in other operations, ensuring security and order, with no unusual incidents occurring.

Key targets to be achieved in 2025

No.	TARGETS	Unit	Plan 2025	TH 2025	DIFFERE NCE	TH/KH %
1	Total assets	million VND	885,000.00	884,081.02	(918.98)	99.90
2	Average charter capital	million VND	192,000.00	192,000.00	-	100.00
3	Equity	million VND	375,443.32	382,321.50	6,878.18	101.83
4	Total revenue + Other income	million VND	995,000.00	1,016,525.3	21,525.37	102.16
5	Total profit before tax	million VND	46,750.00	61,499.86	14,749.86	131.55
6	Corporate Income Tax	million VND	750.00	-	(750.00)	-
7	Total profit after tax	million VND	46,000.00	61,499.86	15,499.86	133.70
8	Net Profit Margin / Equity	%	12.25	16.09	3.83	131.29
9	Dividend payout ratio	%	7.00	7.00	0.00	100.00
10	Average number of workers	People	955.00	980.00	25.00	102.62
11	Average income	VND/pers on/month	12.81	13.93	1.12	108.73

The Board of Directors of Thang Long Metalworking Company, acting as the representative of the General Shareholders' Meeting in managing the Company's production and business activities, has focused on directing the implementation of solutions to ensure the maintenance of production and business operations and to achieve the production and business plan objectives approved by the General Shareholders' Meeting.

2. The operational status of the Board of Directors:

a/ Activities of the Board of Directors:

In 2025, based on the Enterprise Law, the company's charter, and the resolutions of the shareholders' general meeting, the Board of Directors performed its functions, duties, and powers regarding supervision, direction, and the issuance of resolutions and decisions to lead the company's stable operation in order to achieve the targets approved by the General Meeting of Shareholders.

Board of Directors meetings were convened and organized in accordance with regulations, ensuring the required number of board members participated, with high consensus on all voting items, and with written consultations conducted in accordance with established procedures.

The Board of Directors' decisions over the years have all been fully reported at the annual general meetings of shareholders.

The board's decisions in 2025 included :

No .	Resolution/Decision Number	Day	Content	Approval rate
1	01-NQ/HĐQT/2025	January 2, 2025	Approval of the plan to hold an extraordinary shareholders' meeting in 2025.	100%
2	02-NQ/HĐQT/2025	January 2, 2025	Mr. Ho Quoc Binh, a member of the Board of Directors and Deputy General Director of Thang Long Metalworking Joint Stock Company, is assigned to oversee the company's operations during the period of restructuring the General Director's personnel.	100%
3	03-NQ/HĐQT/2025	January 18, 2025	It was unanimously agreed to appoint Mr. Pham Hong Thanh - Chairman of the Board of Directors of the Company - to the Board of Members and hold the position of Vice Chairman of the Board of Members at Goshi - Thang Long Auto Parts Co., Ltd. to replace Mr. Pham Huu Hung, who is retiring.	100%
4	04-NQ/HĐQT/2025	January 18, 2025	Through the agenda presented to the 2025 Extraordinary General Meeting of Shareholders, the resolution approves the removal of Mr. Nguyen Quy Thinh from his position as a member of the Board of Directors for the 2023-2028 term and the election of one additional member to the Board of Directors.	100%
5	05-NQ/HĐQT/2025	February 22, 2025	The Board of Directors approves the positions and authorizes the Chairman of the Board to make decisions on personnel appointments for the following positions: 1. Mr. Ho Quoc Binh holds the position of General Director.	100%

			2. Mr. Nguyen Quang Dat holds the position of Deputy General Director.	
6	06-NQ/HĐQT/2025	February 22, 2025	<ul style="list-style-type: none"> - The list of the Executive Board for the 2023-2028 term has been approved: consisting of 4 individuals who have been entrusted by the State to manage the State's capital and directly oversee the company's production and business activities. - Assign the Executive Board to carry out tasks and responsibilities in the Company's production and business activities, and authorize the Executive Board to borrow capital, lease funds, and handle procedures related to borrowing, leasing, and mortgaging assets with credit institutions or individuals to ensure the implementation of approved production and business plans and investment projects. - Mr. Pham Hong Thanh, Chairman of the Board of Directors, is assigned to oversee the executive board and review and decide on certain matters within the authority of the Board of Directors. 	100%
7	07-NQ/HĐQT/2025	April 9, 2025	<ul style="list-style-type: none"> - By extending the date of the 2025 Annual General Meeting to May 2025. - Approval of the plan for organizing the 2025 Shareholders' Meeting. 	100%
8	08-NQ/HĐQT/2025	April 9, 2025	<ul style="list-style-type: none"> - Through the Q1 Business Performance Report – Targets and Implementation Measures for Q2 2025: - Approval of the Draft Company Restructuring Plan: - Approval of the Draft Report of the Board of Directors on the 2024 Business Results and the 2025 Business Plan to be presented at the 2025 Annual General Meeting of Shareholders: - Approval of the draft submissions regarding: Audited financial statements for 2024; Profit distribution plan and dividend payout for 2024; Remuneration levels for the Board of Directors and Supervisory Board in 2024 and the plan for 2025; Selection of the auditing firm for 2025. 	100%
9	09-NQ/HĐQT/2025	July 30, 2025	<ul style="list-style-type: none"> - Review of business performance reports for the second quarter and the first six months of the year. Plan for the third quarter and projections for the whole year 2025. - Reviewing the progress report and proposed adjustments to certain items in the Hung Yen factory investment project. 	100%

10	10-NQ/HĐQT/2025	November 1, 2025	<ul style="list-style-type: none"> - Review of business performance reports for Q3 and the first nine months of the year. Plan for Q4 and projections for the whole year 2025. - Approved the Report proposing adjustments to the 2025 Investment Plan. 	100%
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b/ Results of monitoring the General Director:

The Board of Directors has overseen the activities of the General Director's Office in accordance with the Company's Charter and applicable laws. Quarterly, the Board of Directors meets to approve the report on business performance and review the plan for the following quarter as presented by the General Director.

The Board of Directors regularly monitors the Company's business operations closely through direct or written reports from the General Director and other Board members directly involved in management. During the implementation of resolutions, the Board of Directors directs and supervises the operational activities of the General Director's team in all production and business activities.

During the course of its operation, the Board of Directors adheres to a system of monthly reporting on business performance and reports on planned implementations to the Board of Directors before execution.

c/ Results of monitoring of management staff:

The performance evaluation of officers under the Board of Directors' management authority is conducted regularly, and appointments and dismissals are carried out in accordance with the procedures stipulated in the company's charter.

3. Status of implementation of the Shareholders' General Meeting Resolution:

Over the past year, the Board of Directors has fulfilled its duties with a high sense of responsibility, seriously implementing the resolutions approved by the General Meeting of Shareholders, and supervising and directing the Executive Board in the Company's production and business activities through resolutions and decisions of the Board of Directors.

The Board of Directors' leadership in 2025 consistently followed the actual market developments to formulate policies and demonstrated thorough oversight of the executive management's activities.

II. DIRECTION OF ACTIVITIES OF THE BOARD OF DIRECTORS IN 2026

In 2026, the global and regional landscape will continue to change very rapidly, intensely, and unpredictably; strategic competition among major powers will intensify; and conflicts over geopolitics, geoeconomics, technology, energy, supply chains, data, and markets will profoundly alter the development environment of nations.

Tariffs, trade barriers, and technological self-reliance strategies are increasing in superpowers, transforming global supply chains and raising compliance costs.

Tensions between major economic blocs continue to pose risks to international trade and investment. Geopolitical uncertainties and complexities are profoundly impacting business strategies and consumer demand in major global markets.

Businesses are facing increased pressure from the global environment, governments, and consumers to implement sustainable strategies. This is particularly far-reaching for the

motorcycle industry, given the government's determination to transition from gasoline to electric vehicles.

Vietnam's double-digit growth target, officially approved by the National Assembly, also presents significant challenges and responsibilities, especially for state-owned enterprises.

High labor demand and continuously rising labor costs, coupled with rising raw material and fuel prices, and transportation difficulties, particularly amidst escalating military conflicts in the Middle East and other regions, are driving the situation.

The trend of streamlining organizational structures, applying science, technology, innovation, and digital transformation is identified as the driving force for growth in 2026.

Faced with complex market developments, major customers are restructuring their product lines and suppliers to increase competitiveness and reduce prices. All customers are increasingly demanding lower prices, shorter lead times, improved quality, and fulfillment of sustainable development requirements.

Alongside the difficulties, there are also certain advantages:

Thanks to the efforts of the entire company, by the end of 2025, the company's operations had shown more positive changes, major customers had gained more trust, and many new products had been approved for business cooperation.

By the end of 2025, the company's operations had also undergone many positive changes, and the awareness and work ethic of employees throughout the company had improved.

2026 is identified as the beginning of the 2026–2030 period, a phase of strong growth for the company, as the country enters a new era of development. The company's development is oriented towards the following pillars:

- Innovation – Creativity – Breakthroughs in management and production
- Investing in technology, digital transformation – enhancing productivity – increasing scale.
- Improving workers' incomes, developing human resources, and spreading corporate culture.

Given the opportunities and challenges mentioned above, the company's central task is to continue aggressively restructuring comprehensively, promoting innovation, optimizing management, reorganizing production, selecting key areas for investment in new technologies, digital transformation, and integrating software into management across all company operations, ... in order to effectively manage costs, transparently evaluate the results of each work item, and strongly encourage increased productivity and competitiveness.

Based on market conditions and the results achieved in 2025, the company has developed a plan for 2026 with the following main points:

1. Business production plan for 2026

No.	TARGETS	Unit	TH 2025	KH 2026	DIFFEREN CE	KH 2026/ TH 2025 (%)
1	Total assets	million VND	884,081.02	908,452.43	24,371.41	102.76
2	Average charter capital	million VND	192,000.00	192,000.00	-	100.00

3	Equity	million VND	382,321.50	392,262.29	9,940.78	102.60
4	Total revenue + Other income	million VND	1,016,525.3	1,140,000.0	123,474.63	112.15
5	Total profit before tax	million VND	61,499.86	73,000.00	11,500.14	118.70
6	Corporate Income Tax	million VND	-	3,800.00	3,800.00	
7	Total profit after tax	million VND	61,499.86	69,200.00	7,700.14	112.52
8	Net Profit Margin / Equity	%	16.09	17.64	1.56	109.67
9	Dividend payout ratio	%	7.00	7.00	-	100.00
10	Average number of workers	People	980.00	948.00	(32.00)	96.73
11	Average income	VND/Person/Month	13.93	14.81	0.88	106.35

2. Solutions to be implemented:

1/ Product structure, planning, and production

- Maintain and develop existing product lines, continue to expand export products, balance market regions, and restructure product groups to ensure efficiency.
- Strengthen cooperation with capable partners, implement product restructuring goals, streamline production, increase production capacity, and organize and control the supplier system to ensure stable competitiveness.
- Reorganize the existing production layout, relocate a portion of the mechanical workshop to increase production space for Factory 3. Invest in a new factory to ensure sustainable development in the coming years.
- Regularly update on developments in the consumer market and the raw materials market, proactively determine demand and balance reserves, and minimize the risk of price fluctuations.

2. Improving organizational structure and developing human resources.

- Intensify recruitment and implement measures to ensure proactive management of the quantity, proportion, and structure of human resources, and provide training to meet the requirements of technological innovation and digital transformation.
- Continue restructuring and streamlining the organization, standardizing standards, responsibilities, job descriptions, and labor norms for all positions. Implement task assignment, recognition, and evaluation to ensure rotation, restructuring, and placement of the right person in the right job.
- Improve the mechanisms for salaries, emulation, rewards, and benefits to create work motivation based on the principle of linking income to work results and ensuring labor productivity targets and labor costs.
- Build and strongly promote corporate culture to create a cohesive and humane work environment.
- Taking care of the well-being of employees, improving the quality of management and service activities such as security, healthcare, and canteen services... to ensure security and order, and to guarantee the health and safety of employees.

3. Process improvement and digital transformation

- Continuously improve management and production to ensure efficiency, effectiveness, and practicality. Eliminate unnecessary, (formalistic) steps, tasks, and actions that have no practical effect.
- Developing new products with optimized production processes, resulting in a fast, streamlined, and efficient development process.
- Promote digitalization to enhance efficiency and transparency. Build a unified digital data system to serve governance. Data must be truly reliable to serve the management, control, allocation and regulation of resources, and risk warning...
- Reorganize the planning and management process, ensuring clear definition of tasks and objectives for each unit, level, and individual in every position.

4. Improve and innovate technology and equipment, and ensure quality.

- Promote investment in technological innovation, automation, streamlining production processes, and reorganizing production to increase labor productivity. Analyze the condition of jigs and equipment to select investment options for innovation aimed at reducing production costs, energy costs, and equipment and jigs maintenance and repair costs.
- Continue restructuring and reorganizing the quality assurance system, redefining standards and guidelines for practicality and effectiveness, ensuring corrective and preventive effects. Closely coordinate with Engineering - Quality - Production to ensure safety and quality, no rework, and no complaints.

5. Enhance the capacity for planning and controlling plans.

- Review and enhance the effectiveness and efficiency of the production planning and management system from the company – factory – workshop – production team and down to the workers. Coordinate in identifying tasks and action plans for each unit, ensuring the goal of increasing productivity, managing labor costs and other expenses, and ensuring efficiency.
- Effectively operate the centralized data system on Bravo software to control and regulate plans and resources, ensuring optimal production organization.

The above is the report of the Board of Directors of Thang Long Metalworking Joint Stock Company presented to the General Meeting. We hope to receive the participation of shareholders to help us guide the company to operate stably and increasingly efficiently, ensuring the rights of investors.

Thank you very much!

**On behalf of the Board of Directors
Chairperson**



PHAM HONG THANH



Hanoi, May 26, 2026

REPORT OF THE AUDIT COMMITTEE

Presented to the 2026 Annual Shareholders' Meeting

- *Based on the Enterprise Law No. 59/2020/QH14 Amended and supplemented by Law No. 03/2022/QH15 and Law No. 76/2025/QH15*
- *Based on the Company's Charter of Organization and Operation 2023;*
- *Based on the functions and duties of the Supervisory Board as stipulated in the Enterprise Law and the Company's charter;*
- *Based on the Company's 2025 Financial Statements and the audit report of AASC Accounting and Auditing Consulting Services Co., Ltd.;*

Adhering closely to its functions and duties, the Supervisory Board has carried out its tasks in 2025 and has conducted inspections, reviews, and evaluations. The Supervisory Board would like to report to the General Meeting of Shareholders as follows:

The report has three parts:

I - MONITORING, INSPECTION, RESULTS, AND EVALUATION 2025 ;

II – COORDINATION OF ACTIVITIES BETWEEN THE SUPERVISORY BOARD AND THE BOARD OF DIRECTORS – GENERAL MANAGEMENT BOARD;

III - DIRECTION OF OPERATION FOR THE INSPECTION COMMITTEE IN 2026 – RECOMMENDATIONS;

Let's go into detail about each part:

I - MONITORING , INSPECTION, RESULTS, AND EVALUATION 2025 ;

1. The Supervisory Board supervises the Board of Directors and the General Director in the management and operation of the Company:

a) Supervising the Board of Directors in management and operations:

- The Board of Directors' oversight is demonstrated through the organization of meetings. These meetings are convened regularly, once every quarter, in accordance with the Articles of Association , to assess the business performance of each quarter and to reach consensus on matters within the Board's authority.

- Participate in Board of Directors meetings to stay informed about operations and ensure that the Board of Directors' powers and duties are exercised in accordance with the law.

- Review the appropriateness of the content, meeting minutes, resolutions, decisions, and documents of the Board of Directors in accordance with the Enterprise Law, the Company's Charter, and ensure that they are all geared towards the common good, maximizing the benefits of the Company and its shareholders.

- Supervisory Board's assessment: In 2025 , the Board of Directors fulfilled its functions, duties, and powers regarding supervision, direction, and the issuance of resolutions and decisions. It provided guidance and support to the Executive Board in implementing the company's production and business plan targets for 2025.

b) Supervising the Executive Board in management and operations:

- Supervising the management and operation of production and business activities by the executive board . The executive board has 4 members. Headed by the Chairman of the Board of Directors , the Executive Board, within its authority and responsibilities, has implemented the contents of the Resolution. of the Board of Directors, Resolution of the General Meeting of Shareholders;

■ **About Implement the Shareholders' General Meeting Resolution regarding the plan targets :**

Regarding the production and business targets set by the Shareholders' Meeting at the beginning of the year, the results at the end of the year all **met** and **exceeded** the plan. Specifically, some key indicators include:

Revenue and other income exceeded the target by 2%.

Net profit after tax exceeded the target by 33%.

A dividend payout of 7% met the target.

Average income exceeded the target by 8%.

➔ Assessment for 2025:

- **Objectively:** The world has experienced very rapid changes such as wars, both **commercial** and **military** . In terms of commerce, this includes the US's retaliatory tariff policies. Military conflicts in Ukraine and the Middle East have significantly impacted the market, creating difficulties for production and business. In particular, Vietnam's policies, such as the policy of switching from gasoline-powered to electric vehicles, have directly affected revenue for Honda.
- **Subjective:** In response, the Management Board has been very flexible and focused on decisively directing each activity to suit market fluctuations. Many solutions have been quickly implemented in 2025, such as:

+ To immediately address the decline in motorcycle sales, the main solution is to develop new products and new markets, specifically the US market, with the successful launch of mini-tools and garden vehicles. Orders have been confirmed until the end of 2026, which can fully compensate for the decline in motorcycle sales and will be the main product line for 2026 and subsequent years.

+ **Regarding production:** Innovation and improvement solutions are being seriously implemented, including technological advancements such as the introduction of robotic grippers and specialized welding equipment into production, laser bending and cutting equipment for the Agry Fab product group, and the immediate deployment of automatic box folding equipment and strapping machines to reduce danger and hardship for workers. The

production line for mini-tools is being reorganized, and the painting line is also being improved, aiming to increase productivity while reducing production costs.

+ **Regarding management:** It can be said that 2025 will see many changes in this area:

With its structural system: We have implemented a comprehensive restructuring of management activities and reorganized production in workshops and factories. We have improved the system and simplified procedures.

Quality of management is prioritized: management positions at all levels are reformed to clearly define tasks and work styles, ensuring that each officer possesses good management and advisory capabilities, thereby improving work efficiency.

Management tools have been upgraded: Bravo10 management software has been implemented to create a unified digital data system across the entire company for managing, controlling, and regulating resources.

Implementing digitalization for management : Initially, the company has adopted a KPI system linked to performance evaluation and personnel quality assessment. It will continue to refine this KPI system to accurately and transparently evaluate results for each employee and unit, strongly encouraging increased productivity, improved work efficiency, and performance-based income.

+ **Regarding business** : intensify sales promotion, seize opportunities for business cooperation, proactively select and develop products with suitable technology and high output to invest in automation, thereby gradually eliminating less efficient products and allocating resources to key products.

And many other solutions were also implemented, resulting in the company's performance in 2025 exceeding the targets set by the General Shareholders' Meeting.

In addition, the Supervisory Board monitors other matters:

- Monitoring the fulfillment of obligations to the State; demonstrating that the company has fully fulfilled its obligations to the State, ensuring the well-being and implementation of policies for employees such as: Social insurance, health insurance, unemployment insurance, annual periodic health check-ups, leave entitlements, vacation leave for employees, maternity leave, sick leave , etc., in accordance with company regulations and the law.

Beyond simply complying with regulations, the company proactively increased employee salaries before the government raised the regional minimum wage and basic salary. Simultaneously, it implemented various measures to increase productivity, thereby boosting employee income and fostering a strong company culture. The company prioritized human resources, aiming to create a cohesive and humane work environment where every employee feels happy at work and leaves with a good income and a fulfilling, happy life.

- Monitoring compliance with legally mandated information disclosure requirements;

Specifically, the company fulfilled its obligations as a large-scale public company and complied with UPCOM exchange regulations, resulting in no penalties for violations of information disclosure regulations over the past year .

- Monitoring dividend payments : Last year, the company paid dividends in full to shareholders on time as stipulated .

2. The Supervisory Board shall review the reasonableness, legality, honesty, and degree of prudence in the management and operation of business activities; the systematic, consistent, and appropriate nature of accounting, statistics, and financial reporting;

- Regarding the level of caution in investment management :

Over the past year, the company invested 30.3 billion VND/27.1 billion VND in internal production, with a focus on equipment to enhance production capacity, automation to improve labor productivity, and digital transformation in management to improve management efficiency. All investment items quickly became operational and stable, serving production needs.

- Assessing the systematic approach in cost management and business operations:
 - The company maintains an ISO-compliant management system and other systems conforming to international standards, which forms the basis for stable management and operation of production and business activities. The management board also consistently focuses on directing improvements to the system, simplifying procedures to ensure suitability and optimal efficiency.
 - Cost management : The company has focused on strengthening management measures, maintaining monthly data reports from factory units to the company's departmental management system, and is gradually establishing a system for daily updated data.
 - Production operations need continued improvement , leveraging data systems to better prepare for production , and strengthening cost analysis to develop appropriate strategies to eliminate unnecessary costs such as repair and recycling costs. This will eliminate inconsistencies between production and delivery, and between input and output. Proactive investment in resources is needed to optimize costs, especially labor costs and opportunity costs, as the lack of proactive human resource management has resulted in significant waste in 2025.

3. The Supervisory Board shall assess the completeness, legality, and accuracy of the company's annual and semi-annual business performance reports, financial statements, and the Board of Directors' management evaluation report; and present the assessment report at the Annual General Meeting of Shareholders.

- Supervisory Board in coordination with independent auditors to review and assess financial statements:

Based on the data, records, documents, and information provided by the company, and without witnessing the entire inventory count, the Supervisory Board collaborated with an independent auditor to assess the financial statements.

❖ **Key targets for 2025 :**

Revenue and other income	1,016,525	Million VND
Accounts receivable from customers	129,849	Million VND
Short-term accounts payable to suppliers	85,847	Million VND
Short-term loans and leases	244,745	Million VND
Long-term loans and leases	49,318	Million VND
Profit after corporate income tax	61,499	Million VND
Basic earnings per share	3,203	VND
Charter capital	192,000	Million VND

- Review company reports before submitting them to the General Shareholders' Meeting ;
Prior to the Annual General Meeting, the Supervisory Board reviewed the Company's reports and held a meeting to summarize the issues within its responsibility in order to report at the General Meeting. The Supervisory Board unanimously agreed to report on the performance evaluation for the year 2025 .

4. The Supervisory Board reviews the company's accounting books, accounting records, and other documents, as well as the management and operation of the company.

Reviewing the accounting records and accounting methods : Currently, the company is using Bravo software in its accounting system and for its bookkeeping. The system is organized scientifically using software, making it very convenient for controlling and managing information . The Supervisory Board can review daily accounting transactions on the Bravo software. If there are any issues requiring document review , the Supervisory Board can request the Finance and Accounting Department to transfer the documents for verification once a month. , And if anything is unreasonable, the Supervisory Board will immediately make a recommendation.

- ⇒ These are some of the main supervisory activities of the Supervisory Board. In addition, in daily operations, or based on feedback from shareholders, the Supervisory Board also reviews and assesses all matters to provide suggestions, recommendations, and proposals to the company's management, with the aim of the company's progress and development to maximize profits for the company and its shareholders.

II – COORDINATION OF ACTIVITIES BETWEEN THE SUPERVISORY BOARD AND THE BOARD OF DIRECTORS – EXECUTIVE COMMITTEE ;

1. With a sense of responsibility, constructive approach, and cooperation in its operations, the Supervisory Board always works in coordination with shareholders to fulfill its assigned tasks. Closely exchange and contribute opinions frankly and

honestly with the Board of Directors and the Executive Board in the process of managing and operating all activities of the Company .

2. The company's Board of Directors has strictly adhered to the information provision requirements, inviting the Supervisory Board to fully participate in company meetings to understand the operational situation, and facilitating the Supervisory Board's access to documents to verify the accuracy of the information.
3. In summary, the coordination of activities between the Supervisory Board, the Board of Directors, and the Executive Board over the past year has been positive and in accordance with the law.

III - DIRECTION OF OPERATIONS OF THE EXAMINER'S COMMITTEE IN 2026 – CONCLUSION - RECOMMENDATIONS;

▪ Directions for operation 2026 :

In 2026 , the Supervisory Board continued to perform its duties as stipulated in the Enterprise Law and the Company's Charter .

Based on the assigned tasks, the Supervisory Board develops a specific plan for implementing those tasks for the year. 2026 . The Supervisory Board will periodically meet to summarize the results of the supervision during the period and continue to implement tasks for the next period. Extraordinary meetings may also be held if deemed necessary, or upon a written request from a shareholder.

▪ Conclusion and recommendations:

- Through its oversight activities, the Supervisory Board found that the Board of Directors and the Management Board in 2025 had implemented and executed the resolutions of the General Meeting of Shareholders, the Company's governance regulations, and the Company's charter in accordance with the spirit of the resolutions, based on optimizing the interests of the Company and its shareholders.
- The Board of Directors and Management Board have, over the past year, operated with a proactive, timely, streamlined, serious, and decisive approach, resulting in increased revenue and profit growth in 2025. Importantly, the human factor has been prioritized, leading to higher employee income compared to the previous year. Achieving these results in a volatile and challenging 2025 demonstrates the efforts of the Board of Directors and Management Board, which deserve recognition from the General Shareholders' Meeting.
- For 2026, we propose that the Board of Directors and the Management Board direct the vigorous implementation of the six solutions outlined in the Board of Directors' Report, ensuring serious and effective execution. The goal is to achieve and exceed the targets for 2026 and subsequent years.

This is the recommendation of the Supervisory Board, and also the conclusion to the Supervisory Board 's report . We respectfully present it to **the General Meeting of**

Shareholders of Thang Long Metalworking Joint Stock Company for consideration and approval.

One Once again, on behalf of the Supervisory Board, I would like to wish all shareholders and delegates good health and a successful General Meeting.

Thank you very much!

BOARD OF CONTROL

Prefect



Chu Thi Thanh Mai





HANOI CITY PEOPLE'S COMMITTEE
THANG LONG METAL JOINT STOCK
COMPANY

SOCIALIST REPUBLIC OF VIETNAM

Independence - Freedom - Happiness

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Hanoi, May 26, 2026

PRESENTATION

(Subject: Approval of audited financial statements and profit distribution plan for 2025, remuneration for the Board of Directors and Supervisory Board, and selection of the auditing firm for 2026)

Shareholders of Thang Long Metalworking Joint Stock Company

- Based on the Enterprise Law No. 59/2020/QH14, amended and supplemented by Law No. 03/2022/QH15 and Law No. 76/2025/QH15;

- Based on the Charter of Organization and Operation of Thang Long Metalworking Joint Stock Company, which was approved by the Company's General Meeting of Shareholders on June 25, 2023;

- Based on the 2025 financial statements of Thang Long Metalworking Joint Stock Company, audited by ASSC Auditing Firm Co., Ltd.

The Board of Directors of Thang Long Metalworking Joint Stock Company respectfully submits to the Annual General Meeting of Shareholders 2026 for consideration and approval the audited financial statements for 2025 and the profit distribution plan for 2025 with the following contents:

1/ Summary of financial statements for 2025

Unit of measurement: Vietnamese Dong

ASSET	Code number	Year-end issue	First issue of the year
1	2	4	5
A. SHORT-TERM ASSETS	100	389,317,704,629	357,876,699,846
I. Cash and cash equivalents	110	73,396,897,846	20,438,468,675
II. Short-term financial investments	120	41,205,046,897	462,500,000
III. Short-term receivables	130	140,672,048,992	169,782,363,078
IV. Inventory	140	116,971,204,106	151,280,113,354
V. Other current assets	150	17,072,506,788	15,913,254,739
B. LONG-TERM ASSETS	200	494,763,311,752	504,554,855,883
I. Long-term receivables	210	983,180,000	494,850,000
II. Fixed Assets	220	139,916,674,466	146,907,542,729
III. Investment Properties	230	158,163,290,506	164,117,994,958
IV. Long-term work-in-progress assets	240	5,019,114,848	2,157,939,702

V. Long-term financial investment	250	131,253,596,656	131,996,143,553
VI. Other long-term assets	260	59,427,455,276	58,880,384,941
TOTAL ASSETS (270 = 100 + 200)	270	884,081,016,381	862,431,555,729
FUNDING	Code number	Year-end issue	Beginning of the year
1	2	4	5
C. LIABILITIES	300	443,201,182,307	437,001,214,211
I. Short-term debt	310	387,822,105,439	421,457,574,911
II. Long-term debt	330	55,379,076,868	15,543,639,300
D. EQUITY	400	440,879,834,074	425,430,341,518
I. Equity	410	440,357,573,058	424,908,080,502
1. Owner's equity contribution	411	192,000,000,000	192,000,000,000
- Common stock with voting rights (foreign shareholders)	411a	126,805,000,000	126,805,000,000
- Common stock with voting rights (other shareholders)	411b	65,195,000,000	65,195,000,000
2. Shareholder surplus	412	217,386,850	217,386,850
4. Other owner's equity	414	177,036,846,756	167,682,512,342
8. Development Investment Fund	418	14,520,649,520	3,993,419,484
11. Undistributed after-tax profit	421	56,582,689,932	61,014,761,826
- Cumulative net profit up to the end of the previous period	421a	(4,917,170,067)	61,014,761,826
- Undistributed net profit for this period	421b	61,499,859,999	
II. Funding Sources and Other Funds	430	522,261,016	522,261,016
TOTAL CAPITAL (440 = 300 + 400)	440	884,081,016,381	862,431,555,729

2. Report on business performance in 2025

Unit of measurement: Million VND

No.	Target	Amount	Note
1	Net revenue from sales and services	1,016,525.36	
2	Net profit from business operations	59,161.20	
3	Other profits	2,338.66	
4	Total accounting profit after tax in 2025	61,499.86	
5	Net profit after tax / Equity ratio (%)	16.09	
6	Earnings per share (VND)	3,203	

2025 financial report figures . I respectfully request that the 2025 Annual General Meeting of Shareholders approve the figures in the 2025 financial report, which has been audited

by AASC Auditing Firm Co., Ltd. and signed and issued on March 30 , 2026 . (Details are attached in the report)

3/ Proposed plan for distributing after-tax profits and paying dividends for 2025

Unit of measurement:

Vietnamese Dong

No.	EXPLANATION	AMOUNT OF MONEY	Note
1	Undistributed profit as of the end of the previous period (Retroactive)	(4,917,170,067)	
2	Net profit after tax in 2025	61,499,859,999	
3	Cumulative undistributed after-tax profit as of the end of 2025	56,582,689,932	
4	Allocation from development investment fund (30%)	16,974,806,980	
5	Allocation from the reward and welfare fund.	25,455,642,952	
6	Allocation of funds for bonuses for dedicated managers in 2025	712,240,000	
7	LK's profit at the end of 2025 after deducting funds.	13,440,000,000	
8	Remaining profit accumulated before dividend distribution in 2025	13,440,000,000	
9	Dividend distribution in 2025	13,440,000,000	
10	Dividend payout ratio (%)	7.00	
11	Profit remaining after dividend distribution in 2025	-	

- The total payroll fund for 2025 of the Company is VND 119,390,200,767; of which:
- + The management salary fund is VND 4,926,240,000 (including the actual salary fund for full-time managers of VND 4,273,440,000 and the remuneration for part-time managers of VND 652,800,000).
- + The total payroll for employees is 114,463,960,767 VND.

The Board of Directors of Thang Long Metalworking Joint Stock Company proposes allocating: 30% of undistributed after-tax profits in 2025 to the Enterprise Development Investment Fund; 25,455,642,952 VND to the Reward and Welfare Fund, equivalent to 2.67 months of the average salary of employees; and 712,240,000 VND to the Bonus Fund for full-time managers, equivalent to 2 months of the average salary of full-time managers.

- The remaining profit after deducting funds is 13,440,000,000 VND.

The Board of Directors of Thang Long Metalworking Joint Stock Company proposes to distribute dividends on the entire remaining after-tax profit after deducting funds in 2025, amounting to VND 13,440,000,000, corresponding to a dividend payout ratio of 7% of charter capital; accordingly, the dividend distributed to the State (66.04% of charter capital) is VND 8,875,776,000.

- The Board of Directors of Thang Long Metalworking Joint Stock Company is hereby authorized to approve the plan to use the Development Investment Fund to increase the Owner's Other Capital for investment in fixed assets to serve production and business activities during the period.

4. Report on remuneration for the Board of Directors and Supervisory Board in 2025 - Remuneration payment plan for 2026

a/ Report on remuneration payments to the Board of Directors and Supervisory Board in 2025

The total amount of remuneration paid to the Board of Directors and the Supervisory Board in 2025 was: VND 108,000,000. In there:

+ Board of Directors members (3 non-executive managers) receive a salary of **3,000,000 VND** per person per month.

+ Members of the Supervisory Board (02 members are non-executive company managers) with a salary of: **1,500,000 VND** /person/month.

Remuneration plan for the Board of Directors and Supervisory Board in 2026

The company anticipates the following remuneration levels for non-executive company managers in 2026 for members of the Board of Directors and Supervisory Board:

+ Board members who are part-time managers receive a salary of **5,000,000 VND** per person per month.

+ Members of the supervisory board are non-professional company managers, with a salary of **2,000,000 VND** per person per month.

5. Selecting an independent auditing firm

* Evaluation criteria for selecting an independent auditing firm:

(1) - An auditing firm approved by the Ministry of Finance for auditing firms and practicing auditors to conduct audits for public interest entities in 2026. The minimum number of auditors on the list approved to conduct audits for public interest entities in 2026 is 60 auditors.

(2) - An auditing firm approved by the State Securities Commission for auditing firms and practicing auditors to conduct audits for public interest entities in 2026. The minimum number of auditors on the list approved to conduct audits for public interest entities in 2026 is 60 auditors.

(3) - Is an auditing firm with long-standing experience in auditing financial statements in the Vietnamese independent auditing market. Minimum experience is over 34 years.

(4)- Reputation of the Auditing firm: The number of employees of the Auditing firm for 3 consecutive years must be at least 400 people/year.

(5)- Financial capacity of the Auditing firm: Having a large number of clients, continuous revenue for 3 years on the annual business results report: (Year 2023, Year 2024, Year 2025) on the financial report of the Auditing firm is at least 280,000,000,000 VND/financial year.

(6)- Approach and methodology: Develop an appropriate audit plan and audit program. Comply with international accounting and auditing standards and Vietnamese auditing standards.

(7) - As one of the first auditing units in Vietnam to conduct audits of companies according to international accounting standards (IAS). Auditing financial statements according to IFRS standards.

* Based on the above evaluation criteria, the Board of Directors proposes the following independent auditing firms:

1/- AASC Auditing Firm Co., Ltd.

2/- Ernst & Young Vietnam Co., Ltd.

3/- PWC Vietnam Co., Ltd.

Due to the requirement of the Annual General Meeting of Shareholders to be held after the audited financial statements have been submitted, it is proposed that the General Meeting of Shareholders authorize the Board of Directors to select one of the three independent auditing firms mentioned above to audit the financial statements for the fiscal year 2026.

The above is the content of the Report on the audited financial statements for 2025, the profit distribution plan for 2025, the remuneration of the Board of Directors and the Supervisory Board, and the selection of the auditing firm for the 2026 financial statements of the Joint Stock Company. Thang Long Metalworking. The Board of Directors respectfully requests the Annual General Meeting of Shareholders in 2026 to consider and approve this .

**On behalf of the Board of Directors
CHAIRPERSON**



PHẠM HỒNG THANH



Hanoi, date May 26 , 2026

PRESENTATION

(Subject: Determining the foreign ownership ratio in the Company - Amendments to the Company Charter)

Shareholders of Thang Long Metalworking Joint Stock Company

Based on Decree No. 155/2020/ND-CP dated December 31, 2020 of the Government detailing the implementation of a number of articles of the Securities Law;

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

Based on Decree No. 96/2026/ND-CP dated March 31, 2026 of the Government detailing and guiding the implementation of a number of articles of the Investment Law.

Based on Business Registration Certificate No. 0100100618, first issued on November 28, 2008, and amended for the seventh time on September 18, 2025, of Thang Long Metalworking Joint Stock Company.

Based on Official Letter No. 4410/UBCK – PTTT dated May 22, 2026, from the Securities Commission regarding the announcement of the foreign ownership ratio of Thang Long Metalworking Joint Stock Company.

Based on Minutes of Meeting No. 03 – dated May 23, 2026, of the Board of Directors of Thang Long Metalworking Joint Stock Company.

Regarding the maximum foreign ownership ratio of Thang Long Metalworking Joint Stock Company, the Company's Board of Directors would like to report to the Shareholders' Meeting as follows:

The maximum foreign ownership ratios stipulated by law for the Company's business lines, after updating, are as follows:

TT	Investment and business registration on industry code	Name of registered business/occupation investment, business	Maximum percentage of state ownership as per international commitments (specifically international agreements)	Maximum SHNN ratio according to relevant laws	Maximum percentage of state ownership in the list of sectors and professions with restricted market access for foreign investors.	Maximum state ownership ratio according to privatization law (if any)
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(1)	(2)	(3)	(4)	(5)	(6)	(7)
1	2592	Mechanical processing, treatment, and coating of metals. Details: Mechanical processing (for conditional business activities, the enterprise may only operate when it meets all the conditions stipulated by law)	Are not limit	Are not Regulations	100%	Do not have
2	3290	Other manufacturing activities not otherwise classified. Details: Manufacturing of various types of molds and specialized equipment. Manufacturing and assembly of automobiles, refrigeration equipment, household electrical appliances, sanitary equipment, and other consumer goods. Manufacturing of household items such as oil stoves, pots and pans, electric kettles, electric stoves, gas stoves, decorative lamps, public lighting fixtures, and other household tools;	Are not limit	Are not Regulations	100%	Do not have
3	4511	Wholesale trade of automobiles and other motor vehicles. Details: Buying and selling cars	Are not limit	Are not Regulations	100%	Do not have
4	4541	Motorcycles for sale. Details: Buying and selling motorcycles	Are not limit	Are not Regulations	100%	Do not have
5	3901	Manufacture of motorcycles and scooters. Details: Motorcycle manufacturing and assembly	Are not limit	Are not Regulations	100%	Do not have
6	4543	We sell spare parts and accessories for motorcycles and scooters. Details: Buying and selling motorcycle parts	Are not limit	Are not Regulations	100%	Do not have
7	4649	Wholesale of other household goods. Details: Buying and selling household items such as oil stoves, pots and pans, electric kettles, electric stoves, gas stoves, decorative lamps, public lighting fixtures, and other household tools.	Are not limit	Are not Regulations	100%	Do not have
8	6810	Real estate business involves the ownership, use, or lease of land. Details: Rental services: parking lots, offices, supermarkets, real estate businesses.	Are not Regulations	Limits on the ratio of state-owned enterprises (Section B.19, Appendix 1, Decree	50%	Do not have

				31/2021/N D-CP)		
9	8299	Other remaining business support service activities not otherwise classified. Details: Import and export of goods traded by the company; import of equipment, machinery, technical supplies, and chemicals to serve the production needs of the company and other units in the industry (excluding chemicals prohibited by the state).	Restricted access	Restricted access	0%	Do not have
10	2930 (main)	Manufacture of parts and accessories for automobiles and other motor vehicles. Details: Manufacturing of motorcycle parts.	Are not limit	Are not Regulation s	100%	Do not have
11	4659	Wholesale of machinery, equipment and other machine parts. Details: Buying and selling various types of molds and specialized equipment.	Restricted access	Restricted access	0%	Do not have
12	8532	Intermediate level training. Details: Training, vocational education, and skills development for company employees and other individuals upon request.	Are not limit	Are not Regulation s	100%	Do not have

Among the business codes listed in the Business Registration Certificate of Thang Long Metalworking Joint Stock Company, there are codes with legal regulations regarding the maximum foreign ownership ratio, specifically:

- Industry code 6810 - Real estate business, land use rights owned, used or leased (Details: Leasing services: parking lots, offices, supermarkets, real estate business): Limit on foreign ownership ratio (Section B.19 Appendix 1 Decree 31/2021/ND-CP).
- Industry code 8299 - Other remaining business support service activities not classified elsewhere. Details: Import and export of goods traded by the company, import of equipment, machinery, technical supplies, and chemicals to serve the production needs of the Company and other units in the industry (excluding chemicals prohibited by the state). - Access is restricted for the content "Import and export of goods traded by the company" due to its broad scope, which may include product groups with restricted access.
- Industry code 4659 - Wholesale of other machinery, equipment and machine parts. Details: buying and selling various types of molds and specialized equipment - Access to the content "Specialized equipment" is restricted due to its broad scope, which may include product groups with restricted access.

Therefore, based on the provisions of Clauses 2 and 3 of Article 141 of Decree No. 155/2020/ND-CP, as amended and supplemented by Clause 57 of Article 1 of Decree No. 245/2025/ND-CP and Decree No. 96/2026/ND-CP, and on the basis of the current registered business lines and professions:

The Board of Directors of Kính Company submits to the Shareholders' Meeting for consideration and approval:

1. The maximum foreign ownership ratio in Thang Long Metalworking Joint Stock Company is 0% of the charter capital.
2. of the Charter of Thang Long Metalworking Joint Stock Company : Section 7. The maximum foreign ownership ratio in Thang Long Metalworking Joint Stock Company is 0% of the charter capital;

Amendments to Article 2, Section 3. Address: Sai Dong Street - Phuc Loi Ward - Hanoi City (*according to the new administrative boundaries*)

Thank you very much.

**On behalf of the Board of Directors
CHAIRPERSON**



PHAM HONG THANH