



**TIEN THANH SERVICE AND TRADING JOINT STOCK COMPANY**

Head office address: Viet Hung Urban Area, Viet Hung Ward, Hanoi City

Business registration No.: 0100596523

Tel: 0963 893 958

Website: [tienthanhjsc.vn](http://tienthanhjsc.vn)

Email: [info@tienthanhjsc.vn](mailto:info@tienthanhjsc.vn)

Hanoi, June ..3..., 2026

**NOTICE OF INVITATION TO  
THE 2026 ANNUAL GENERAL MEETING OF SHAREHOLDERS**

**To:** Mr./Ms. ....

**Address:** .....

**Number of shares owned:** ..... shares

The Board of Directors of Tien Thanh Service and Trading Joint Stock Company respectfully invites shareholders to attend the 2026 Annual General Meeting of Shareholders of the Company, as follows:

**1. Time:** From 8:00 AM, on June 26, 2026

**2. Venue:** Sport Hotel – No. 15 Le Van Thiem, Thanh Xuan Ward, Hanoi City

**3. Attendees:** Shareholders holding shares of Tien Thanh Service and Trading Joint Stock Company whose names appear on the list of shareholders as of May 27, 2026, prepared by the Vietnam Securities Depository and Clearing Corporation.

**4. Agenda:** Meeting documents are published on the Company's website at: <http://tienthanhjsc.vn> (Shareholders Relation – 2026 General Meeting of Shareholders)

**5. Notes:**

- Shareholders who are unable to attend the General Meeting may authorize, in writing, one or some individuals or organizations to attend the meeting. The Power of Attorney may be made in the form issued by the Company or in accordance with civil laws and specify the name of the authorized participant, the quantity of shares authorized.
- Shareholders or authorized representatives attending the General Meeting must present: valid ID card/passport, Invitation letter and the valid power of attorney (in case of authorization).
- Shareholders are responsible for covering their own travel, accommodation, and other expenses when attending the General Meeting.
- To ensure the smooth organization of the General Meeting, shareholders are kindly requested to register for attendance by 5:00 PM on June 24, 2026, using the following methods:
  - + Call to confirm at: 0963 893 958
  - + Send an email to: [info@tienthanhjsc.vn](mailto:info@tienthanhjsc.vn)

Sincerely announce!

**ON BEHALF OF THE BOARD OF DIRECTOR**

**CHAIRMAN**



**NGUYEN THANH LE**



THE SOCIALIST REPUBLIC OF VIETNAM  
Independence - Freedom – Happiness

POWER OF ATTORNEY

To: Tien Thanh Service and Trading Joint Stock Company

**I. Authorizing party:**

Name of shareholders: .....  
ID card/Passport/Business Registration No: .....  
Date of issue: ..... Place of issue: .....  
Legal representative (for an organization): .....  
Address: .....  
Telephone: .....  
Number of shares owned as of the record date: ..... shares

**II. Authorized party:**

Mr/Ms: .....  
ID Card No ..... issued on: .....  
Date of issue: ..... Place of issue: .....  
Number of shares authorized: ..... shares

*(Or) one of the following members of the Board of Directors of Tien Thanh Service and Trading Joint Stock Company:*

1. Mr. <b>Nguyen Thanh Le</b> - Chairman of the Board Number of shares authorized: ..... shares	(mark the box) <input type="checkbox"/>
2. Mr. <b>Phan Thanh Nam</b> – Member of the Board of Directors cum General Director Number of shares authorized: ..... shares	(mark the box) <input type="checkbox"/>

**III. Contents of authorization:**

- The authorized party is authorized to attend, discuss, and vote on all matters at the 2026 Annual General Meeting of Shareholders of Tien Thanh Service and Trading Joint Stock Company on behalf of the Authorizing party. The authorized party is not permitted to further delegate the authority to another person.

- This power of attorney is only valid for the 2026 Annual General Meeting of Shareholders.

- The authorizing party takes absolute legal responsibility for this authorization and commits to no subsequent complaints.

....., date ..... month ..... year 2026

**AUTHORIZED PARTY**

(Signature, full name)

**AUTHORIZING PARTY**

(Signature, full name, seal if any)





**TIEN THANH SERVICE AND TRADING JOINT STOCK COMPANY**  
Viet Hung Urban Area, Viet Hung Ward, Hanoi City

**AGENDA**  
**OF THE 2026 ANNUAL GENERAL MEETING OF SHAREHOLDERS**

Time	Contents
8:00 AM - 8:30 AM	Reception of delegates, shareholders and verification of shareholders' eligibility
8:30 AM - 8:45 AM	Opening of the General Meeting: <ul style="list-style-type: none"><li>- Reason and opening statement of the General Meeting</li><li>- Report on the verification of shareholders' eligibility</li><li>- Introduction of the Presiding Committee and approval of the list of the Secretariat and the Vote Counting Committee.</li></ul>
8:45 AM - 8:50 AM	Approval of the Regulations on organization of the AGM
8:50 AM - 8:55 AM	Approval of the agenda of the AGM
8:55 AM - 10:00 AM	Presentation of Reports and Proposals at the General Meeting: <ol style="list-style-type: none"><li>1. Report of the Board of Directors</li><li>2. Report of the independent member of the Board of Directors in Audit Committee</li><li>3. Proposal on the business plan for 2026</li><li>4. Proposal on approval of the 2025 audited financial statements;</li><li>5. Proposal on the distribution of accumulated after-tax profit as of December 31, 2025</li><li>6. Proposal on the payment of remuneration to the Board of Directors and the Audit Committee</li><li>7. Proposal on the selection of an independent auditing firm for the year 2026</li><li>8. Proposal on the removal, update, amendment, and addition of business lines and amendment of the Company's Charter</li><li>9. Proposal on the Election of the Board of Directors for the 2026 - 2031 term</li><li>10. Other matters within the authority of the General Meeting of Shareholders (if any).</li></ol>
10:00 AM - 10:30 AM	Discussion
10:30 AM - 10:50 AM	Guidance and voting on the reports and proposals
10:50 AM - 11:10 AM	Tea break, the Vote Counting Committee proceeds to count the votes
11:10 AM - 11:20 AM	Announcement of the results of vote counting
11:20 AM - 11:45 AM	Election of the Board of Directors for the 2026 - 2031 term
11:45 AM - 11:55AM	Approval of the Minutes and Resolution of the General Meeting
11:55 AM - 12:00 AM	The Chairperson declared the closing of the General Meeting.

**Note:** The Agenda may change depending on the actual circumstances during the organization of the 2026 Annual General Meeting of Shareholders.

Hanoi, June ..3.., 2026

**REGULATIONS ON THE ORGANIZATION  
OF THE 2026 ANNUAL GENERAL MEETING OF SHAREHOLDERS**

**Pursuant to:**

- The Law on Enterprises No 59/2020/QH14 and the Law No.76/2025/QH15 amending and supplementing a number of articles of the Law on Enterprises;
- The Law on Securities No. 54/2019/QH14 and the Law No. 56/2024/QH15;
- The Charter of Tien Thanh Service and Trading Joint Stock Company.

**CHAPTER I  
GENERAL PROVISIONS**

**Article 1: Scope and Subjects of Application**

- 1.1. This Regulation is applied to organization of the 2026 Annual General Meeting of Shareholders (hereinafter referred to as “the General Meeting”) of Tien Thanh Service and Trading Joint Stock Company (hereinafter referred to as “the Company”).
- 1.2. This Regulation stipulates the rights and obligations of the participants at the General Meeting, the conditions and procedures for conducting the General Meeting.
- 1.3. The participants at the General Meeting are responsible for complying with this Regulation.

**Article 2: Working principles of the General Meeting**

The General Meeting shall operate based on the principles of transparency, openness, fairness and democracy; ensuring the lawful rights and interests of shareholders and the Company; and complying with the provisions of the law, the Company’s Charter, and this Regulation.

**Article 3: Order of the General Meeting**

- 3.1. Participants in the General Meeting should sit in appropriate positions as instructed by the Organizing Committee;
- 3.2. Smoking is not allowed in the Meeting room;
- 3.3. Mobile phones should be set to silent mode;
- 3.4. Filming, photography, or recording is not permitted without the approval of the Chairperson during the General Meeting;
- 3.5. No information shall be transmitted or disclosed in any form until the conclusion of the meeting;
- 3.6. The General Meeting will only discuss and vote on items listed in the agenda or any arising matters (if any) as decided by the Chairperson.

**CHAPTER II  
RIGHTS AND OBLIGATIONS OF PARTICIPANTS AT THE GENERAL MEETING**

**Article 4: Rights and obligations of shareholders or authorized representatives**



4.1. Eligibility for attending the General Meeting:

Shareholders or their duly authorized representatives whose names appear on the list of shareholders as of the record date (May 27, 2026), provided by VSDC.

4.2. Rights of shareholders or authorized representatives attending the General Meeting:

- To receive General Meeting documents;
- To discuss, and vote on all items that require approval at the General Meeting;
- In case of late arrival, shareholders or authorized representatives have the right to register and participate in voting on the subsequent items at the General Meeting, however, the Chairperson is not responsible for pausing the General Meeting for shareholders to register and the validity for the votes already conducted will not be affected.

4.3. Obligations of shareholders or authorized representatives attending the General Meeting:

- Shareholders or authorized representatives when registering to attend the General Meeting, must present a valid ID card/Passport, Invitation Letter and a valid power of attorney (if applicable);
- Comply with the provisions of this Regulation and the direction of the Chairperson, respect the results of the General Meeting;

**Article 5: Shareholder Eligibility Verification Committee**

5.1. Shareholders eligibility verification committee is the support department of the Organizing Committee and Chairperson of the General Meeting. The number and composition of the Shareholder Eligibility Verification Committee are decided by the Organizing Committee.

5.2. Responsibilities of the Shareholder Eligibility Verification Committee:

- a. Verifying the eligibility of shareholders or authorized representatives to attend the General Meeting;
- b. Reporting to the General Meeting on results of the shareholder eligibility verification

**Article 6: The Chairperson and the Presiding Committee**

6.1. The Chairman of the Board of Directors is the Chairperson of the General Meeting or delegate another Board member to act as the Chairperson of the General Meeting. In the event that the Chairman is absent or temporarily unable to perform their duties, the Board members will elect one of them to act as the Chairperson based on a majority vote.

6.2. The Chairperson's decisions regarding the order, procedures, or any matters arising outside the agenda of the General Meeting will be final and binding.

6.3. The Chairperson has the right to take necessary and reasonable measures to direct the conduct of the General Meeting in an orderly manner, in accordance with the Agenda and this Regulation as approved, and to reflect the wishes of the majority of shareholders attending the Meeting.

6.4. At any time, the Chairperson may adjourn the General Meeting to another time (in accordance with the Law on Enterprises and the Company's Charter) without seeking the approval of the General Meeting if the Chairperson determines that:

- a. The behavior of those attendees is obstructing or has the potential to obstruct the orderly conduct of the General Meeting;
- b. An adjournment is necessary for the work of the General Meeting to be conducted validly.



- 6.5. Presiding Committee consists of the Chairperson and several members of the Board of Directors or managers of the Company, who are nominated by the Chairperson and approved by the General Meeting of Shareholders;
- 6.6. The members of the Presiding Committee follow the guidance and overall direction of the Chairperson in discussing matters related to the conduct of the General Meeting. In any case, the Chairperson's decision is the final decision.

#### **Article 7: The Secretariat**

- 7.1. The Secretariat is appointed by the Chairperson and works under direction of the Chairperson;
- 7.2. Responsibilities of the Secretariat:
- Fully and honestly record all proceedings of the General Meeting;
  - Making draft Minutes and Draft Resolution of the General Meeting.

#### **Article 8: The Vote Counting Committee**

- 8.1. The Secretariat is appointed by the Chairperson and works under direction of the Presiding Committee.
- 8.2. Responsibilities of the Vote Counting Committee:
- To guide and supervise the voting on the matters of the General Meeting;
  - To conduct the vote counting immediately after the voting is completed;
  - To prepare and announce the Minutes of vote counting to the General Meeting.

### **CHAPTER III**

### **GENERAL MEETING PROCEDURE**

#### **Article 9: Quorum of the General Meeting**

- 9.1. The General Meeting of Shareholders shall be conducted when the attending shareholders represent more than 50% of the total voting shares. If, after 30 minutes from the opening time stated in the agenda, the attending shareholders do not represent more than 50% of the total voting shares, the meeting shall be deemed ineligible to proceed.
- 9.2. If the General Meeting of Shareholders does not satisfy the conditions for proceeding as prescribed in Clause 9.1 of this Article, the convening and holding of any subsequent General Meetings of Shareholders shall be carried out in accordance with the Law on Enterprises and the Company's Charter.

#### **Article 10: Discussion at the General Meeting**

- 10.1. Shareholders or authorized representatives can discuss by directly speaking or submitting a form with questions/opinions to the Organizing Committee for forwarding to the Presiding Committee.
- 10.2. Shareholders or authorized representatives shall make brief statements, focusing on the key discussion points, in accordance with the time and agenda of the General Meeting.
- 10.3. Based on the meeting agenda and available time, the Chairperson will arrange for Shareholders or authorized representatives of shareholders to speak in the order of registration, and will also address any questions from the shareholders or acknowledge that responses will be provided later in writing.

#### **Article 11: Voting and Election procedures at the General Meeting**

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### 11.1. Principle:

Each shareholder or authorized representative will receive one Voting Card, one Voting Ballot and one Election Ballot which include the code, the full name of the shareholder or authorized representative, and the total number of shares with voting rights (including both owned and authorized shares) and the total number of votes, affixed with the seal of Tien Thanh Service and Trading Joint Stock Company.

### 11.2. Voting by raising Voting Cards

- a. Items voted in by raising Voting Cards: Approval of the Presiding Committee, the Secretariat, Vote Counting Committee personnel; Agenda of the General Meeting; Regulations on the organization of the General Meeting; Minutes and Resolution of the General Meeting and other matters arising during the General Meeting.
- b. Shareholders or authorized representatives shall vote by raising their Voting Cards under the direction of the Chairperson to indicate their vote (Approve/Disapprove/No opinion).

### 11.3. Voting by collecting Voting Ballots:

- a. Items voted by Voting Ballots: The Reports and Proposals are presented at the General Meeting.
  - b. Shareholders or authorized representatives vote by making an "X" or "√" in the box corresponding to Approve or Disapprove or No opinion for each item listed on the Voting Ballot. In case, shareholder or authorized representative does not mark any opinion or marks more than one opinion, the vote on that item will be considered invalid.
  - c. A Voting ballot is invalid in the following cases:
    - The Voting Ballot is not issued by the Company or lacks the Company's seal;
    - The Voting Ballot contains additional contents, information or markings not requested by the Chairperson;
    - The Voting Ballot is crossed out, altered, torn or not intact;
    - Shareholder or authorized representative fails to sign and clearly write their full name on the Voting Ballot.
  - d. Each item on the Voting Ballot is voted on independently. The invalidity of the vote on one item shall not affect the validity of the votes on the other items.
  - e. In case shareholder or authorized representative votes incorrectly or the Voting Ballot is no intact, they may contact the Organizing Committee to reissue a new Voting Ballot and return the old one. Reissuance shall only be allowed if the Voting Ballot has not yet been placed into the Ballot Box.
  - f. In case shareholder or authorized representative has registered to attend the General Meeting but, for any reason, is unable to stay until the end of the General Meeting, they may return the Voting Ballot with their votes on the items to the Organizing Committee before leaving.
  - g. The Voting time into the Ballot Box shall be calculated from the moment the Chairperson or the Head of the Vote Counting Committee announces the start of voting until no shareholder or authorized representative continues to cast their Voting Ballot into the Ballot Box, provided that the timing is in accordance with the agenda of the General Meeting.
- 11.4. The election of members of the Board of Directors shall be conducted in accordance with the Election Regulations as approved at the General Meeting.

## **Article 12: Conditions for approval of matter at the General Meeting of Shareholders**

- 12.1. Each share owned or represented is equivalent to one vote.
- 12.2. Resolutions on the following matters shall be passed through when approved by shareholders representing at least 65% of the total of votes of all shareholders attending the General Meeting:
- a. Type of shares and the total number of shares of each type;
  - b. Changes in the business sectors and fields;
  - c. Changes in the Company's management structure;
  - d. Investment project or sale of assets with a value of 35% or more of the total assets as recorded in the most recent financial statements;
  - e. Reorganization or dissolution.
- 12.3. All other matters that require voting at the General Meeting are approved when they are agreed upon by shareholders holding more than 50% of the total votes of all shareholders attending the General Meeting.



## **Article 13: Minutes and Resolutions of the General Meeting**

- 13.1. All items of the General Meeting must be recorded in the Minutes by the Secretariat. The Minutes and Resolution of the General Meeting must be read and approved before the General Meeting is adjourned.
- 13.2. The Minutes and Resolutions of the General Meeting shall be disclosed on the Company's website in accordance with applicable regulations.

## **Article 14: Effectiveness of this Regulation**

- 14.1. This Regulation shall take effect immediately upon its approval by the General Meeting of Shareholders.
- 14.2. Any amendments or supplements to this Regulation may be proposed by the Chairman of the Board of Directors and shall be subsequently voted on and approved by the General Meeting.

**ON BEHALF OF THE BOARD OF DIRECTORS**



**NGUYEN THANH LE**



## **THE BOARD OF DIRECTORS' REPORT**

The Board of Directors (BOD) of Tien Thanh Service and Trading Joint Stock Company reports to the General Meeting of Shareholders (GMS) on the Company's business performance in 2025; the activities of the Board of Directors in 2025; and the plan for 2026 as follows:

### **1. Business performance in 2025**

#### **1.1. Some key indicators of business performance in 2025:**

No.	Indicators	Year 2024 (VND)	Year 2025 (VND)		% change	
			Plan	Actual Results	Compared to 2024	Compared to plan
1	Revenue from sales of goods and provision of services	783.143.603.491	539.860.000.000	578.869.503.536	-26,1	7,2
-	Revenue from the sales of goods	712.504.155.390	528.000.000.000	565.796.343.273	-20,6	7,2
-	Revenue from real estate business	70.639.448.101	11.860.000.000	11.854.292.328	-83,2	-0,05
-	Revenue from rendering of services	0	-	1.218.867.935	n/a	n/a
2	Profit after tax	-16.033.823.730	2.608.000.000	-9.884.752.125	38,4	-479

In 2025, the Company's business results recorded a significant decline in revenue scale compared to 2024, while also failing to meet its planned profit targets. Specifically:

- Net revenue reached VND 578,8 billion, a decrease of 26,1% compared to 2024, but exceeding the plan by 7,2%. Of which:

+ Revenue from the sales of goods continued to account for the majority (97,7%) amounting to VND 565,7 billion. Although this decreased compared to 2024, it still surpassed the plan by 7,2%. In 2025, trading activities faced numerous challenges such as supply competition and increased transportation and warehousing costs. During the year, the Company mainly traded plastic products; however, profit margins are not high, and extended receivable periods negatively affected the Company's business performance.

+ Revenue from investment property business declined sharply compared to the previous year as the Company's projects were largely completed and handed over by the end of 2024. In 2025, the Company only continued to hand over the remaining four apartments as planned. In addition, the Company recorded service revenue from leasing car parking spaces within the project.

- Regarding profit, the Company recorded a loss of VND 9,8 billion; although the loss was reduced compared to 2024, it still did not meet the planned target. The main reason was a sharp decline in gross profit margin, which significantly reduced the capacity to cover expenses. Although selling expenses and general and administrative expenses both decreased compared to 2024, the reduction was insufficient to offset the decline in gross profit. In addition, the provision for overdue receivables also had a notable negative impact on the Company's business efficiency.

## **1.2. Implementation progress of projects:**

The project of a supermarket, office, and residential complex at plot CT-08C, Viet Hung Urban Area, Duc Giang Ward, Long Bien District: As of May 29, 2026, the project has been fully handed over to customers. Certificates of ownership have been issued for 196 out of 204 units. The remaining 8 units have not yet been granted ownership certificates due to the customers' failure to provide the required documentation.

## **2. Activities of the Board of Directors in 2025**

### **2.1. Members and structure of the Board of Directors**

The Board of Directors consists of 5 members, including one independent member, as follows:

- Mr. Nguyen Thanh Le - Chairman of the BOD
- Mr. Nguyen Huu Truong - Member of the BOD cum member of the Audit Committee
- Mr. Nguyen Anh Tuan - Member of the BOD cum Chairman of the Audit Committee
- Mr. Phan Thanh Nam - Member of the BOD cum General Director
- Mrs. Nguyen Thi Hue - Member of the BOD

### **2.2. Report on the remuneration, operating expenses, and other benefits of the Board of Directors and its individual members**

- The remuneration in 2025: The BOD received remuneration in accordance with the Resolution of the 2025 Annual General Meeting of Shareholders. The total remuneration paid to the BOD and the Audit Committee in 2025 amounted to VND 456.000.000.

- Operating expenses: According to the Company's regulations
- Other benefits: None

The income of members of the BOD in 2025 has been presented in the Notes to the audited financial statements for the year 2025, as detailed below:





Full name	Positions	Income (VND)
Mrs. Dao Vu Thinh Van	Chairwoman of the BOD (Dismissed on June 13, 2025)	49.500.000
Mr. Nguyen Thanh Le	Chairman of the BOD (Appointed on June 13, 2025)	58.500.000
Mr. Phan Thanh Nam	Member of the BOD cum General Director	349.709.101
Mrs. Nguyen Thi Hue	Member of the BOD	84.000.000
Mr. Nguyen Huu Truong	Member of the BOD cum Member of the Audit Committee	75.600.000
Mr. Nguyen Anh Tuan	Member of the BOD cum Chairman of the Audit Committee	75.600.000

### 2.3. The Board of Directors' meetings and resolutions in 2025

In 2025, the BOD held 7 meetings, during which the policies and decisions closely adhered to the resolutions approved by the General Meeting of Shareholders and other matters within the BOD's authority. All members of the BOD participated fully, discussed, provided input, and unanimously approved the following items:

No.	Resolutions/ Decisions No.	Date	Contents	Approval rate
1	01/2025/NQ-HĐQT/TTH	March 14, 2025	Extension of the time to hold the 2025 Annual General Meeting of Shareholders	100%
2	02/2025/NQ-HĐQT/TTH	April 4, 2025	Plan for organizing the 2025 Annual General Meeting of Shareholders	100%
3	03/2025/NQ-HĐQT/TTH	June 13, 2025	Appointment of the Company's Chairman of the Board of Directors	100%
4	04/2025/NQ-HĐQT/TTH	June 16, 2025	Selection of an independent auditing firm for the year 2025	100%
5	05/2025/NQ-HĐQT/TTH	July 1, 2025	Investment plan for purchasing Shares of Hom Duoi Hydropower Joint Stock Company	100%
6	06/2025/NQ-HĐQT/TTH	September 20, 2025	Disposal of used motor vehicles and Purchase of motor vehicles for the Company's Operations	100%
7	07/2025/NQ-HĐQT/TTH	November 28, 2025	Transfer of shares in Toan Phat Investment, Production and Trading Joint Stock Company	100%

### 2.4. Report on transactions with related parties

- Transactions between the Company, its subsidiaries, or companies controlled by the public company with 50% or more of the charter capital, and members of the BOD and their affiliated persons: None

- Transactions between the Company and the company whose members of the BOD have been founding members or managers in the last three years prior to the transactions:  
None

## **2.5. Activities of the Board of Directors' independent members and their evaluation of the Board of Directors' activities**

The BOD has 5 members, including 1 independent member. The independent member of the BOD, who also serves as Chairman of the Audit Committee has duly fulfilled their rights and responsibilities; Directed the Audit Committee in supervising the activities of the executive management, thereby reducing the risk of abuse of power by the management and protecting the interests of shareholders.

In 2025, the independent member of the BOD assessed that all members of the BOD had fulfilled their roles properly, demonstrated high responsibility and offered timely solutions to assist the General Director in managing the Company. All meetings of the BOD were conducted in accordance with proper procedures; all members of BOD attended the meetings and the meeting contents were carefully discussed to make appropriate decisions.

## **2.6. Activities of the Audit Committee under the Board of Directors**

### ***a) Members and structure of the Audit Committee***

The Audit Committee under the BOD consists of 2 members as follows:

- Mr. Nguyen Anh Tuan – Independent member of the BOD, serving as Chairman of the Audit Committee
- Mr. Nguyen Huu Truong – Non-executive member of the BOD, serving as a member of the Audit Committee

The number and qualifications of the Audit Committee members fully comply with the provisions of the law and the Company's Charter.

### ***b) Activities of the Audit Committee***

The Audit Committee has properly exercised its rights and duties in accordance with the Law and the Company's Charter, specifically:

- Supervising the Board of Management's implementation of the resolutions of the GMS and the BOD in 2025;
- Proposing the selection of the independent auditing company for 2025 and reviewing the Company's financial statements issued in 2025;
- Reviewing transactions with related parties;
- Implementing internal audit, overseeing the internal control system, and managing risks;
- Supervising the disclosure of information.

## **2.7. Supervision results of the Board of Directors over the Board of Management and other management personnel**

### ***a) Achievements:***





- In 2025, the Board of Management has fully performed its functions and duties in accordance with the law and the Company's Charter; adhered to the resolutions of the GMS and the BOD; maintained regular meetings to ensure timely direction;

- Through meetings of the BOD, the Board of Management reported on the production and business situation and proposed suitable solutions to the BOD to promptly address the company's challenges;

- The financial statements of the Company were completed in accordance with regulations and on time; the 2025 financial statements was fully accepted by the independent auditing company;

- Information disclosure was conducted according to the correct procedures and regulations; the company was not reprimanded or fined by any regulatory authorities.

**b) Outstanding issues:**

- The business plan for 2025 were not fully achieved;

- There has been insufficient direction in debt collection efforts, leading to the emergence of hard-to-collect receivables, which caused the company to make provisions and negatively impacted the company's business performance.

**3. The Board of Directors' Plan for 2026**

- Continue to perform its duties and functions in accordance with the provisions of the law and the Company's Charter;

- Hold BOD's meetings in compliance with regulations to discuss and promptly grasp the Company's business activities, thereby making appropriate decisions and directives for the General Director to ensure the fulfillment of contents approved in the GMS' resolutions.

- Strengthen the supervision of the activities of the General Director and management personnel to promptly detect, prevent, and handle violations, avoiding any impact on the overall operations of the Company.

Above is the Board of Directors' report at the 2026 Annual General Meeting of Shareholders. Respectfully submits to the GMS for consideration and approval.

**ON BEHALF OF THE BOARD OF DIRECTORS**

**CHAIRMAN**



**NGUYEN THANH LE**

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No.: 02/2026/BC-ĐHĐCĐ

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Hanoi, June .3..., 2026

**REPORT OF THE INDEPENDENT MEMBER OF THE BOARD OF  
DIRECTORS IN THE AUDIT COMMITTEE**

The independent member of the Board of Directors (BOD) in the Audit Committee of Tien Thanh Service and Trading Joint Stock Company reports to the General Meeting of Shareholders (GMS) on the operating results in 2025 with the following contents:

**1. Members and Structure of the Audit Committee**

The Audit Committee consists of 2 members:

- Mr. Nguyen Anh Tuan – Independent member of the BOD is Chairman of the Audit Committee
- Mr. Nguyen Huu Truong – Non-executive member of the BOD is member of the Audit Committee

**2. Report on the remuneration, operating expenses, and other benefits of the Audit Committee and its individual members**

- The remuneration of the Audit Committee for the year 2025: The Audit Committee received remuneration according to the Resolution of the 2025 Annual General Meeting of Shareholders.
- Operation expenses: None
- Other benefits: None

Income of members of the Audit Committee in 2025:

Full name	Position	Income (VND)
Nguyen Anh Tuan	Independent member of the BOD cum Chairman of the Audit Committee	75.600.000
Nguyen Huu Truong	Non-executive member of the BOD cum Member of the Audit Committee	75.600.000

**3. Meetings, results and recommendations of the Audit Committee**

In 2025, the Audit Committee held two meetings with the following main contents:

- Assessment of the Company's business operations in 2024, the Audit Committee's activities in 2024, and the Audit Committee's plan for 2025;
- Assessment of the Company's operations and the Audit Committee's activities in 2025

All members attended the meetings in full and unanimously approved 100% of the discussed contents.



Recommendations of the Audit Committee at the meetings: The Board of Management should give decisive guidance in monitoring and urging the recovery of customer receivables.

**4. The results of the supervision over the financial statements, the operational and financial situation of the Company**

- The Company's financial statements are prepared in accordance with the current Vietnamese accounting standards and regulations. The financial statements accurately and fairly reflect the financial situation, business results, and cash flow of the Company.
- The selected independent auditing company ensured reliability, integrity, compliance with professional regulations, and maintained independence and objectivity when providing audit opinions and conducting audits within the required timeframe.
- The Company's operations are in compliance with its Business Registration Certificate, the provisions of law, state regulations on accounting and taxation, and disclosure requirements applicable to large-scale public companies.
- The Company's assets and equity remain sufficient to meet its business and production needs.

**5. Report on transactions between the Company, its subsidiaries, or its controlling companies and internal persons or affiliated persons**

- Transactions between the company, its subsidiaries, or companies controlled by the public company with 50% or more of the charter capital, and members of the BOD, General Director, other executives of the company, and their affiliated persons: None
- Transactions between the Company and other companies where members of the BOD, General Director, or other executives of the company have been founding members or managers of the company in the last 3 years period to the transactions: None

**6. Assessment of the Company's Internal Control System and Risk Management**

- In 2025, the Company did not encounter any significant legal risks or any violations that could negatively affect the Company's business operations.
- The Company's investment contributions in other entities remain secure. The Board of Management closely monitors the operations of these invested entities and regularly meets with their management to develop flexible solutions in the event of any arising risks.

**7. Supervision results of the Audit Committee over the BOD, General Director and other executives**

- The members of the BOD have fulfilled their roles and responsibilities properly and attended all BOD meetings. These meetings were convened and conducted in accordance with the prescribed procedures. The contents of the meetings were reported, debated, and adopted based on principles of transparency, equity, and



unanimous agreement among the members. All decisions and directions strictly adhered to the Resolutions of the GMS and the authority of the BOD.

- The Board of Management has managed and directly instructed managerial staff to implement the Company's business and production activities according to the plan approved by the GMS and in compliance with the BOD's Resolutions.
- In 2025, the Audit Committee recorded no violations in activities of the BOD, the Board of Management and other management personnel of the Company. The Audit Committee believed that the BOD's members, the Board of Management, and other management personnel have coordinated effectively and worked in unity to fulfill their duties, ensuring that all Company activities comply with applicable laws, the Charter, and internal regulations.
- The Audit Committee did not receive any complaints or opinions from shareholders or employees regarding misconduct by the BOD, the Board of Management, or other management personnel during the performance of their duties.

**8. Assessment of the coordination between the Audit Committee, the Board of Directors, the General Director, and Shareholders**

The Audit Committee has received strong coordination and favorable support from the Board of Directors, the Board of Management, and the Company's specialized departments. The Board of Directors and the Board of Management have also provided complete and timely documentation and information, facilitating the Audit Committee's supervisory and control activities.

The above is the Report of the Independent Member of the BOD in the Audit Committee. Respectfully submitted to the GMS for consideration and approval.

**INDEPENDENT MEMBER OF THE BOARD OF  
DIRECTORS IN THE AUDIT COMMITTEE**



**NGUYEN ANH TUAN**





No: 01/2026/TTr-DHĐCD

Hanoi, June 3<sup>rd</sup>, 2026

**PROPOSAL TO**  
**THE 2026 ANNUAL GENERAL MEETING OF SHAREHOLDERS**  
*(Re: The business plan for 2026)*

- Pursuant to the Law on Enterprises No. 59/2020/QH14 and the Law No. 76/2025/QH15 amending and supplementing a number of articles of the Law on Enterprises;
- Pursuant to the Charter of Tien Thanh Service and Trading Joint Stock Company.

The Board of Directors respectfully submits the business plan for 2026 to the General Meeting of Shareholders (GMS) for approval, as follows:

No.	Indicators	Year 2025 (VND)	Plan for 2026 (VND)	% change
1	Revenue from sales of goods and provision of services	578.869.503.536	481.440.000.000	-17%
-	Revenue from the sale of good	565.796.343.273	480.000.000.000	-15%
-	Revenue from rendering of services	1.218.867.935	1.440.000.000	18%
-	Revenue from real estate business	11.854.292.328	0	-
2	Profit before tax	(9.884.752.125)	2.200.000.000	122%
3	Profit after tax	(9.884.752.125)	1.760.000.000	118%

**Basis for plan:**

- In 2025, the Company's trading activities faced significant difficulties. Although the Board of Management has decisively implemented solutions to promote sales and reduce costs to optimize business performance, the Company continued to be affected by various unfavorable factors such as sharp fluctuations in input material prices, a decline in domestic consumption demand, increasing supply-side competition, and rising transportation and warehousing costs. These factors have led to a narrowing of the Company's profit margins, longer receivables collection periods, and increased pressure on working capital. In 2026, the Company does not set a target for production volume growth but focuses on stabilizing operations and improving efficiency, while strictly controlling financial risks and ensuring cash flow safety. Accordingly, the Company has decided to adjust downward its 2026 business plan.

- The supermarket, office, and residential complex project at plot CT-08C, Viet Hung Urban Area, Viet Hung Ward, Hanoi City has been fully handed over. Therefore, in 2026, there will be no revenue from the real estate segment. However, the Company will record additional revenue from car parking service operations within the project.

Respectfully submitted to the GMS for consideration and approval.

**ON BEHALF OF THE BOARD OF DIRECTORS**

**CHAIRMAN**  
  
**NGUYEN THANH LE**

**PROPOSAL TO**  
**THE 2026 ANNUAL GENERAL MEETING OF SHAREHOLDERS**  
*(Re: Approval of the 2025 audited financial statements)*

- Pursuant to the Law on Enterprises No. 59/2020/QH14 the Law No.76/2025/QH15 amending and supplementing a number of articles of the Law on Enterprises;
- Pursuant to the Charter of Tien Thanh Service and Trading Joint Stock Company;
- Pursuant to the 2025 audited financial statements of Tien Thanh Service and Trading Joint Stock Company.

The Board of Directors respectfully submits to the General Meeting of Shareholders (GMS) for approval the 2025 audited financial statements, which were audited by Nhan Tam Viet Auditing Company Limited, and received an unqualified opinion.

Some key indicators of the 2025 audited financial statements are as follows:

Indicator	Year 2024 (VND)	Year 2025 (VND)
Current assets	611.357.127.191	428.560.495.559
Long-term assets	33.727.434.889	52.820.934.012
<b>Total assets</b>	<b>645.084.562.080</b>	<b>481.381.429.571</b>
Liabilities	235.013.452.596	81.651.072.212
Owner's equity	410.071.109.484	399.730.357.359
<b>Total resources</b>	<b>645.084.562.080</b>	<b>481.381.429.571</b>
<b>Net revenue</b>	<b>783.143.603.491</b>	<b>578.869.503.536</b>
Profit before tax	(14.411.657.677)	(9.884.752.125)
<b>Profit after tax</b>	<b>(16.033.823.730)</b>	<b>(9.884.752.125)</b>

The 2025 audited financial statements have been disclosed in accordance with regulations and are available on the Company's website as the link: [tienthanhjsc.vn](http://tienthanhjsc.vn) (Shareholders relation – Financial statements)

Respectfully submitted to the GMS for consideration and approval.

**ON BEHALF OF THE BOARD OF DIRECTORS**

**CHAIRMAN** *ntvl*  
  
**NGUYEN THANH LE**



**PROPOSAL TO**  
**THE 2026 ANNUAL GENERAL MEETING OF SHAREHOLDERS**  
*(Re: Distribution of accumulated after-tax profit as of December 31, 2025)*

- Pursuant to the Law on Enterprises No. 59/2020/QH14 and the Law No.76/2025/QH15 amending and supplementing a number of articles of the Law on Enterprises;
- Pursuant to the of Tien Thanh Service and Trading Joint Stock Company;
- Pursuant to the 2025 audited financial statements of Tien Thanh Service and Trading Joint Stock Company.

The Board of Directors respectfully submits to the General Meeting of Shareholders for approval the distribution of accumulated after-tax profit as of December 31, 2025, as follows:

No.	Indicators	Value (VND)
<b>I</b>	<b>Undistributed after-tax profit as of December 31, 2025</b>	<b>17.587.066.855</b>
1	Undistributed after-tax profit accumulated as of the end of the previous period	27.471.818.980
2	Undistributed after-tax profit as of this period	(9.884.752.125)
<b>II</b>	<b>Allocation to funds</b>	<b>0</b>
<b>III</b>	<b>Undistributed after-tax profit retained for the following year</b>	<b>17.587.066.855</b>

Respectfully submitted to the GMS for consideration and approval.

**ON BEHALF OF THE BOARD OF DIRECTORS**



**NGUYEN THANH LE**

No.: 04/2026/TTr-DHĐCĐ

Hanoi, June ..3..., 2026

**PROPOSAL TO**  
**THE 2026 ANNUAL GENERAL MEETING OF SHAREHOLDERS**  
*(V/v: Remuneration payment to the Board of Directors and the Audit Committee)*

- Pursuant to the Law on Enterprises No. 59/2020/QH14 and the Law No.76/2025/QH15 amending and supplementing a number of articles of the Law on Enterprises;
- Pursuant to Charter on organization and operation of Tien Thanh Service and Trading Joint Stock Company;
- Pursuant to the Resolution of the 2025 Annual General Meeting of Shareholders of Tien Thanh Service and Trading Joint Stock Company.

The Board of Directors respectfully submits to the General Meeting of Shareholders for approval the report on remuneration payment to the Board of Directors (BOD) and the Audit Committee in 2025, as well as the remuneration plan for the BOD and the Audit Committee for the year 2026 as follows:

**1. Report on remuneration payment in 2025:**

Pursuant to the Resolution of the 2025 Annual General Meeting of Shareholders, the Company paid remuneration to the members of the BOD and the Audit Committee in 2025 in the amount of VND 456.000.000

**2. Remuneration plan for the year 2026:**

Position	Remuneration (VND per month)
Chairperson of the BOD	10.000.000
Member of the BOD	7.000.000
Member of the BOD cum Chairperson or member of the Audit Committee	7.000.000

Remuneration will be paid monthly or quarterly or at the end of the fiscal year.

Respectfully submitted to the GMS for consideration and approval.

**ON BEHALF OF THE BOARD OF DIRECTORS**

**CHAIRMAN**  
  
**NGUYEN THANH LE**



No.: 05/2026/TTr-DHDCD

Hanoi, June ..3..., 2026

**PROPOSAL TO**  
**THE 2026 ANNUAL GENERAL MEETING OF SHAREHOLDERS**  
*(Re: Selection of an independent auditing firm for the year 2026)*

- Pursuant to the Law on Enterprises No. 59/2020/QH14 and the Law No.76/2025/QH15 amending and supplementing a number of articles of the Law on Enterprises;
- Pursuant to the Charter of Tien Thanh Service and Trading Joint Stock Company;
- Based on the proposal of the Audit Committee.

The Board of Directors respectfully submits to the General Meeting of Shareholders for approval the selection of an independent auditing firm for the year 2026 as follows:

“Authorize the Board of Directors to select an auditing firm from the list of firms approved by the State Securities Commission to audit public interest entities in the securities sector in 2026, for the review of the Company’s semi-annual financial statements and the audit of the financial statements for the year 2026”

The Board of Directors will base its selection on the reasonable fee and the reputation of the auditing firm.

Respectfully submitted to the GMS for consideration and approval.

**ON BEHALF OF THE BOARD OF DIRECTORS**



**NGUYEN THANH LE**

No.: 06/2026/TTr-ĐHĐCĐ

Hanoi, June .3..., 2026

**PROPOSAL TO**  
**THE 2026 ANNUAL GENERAL MEETING OF SHAREHOLDERS**  
*(Re: Removal, update, amendment and addition of business lines; and amendment of the Company's Charter)*

- Pursuant to the Law on Enterprises No. 59/2020/QH14 and the Law No. 76/2025/QH15 amending and supplementing a number of articles of the Law on Enterprises;
- Pursuant to Decision No. 36/2025/QĐ-TTg issued by the Government on September 29, 2025 promulgating the Vietnam Standard Industrial Classification;
- Pursuant to the Charter of Tien Thanh Service and Trading Joint Stock Company.

To align with the Vietnam Standard Industrial Classification under Decision No. 36/2025/QĐ-TTg issued by the Government on September 29, 2025, the Board of Directors respectfully submits to the General Meeting of Shareholders for approval Removal, update, amendment and addition of business lines; and amendment of the Company's Charter as follows:

**1. Removal, update, amendment and addition of the Company's business lines**

**1.1. Removal of the following business lines:**

No.	Business lines and details	VSIC code
1	Other specialized wholesale not elsewhere classified <i>Details: wholesale of fertilizers; wholesale of fertilizers; Wholesale of silk, textile fibres...; Wholesale of apparel and footwear ancillary materials; Wholesale of metal and non-metal waste and scrap; wholesale of products made from wood, bamboo, rattan, plastic, iron, steel, stainless steel,...; wholesale of plastic materials in primary forms: grain, powder, paste.</i>	4669
2	Manufacture of electronic components and boards <i>Details: Manufacture of electronic chips.</i>	2610
3	Mining of non-ferrous metal ores <i>Details: Mining and preparation of bauxite ores; Mining of aluminum, copper, lead, zinc, tin, manganese, chrome, nickel, cobalt, molybdenum, tantalum, vanadium.</i>	0722

**1.2. Update and amendment of the following business lines:**

No.	Registered contents		Updated and amended contents	
	Business lines	VSIC code	Business line	VSIC code
1	Manufacture of computers and peripheral equipment <i>Details: Assembly of computer hardware</i>	2620	Manufacture of computers and peripheral equipment	2620



2	Manufacture of non-alcoholic beverages, and mineral waters <i>Details: Trading in clean water and purified drinking water.</i>	1104	Manufacture of non-alcoholic beverages, and mineral waters <i>Details:</i> - Production of mineral waters and other bottled waters: production of natural mineral waters and other bottled waters; - Manufacture of non-alcoholic beverages: Manufacture of non-alcoholic beverages except non-alcoholic beer and wine.	1105
3	Manufacture of wearing apparel (except fur apparel) <i>Details: Production and processing of silk and garment products</i>	1410	Manufacture of wearing apparel (except fur apparel)	1410
4	Short term accommodation activities <i>Details: Hotel (excluding bar, karaoke, and nightclub services).</i>	5510	Other short-term accommodation activities <i>Details:</i> - Villas and apartments providing short-term accommodation; - Guesthouses and hostels providing short-term accommodation; - Motels, rooms for rent and similar lodging establishments.	5520
5	Wholesale of solid, liquid and gaseous fuels and related products <i>Details: wholesale of coal, lignite, peat, charcoal, coke, fuel wood</i> <i>Wholesale of petroleum, oil and related products, asphalt and asphalt emulsion; Wholesale of gases and related products; wholesale of liquefied petroleum gases (LPG) and related products.</i>	4661	Wholesale of solid, liquid and gaseous fuels and related products <i>Details: Wholesale of coke and other solid materials: wholesale of coal, lignite, peat, charcoal, coke, fuel wood.</i>	4671
6	Wholesale of metals and metal ores <i>Details: Wholesale of ferrous metal ores; wholesale of copper, lead, aluminum, zinc; Wholesale of iron and steel; wholesale of copper, lead, aluminum, zinc in primary forms and semi-finished products: in ingots, sheets, strips, shape; wholesale of jewelry of gold.</i>	4662	Wholesale of metals and metal ores <i>Details:</i> - Wholesale of metal ores: Wholesale of iron ores; Wholesale of copper, lead, aluminum, zinc; - Wholesale of iron and steel; - Wholesale of other metals: Wholesale of copper, lead, aluminum, zinc in primary and semi-finished forms: ingots, bars, plates, sheets, strips, profiles.	4672



7	Wholesale of construction materials, equipment and supplies <i>Details: Wholesale of bamboo, rough wood and processed wood; Wholesale of cement; Wholesale of bricks, tiles sand, common construction stone, gravel; Wholesale of construction glass; Wholesale of paint, varnish; Wholesale of ceramic tiles and sanitary equipment; Wholesale of hardware; Wholesale of other construction materials, equipment and supplies.</i>	4663	Wholesale of other construction materials and installation equipment <i>Details:</i> - Wholesale of bamboo, rough wood and processed wood; - Wholesale of cement; - Wholesale of bricks, sand, stone, gravel; - Wholesale of construction glass; - Wholesale of paint and varnish; - Wholesale of paving slabs and sanitary equipment; - Wholesale of hardware; - Wholesale of other construction materials and installation equipment.	4673
8	Other retail sale in non-specialized stores <i>Details: Retail sale in supermarkets; Retail sale in minimarkets; Retail sale in other non-specialized stores.</i>	4719	Other non-specialized retail sale <i>Details: Retail sale of a large variety of goods such as wearing apparel, furniture, appliances.</i>	4719
9	Repair of machinery <i>Details: Assembly, repair, maintenance, and warranty services for industrial machinery and equipment used in production and consumption.</i>	3312	Repair and maintenance of machinery and equipment <i>Details: Repair and maintenance of industrial and commercial machinery and equipment; Repair and maintenance of industrial and commercial machinery and equipment.</i>	3312
10	Repair of electronic and optical equipment <i>Details: Repair and installation of electronic equipment.</i>	3313	Repair and maintenance of machinery and equipment	3313
11	Repair of electrical equipment <i>Details: Assembly, repair, maintenance, and warranty services for electrical machinery and equipment used in production and consumption.</i>	3314	Repair and maintenance of electrical equipment	3314
12	Repair of other equipment <i>Details: repair and installation of refrigeration, telecommunications, electromechanical systems, generator sets, and machine tools used in production and consumption.</i>	3319	Repair and maintenance of other equipment	3319

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13	Wholesale of textiles, clothing, footwear <i>Details: Trading in all types of footwear; trading in fashion products</i>	4641	Wholesale of textiles, clothing and footwear <i>Details: Wholesale of footwear</i>	4641
14	Retail sale of other goods in specialized stores <i>Details: Retail sale of souvenirs, wicker goods, handicrafts, religious articles and goods for other religious purposes; Retail sale of jewelry of gold.</i>	4773	Retail sale of other new goods (except automobiles, motorcycles, mopeds and accessories therefor) <i>Details:</i> - Retail sale of souvenirs, wickerwork articles and handicrafts; - Retail sale of clocks, watches and glasses; - Other retail sale of new goods not elsewhere classified: Retail sale of worship articles and other religious articles.	4773

**1.3. Addition of the following business lines:**

No.	Business lines and details	VSIC code
1	Other specialized wholesale not elsewhere classified <i>Details:</i> - Wholesale of pesticides, fertilizers and other agricultural chemicals: Wholesale of fertilizers; - Wholesale of plastic materials in primary forms: Grain, powder, paste; - Wholesale of rubber; - Wholesale of textile yarns and fibers; - Wholesale of clothing and footwear accessories; - Wholesale of metal and non-metal waste and scrap.	4679
2	Manufacture of other electronic components and boards	2619
3	Mining of other non-ferrous metal ores <i>Details:</i> - Mining of bauxite ores: Mining and preparation of bauxite ores; - Mining of other non-ferrous metal ores not elsewhere classified: Mining of aluminum, copper, lead, zinc, tin, manganese, chrome, nickel, cobalt, molybdenum, tantalum, vanadium.	0729
4	Wholesale of food <i>Details:</i> - Wholesale of meat and meat products: Wholesale of fresh, frozen and processed livestock and poultry meat; Wholesale of products from livestock and poultry meat, meat organs from livestock and poultry. - Wholesale of fishery products: Wholesale of fresh, frozen and processed fishery products such as fish, crustaceans (shrimps, crabs, etc.), mollusks (squid, octopus, etc.), other aquatic invertebrates.	4632

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## **2. Amendment of the Company's Charter**

- 2.1. To amend the Company's business lines as stipulated in Clause 1 Article 4 of the Company's Charter in accordance with the above contents.
- 2.2. To update the Company's registered head office address in Clause 3, Article 2 of the Company Charter in accordance with the new administrative boundaries as follows:
  - Head office address: Viet Hung Urban Area, Viet Hung Ward, Hanoi City, Vietnam.

## **3. Authorization to the Company's General Director**

The General Meeting of Shareholders authorizes the General Director to carry out the following tasks:

- To carry out procedures for amending the company's business registration to remove, update, amend, and add the Company's business lines at the competent state authority in accordance with the provisions of the law. In the event that the competent state authorities require adjustments different from those proposed in this Proposal, the General Director shall have the authority to decide on appropriate amendments to ensure compliance with the maximum foreign ownership ratio applicable at the time of implementation.
- To amend the Company's Charter in accordance with the approved changes and promulgate it in accordance with regulations.

Respectfully submitted to the GMS for consideration and approval.

**ON BEHALF OF THE BOARD OF DIRECTORS**

**CHAIRMAN**



**NGUYEN THANH LE**



**PROPOSAL TO**  
**THE 2026 ANNUAL GENERAL MEETING OF SHAREHOLDERS**  
*(Re: Election of the Board of Directors for the 2026 - 2031 term)*

- Pursuant to the Law on Enterprises No. 59/2020/QH14 and the Law No. 76/2025/QH15 amending and supplementing a number of articles of the Law on Enterprises;
- Pursuant to Law on Securities No. 54/2019/QH14 and the Law No. 56/2024/QH15;
- Pursuant to Decree No. 155/2020/NĐ-CP dated December 31, 2020, detailing the implementation of several provisions of the Law on Securities ("Decree No. 155") and Decree No. 245/2025/NĐ-CP dated September 11, 2025 amending and supplementing a number of articles of Decree No. 155/2020/NĐ-CP;
- Pursuant to the Charter of Tien Thanh Service and Trading Joint Stock Company;
- Pursuant to the Regulation of the Board of Directors of Tien Thanh Service and Trading Joint Stock Company..

The term of the Board of Directors (BOD) of Tien Thanh Service and Trading Joint Stock Company for 2021 – 2026 shall expire in 2026. The BOD respectfully submits to the 2026 Annual General Meeting of Shareholders for consideration and approval of the election of the BOD for the 2026 – 2031 term with the following contents:

1. Number of the BOD's members for the 2026 – 2031 term consists of 5 members, including 1 independent member.
2. General Meeting of Shareholders shall conduct to elect members of the BOD for the 2026 – 2031 term in accordance with the Regulation on Election approved at the General Meeting. A draft of the Regulation on election of the BOD for the 2026 – 2031 term is attached to this proposal.

Respectfully submitted to the GMS for consideration and approval./.

**ON BEHALF OF THE BOARD OF DIRECTORS**



**NGUYEN THANH LE**

## REGULATIONS ON ELECTION OF MEMBERS TO THE BOARD OF DIRECTORS FOR THE 2026 – 2031 TERM

- Pursuant to Law on Enterprises No.59/2020/QH14 and the Law No.76/2025/QH15 amending and supplementing a number of articles of the Law on Enterprises (hereinafter collectively referred to as the “Law on Enterprise”);
- Pursuant to Law on Securities No. 54/2019/QH14 and the Law No. 56/2024/QH15 (hereinafter collectively referred to as the “Law on Securities”);
- Pursuant to Decree No. 155/2020/NĐ-CP dated December 31, 2020, detailing the implementation of several provisions of the Law on Securities (“Decree No. 155”) and Decree No. 245/2025/NĐ-CP dated September 11, 2025 amending and supplementing a number of articles of Decree No. 155/2020/NĐ-CP;
- Pursuant to Charter of Tien Thanh Service and Trading Joint Stock Company.

### Article 1: Eligible voters

All shareholders owning shares of Tien Thanh Service and Trading Joint Stock Company (“the Company”) or their authorized representatives in the List of Shareholders prepared by the Vietnam Securities Depository and Clearing Corporation as of May 27, 2026, attending at the 2026 Annual General Meeting, shall be entitled to vote in the election.

### Article 2: Number and Requirements to be fulfilled by members of the Board of Directors (“BOD”)

1. Number of the BOD’s members to be elected: 5 members, including at least 1 independent member.
2. Number of BOD candidates: Unlimited
3. Requirements to be a member of the BOD:
  - a. Having full legal capacity and not falling under the category of persons prohibited from managing enterprises according to Clause 2, Article 17 of the Law on Enterprises;
  - b. Having professional qualifications and experience in business administration or in the company’s business lines and is not necessarily a shareholder of the Company;
  - c. Members of the BOD may concurrently hold the position of member of BOD or Board of Members of up to 05 other companies.
4. Requirements to be an independent member of the BOD:
  - a. He/she is not working for the Company or its parent company or subsidiary company; did not worked for the company or its parent company or subsidiary company within the last 3 years or longer;
  - b. He/she is not receiving a salary from the Company, except the allowances to which members of the BOD are entitled as per regulations;
  - c. His/her spouse, biological parents, adoptive parents, biological children, adopted children and siblings are not major shareholders of the Company, executives of the Company or its subsidiary companies;
  - d. He/she is not directly or indirectly holding 1% of the company’s voting shares or more;



- e. He/she did not hold the position of member of the Board of Directors or the Board of Controllers of the company within the last 05 years or longer unless he/she was designated in 02 consecutive terms.

**Article 3: Nomination, self-nomination of member of the BOD**

1. The shareholder or the group of shareholders owning at least 10% of the total ordinary shares is entitled to nominate candidates for the BOD as follows:
  - a. Ordinary shareholders forming a group to nominate candidates for the BOD must notify other attending shareholders about the group meeting before the opening of the GMS.
  - b. Based on the number of the BOD's members to be elected, the shareholder or the group of shareholders specified in this clause is entitled to nominate one or more candidates for the BOD in accordance with the following ownership ratios:
    - Holding from 10% to under 15%: entitled to nominate up to 1 candidate
    - Holding from 15% to under 30%: entitled to nominate up to 3 candidates
    - Holding from 30% to under 45%: entitled to nominate up to 4 candidates
    - Holding 45% or more: entitled to nominate up to 5 candidates.
2. In the event that no candidates are nominated or self-nominated by the application deadline, the current BOD shall introduce candidates to meet the required number. The introduction of candidates by the current BOD must be clearly announced before the GMS votes to elect the members of the BOD in accordance with the law.

**Article 4: Nomination or self-nomination documents for members of the BOD**

1. Nomination and Self-Nomination documents for members of the BOD include:
  - a. The original Nomination or Self-nomination form (the attached form)
  - b. The original Curriculum vitae declared by the candidate (the attached form)
  - c. Notarized copies of the Citizen Identification Card/ Passport and relevant diplomas or certificates verifying educational qualifications.
  - d. Evidence confirming the ownership percentage of the shareholder/group of shareholders meeting the nomination requirements under the provisions of this Regulation (documents certifying the number of shares owned by the shareholder/group of shareholders, or equivalent documents issued by the securities company where the shareholder maintains a securities account, as of 27/05/2026).
2. Nomination or self-nomination documents must be submitted to the Company **no later than 5:00 PM on June 14, 2026** at the following address:  
**Tien Thanh Service and Trading Joint Stock Company**  
**Representative Office at No. 122 Khuat Duy Tien, Thanh Xuan Ward, Hanoi City.**  
**Telephone: 0963893958**
3. Only nomination or self-nomination documents that fully satisfy the eligibility criteria and submitted to the Company within the above-mentioned period shall be included in the list of candidates for the Board of Directors and disclosed prior to the election.

**Article 5: Election method**



1. The election of BOD's members will be conducted by secret ballot using the cumulative voting method, which means each shareholder will a number of votes that is proportional to that shareholder's holding multiplied by the number of members of the BOD.
2. Shareholders may allocate all or part of their total votes to one or more candidates.

*For example:*

- A shareholder owns 100 ordinary shares, such shall have  $100 \times 5 = 500$  votes;
- A shareholder may allocate all 500 votes to one candidate or distribute the 500 votes among several candidates, provided that the total number of votes cast does not exceed 500.

3. Each shareholder may select up to 5 members from the list of candidates, including up to 4 members of the BOD and at least 1 independent member of the BOD. The shareholders must clearly indicate the number of votes for each selected candidate and cross out the full name of any candidates not selected.
4. In case shareholder makes mistake while filling out the Election Ballot and has not yet submitted it into the Ballot box, the shareholder may contact the Vote Counting Committee to request a replacement Election Ballot.

#### **Article 6: Election Ballot**

1. Each shareholder or authorized representative attending the General Meeting shall be issued one Election Ballot.
2. Election Ballot is printed on A4 paper with official seal of Tien Thanh Service and Trading Joint Stock Company. Contents of the Election Ballot include the following:
  - a. Participation code, name of the shareholder/authorized representative, total number of voting shares, total number of votes;
  - b. List of candidates;
  - c. Notes
3. Valid Election Ballot: is one issued by the Tien Thanh Service and Trading Joint Stock Company with official seal of the Company; without any erasures or modifications.
4. Invalid Election Ballot include the following cases:
  - a. Election Ballot does not follow the prescribed template, is not issued by Tien Thanh Service and Trading Joint Stock Company;
  - b. Election Ballot with the total number of votes for candidates exceeding the total number of votes allowed;
  - c. Election Ballot does not indicate the number of votes for the chosen candidates or does not cross out the names of candidates not chosen;
  - d. Voting for more candidates than allowed by the regulations;
  - e. Election Ballot includes additional names or incorrect names that are not on the list of candidates approved by the GMS before the voting process, or includes other information or symbols;
  - f. Election Ballot is cross out, altered, or not intact.
5. The case of being considered as not participating in the election: Shareholders who attend the General Meeting but do not cast their Election Ballots into the Ballot Box will have their votes counted as not participating in the election.

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**Article 7: Vote Counting Committee, Voting and Vote Counting Principles**

1. Members of the Vote Counting Committee must not be listed as candidates of the BOD.
2. The Vote Counting Committee is responsible for:
  - a. Guiding the voting process and organizing the election;
  - b. Conducting the vote counting;
  - c. Preparing the vote counting minutes and the Head of the Vote Counting Committee announces the election results before the General Meeting
3. Voting and Vote Counting Principles:
  - a. The Vote Counting Committee shall inspect the Ballot box in the presence of shareholders;
  - b. Voting begins when the Head of the Vote Counting Committee announces it and ends when no shareholders remain to cast their Election Ballots into the Ballot box;
  - c. The vote counting must be conducted immediately after the voting ends.

**Article 8: Principles for election of the BOD' members**

1. Successful candidates shall be elected in descending order of votes received until the required number of members of the BOD is reached. In case 2 or more candidates receive the same number of votes for the last member of the BOD, a re-election shall be held among those candidates with equal votes.
2. In the event that no independent candidate for the BOD is elected, in order to ensure the composition of the BOD in accordance with applicable law and the Company's Charter, the successful candidate with the lowest number of votes among the five elected candidates shall be removed, and the independent candidate with highest number of votes among the independent candidates shall be selected to serve on the BOD.

**Article 9: Complaints over the election and vote counting**

Any complaint relating to the election and the vote counting process (if any) shall be resolved by the Chairperson and recorded in the Minutes of the 2026 Annual General Meeting of Shareholders.

**Article 10: Effectiveness**

1. This Regulation shall take effect immediately upon approval by the GMS and shall apply solely to the election of members of the BOD for the 2026 – 2031 term.
2. This Regulation may be amended or supplemented based on proposals of the Chairman of the BOD and subject to approve by the GMS.

**ON BEHALF OF THE BOARD OF DIRECTORS**



**NGUYEN THANH LE**



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....., June ....., 2026

**SELF-NOMINATION FOR MEMBERSHIP OF THE BOARD OF DIRECTORS  
(Term 2026 – 2031)**

**To: The Organizing Committee of the 2026 Annual General Meeting of Shareholders**

My name is: .....

Date of birthday: ..... Nationality:.....

ID/Passport No.: ..... Date of issue: ..... Place of issue: .....

Residential address: .....

Telephone number: .....

Educational qualifications: ..... Major: .....

Number of shares owned as of ...../...../.....: .....shares

Number of shares represented as of ...../...../.....: .....shares

Pursuant to the Law on Enterprises, the Company's Charter and the Regulation of election, I hereby self-nominate for election as:

☐ A member of the Board of Directors

☐ An independent member of the Board of Directors

I hereby undertake that I satisfy all criteria and eligibility requirements for candidature as a member of the Board of Directors for the 2026 – 2031 term in accordance with applicable regulations.

Sincerely thank you!

**CANDIDATE**

*(Signature and full name)*

**Attached documents:**

- Original curriculum vitae declared by candidate
- Notarized copies of the Citizen Identification Card/ Passport and relevant diplomas or certificates verifying educational qualifications.





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**NOMINATION FOR MEMBERSHIP OF THE BOARD OF DIRECTORS**  
**(Term 2026 – 2031)**

**To: The Organizing Committee of the 2026 Annual General Meeting of Shareholders**

The shareholder(s)/group of shareholders of Tien Thanh Service and Trading Joint Stock Company listed as follows:

No.	Full name of shareholder	ID/Passport/Business registration certificate No.; date and place of issue	Number of shares owned	Ownership percentage (%)	Signature and full name (company seal if any)
1					
2					
....					
<b>Total number of shares</b>					

Pursuant to the Law on Enterprises, the Company's Charter and the Regulation of election, I/We hereby nominate:

1. Mr./Ms.: .....

Date of birthday: ..... Nationality: .....

ID/Passport No.: ..... Date of issue: ..... Place of issue: .....

Residential address: .....

Telephone number: .....

Educational qualifications: ..... Major: .....

Nominated position: Member of the Board of Directors (or independent member of the Board of Directors)

2. Mr./Ms.: .....

(Enter information similar to the above)

I/We hereby undertake that the nominated candidates satisfy all criteria and eligibility requirements to serve as members of the Board of Directors for the 2026 – 2031 term in accordance with applicable regulations.

Sincerely thank you!

**Attached documents:**

- Original curriculum vitae declared by the candidates (original)
- Notarized copies of the Citizen Identification Card/Passport and relevant diplomas or certificates verifying educational qualifications.
- Documents evidencing that the shareholder/group of shareholders satisfies the nomination requirements under the Regulation of election.



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**CURRICULUM VITAE**  
**OF THE BOARD OF DIRECTOR'S CANDIDATE**  
**OF TIEN THANH SERVICE AND TRADING JOINT STOCK COMPANY**

1. Full name: .....Gender: .....
2. Date of birth: ..... Ethnicity: .....Nationality: .....
3. ID Card No.: ..... Date of issue: ..... Place of issue: .....
4. Place of origin: .....
5. Permanent address: .....
6. Phone number: .....
7. Qualification: .....
8. Work experience:

Time	Company	Position

9. Total number of shares owned, represented and owned by affiliated persons:  
.....shares, accounting for .....% of the charter capital.
  - Number of shares owned: ..... shares, accounting for ..... %
  - Number of shares represented: ..... shares, accounting for ..... %
  - Number of shares owned by affiliated persons: ..... shares, accounting for ..... %
10. Current position at the Company:.....
11. Other management positions (including positions of the Board of Directors at other companies):.....
12. Interests related to the Company and its related parties: .....
13. Legal violations:.....

I hereby confirm that the above statements are completely accurate, and if they are found to be false, I accept responsibility before the law.

....., June ..... 2026

**Candidate**

(Signature, full name)





No.: 01/2026/NQ-ĐHĐCĐ

....., 2026

## DRAFT RESOLUTION

### THE 2026 ANNUAL GENERAL MEETING OF SHAREHOLDERS OF TIEN THANH SERVICE AND TRADING JOINT STOCK COMPANY

- Pursuant to the Law on Enterprises and the Law No.76/2025/QH15 amending and supplementing a number of articles of the Law on Enterprises;
- Pursuant to the Charter of Tien Thanh Service and Trading Joint Stock Company ;
- Based on the voting results at the 2026 Annual General Meeting of Shareholders of Tien Thanh Service and Trading Joint Stock Company;
- Pursuant to the Minutes of the 2026 Annual General Meeting of Shareholders of Tien Thanh Service and Trading Joint Stock Company.

### RESOLVED:

**Article 1: To approve the report of the Board of Directors (BOD)** (attached Report No. 01/2026/BC-ĐHĐCĐ).

**Article 2: To approve the report of the independent member of the BOD in the Audit Committee** (attached Report No. 02/2026/BC-ĐHĐCĐ).

**Article 3: To approve the business plan for 2026** (attached Proposal No. 01/2026/TTr-ĐHĐCĐ). The main contents are follows:

No.	Indicators	Year 2025 (VND)	Plan for 2026 (VND)	% change
1	Revenue from sales of goods and provision of services	578.869.503.536	481.440.000.000	-17%
-	Revenue from the sale of good	565.796.343.273	480.000.000.000	-15%
-	Revenue from rendering services	1.218.867.935	1.440.000.000	18%
-	Revenue from real estate business	11.854.292.328	0	-
2	Profit before tax	(9.884.752.125)	2.200.000.000	122%
3	Profit after tax	(9.884.752.125)	1.760.000.000	118%

**Article 4: To approve the 2025 audited financial statements** (attached Proposal No. 02/2026/TTr-ĐHĐCĐ).

**Article 5: To approve the distribution of accumulated after-tax profit as of December 31, 2025** (attached Proposal No. 03/2026/TTr-ĐHĐCĐ). The main contents are follows:

No.	Indicators	Value (VND)
I	Undistributed after-tax profit as of December 31, 2025	17.587.066.855
1	Undistributed after-tax profit accumulated as of the end of the previous period	27.471.818.980
2	Undistributed after-tax profit as of this period	(9.884.752.125)
II	Allocation to funds	0
III	Undistributed after-tax profit retained for the following year	17.587.066.855

**Article 6: To approve the remuneration payment to the BOD and the Audit Committee** (attached Proposal No. 04/2026/TTr-ĐHĐCĐ). This includes the remuneration payment plan for the year 2026:

Position	Remuneration (VND per month)
Chairperson of the BOD	10.000.000
Member of the BOD	7.000.000
Member of the BOD cum Chairperson or member of the Audit Committee	7.000.000

Remuneration will be paid monthly or quarterly or at the end of the fiscal year.

**Article 7: To approve the selection of an independent auditing firm for the year 2026** (attached Proposal No. 05/2026/TTr-ĐHĐCĐ). The main contents are follows:

“Authorize the BOD to select an auditing firm from the list of firms approved by the State Securities Commission to audit public interest entities in the securities sector in 2026, for the review of the Company’s semi-annual financial statements and the audit of the financial statements for the year 2026”.

**Article 8: To approve the removal, update, amendment, and addition of business lines and amendment of the Company’s Charter** (attached Proposal No. 06/2026/TTr-ĐHĐCĐ).

**Article 9: To approve the election of the BOD for the 2026 – 2031 term** (attached Proposal No. 07/2026/TTr-ĐHĐCĐ).

The BOD for the 2026 – 2031 term consists of the following members:

No.	Full name	Position	Number of votes
1			
2			
3			
4			
5			

**Article 10: Enforcement provision**





1. This Resolution take effect from date of signing.
2. The members of the BOD, the Audit Committee, the Board of Management, relevant departments/divisions, and all shareholders of Tien Thanh Service and Trading Joint Stock Company shall be responsible for implementation of this Resolution.

**ON BEHALF OF THE GENERAL  
MEETING OF SHAREHOLDERS  
CHAIRPERSON**

**NGUYEN THANH LE**





**2026 ANNUAL GENERAL MEETING OF SHAREHOLDERS  
TIEN THANH SERVICE AND TRADING JOINT STOCK COMPANY**

**VOTING CARD**

**Full name: ...**

**Code: ● ● ●**

**Number of votes: ...**





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JOINT STOCK COMPANY

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## VOTING BALLOT

AT THE 2026 ANNUAL GENERAL MEETING OF SHAREHOLDERS

Code: ...

Name of shareholder/authorized representative : ...

Number of shares with voting rights : ... shares

Number of votes : ... votes

### Voting contents:

1	The report of the Board of Directors		
	<input type="checkbox"/> Approve	<input type="checkbox"/> Disapprove	<input type="checkbox"/> No opinion
2	The report of independent number of the Board of Directors in the Audit Committee		
	<input type="checkbox"/> Approve	<input type="checkbox"/> Disapprove	<input type="checkbox"/> No opinion
3	The proposal on the 2026 business plan		
	<input type="checkbox"/> Approve	<input type="checkbox"/> Disapprove	<input type="checkbox"/> No opinion
4	The proposal on the 2025 audited financial statements		
	<input type="checkbox"/> Approve	<input type="checkbox"/> Disapprove	<input type="checkbox"/> No opinion
5	The proposal on the distribution of accumulated after-tax profit as of December 31, 2025		
	<input type="checkbox"/> Approve	<input type="checkbox"/> Disapprove	<input type="checkbox"/> No opinion
6	The proposal on the remuneration payment to the Board of Directors and the Audit Committee		
	<input type="checkbox"/> Approve	<input type="checkbox"/> Disapprove	<input type="checkbox"/> No opinion
7	The proposal on the selection of the independent auditing firm for the year 2026		
	<input type="checkbox"/> Approve	<input type="checkbox"/> Disapprove	<input type="checkbox"/> No opinion
8	The proposal on removal, update, amendment and addition of the business lines and amendment of the Company's Charter		
	<input type="checkbox"/> Approve	<input type="checkbox"/> Disapprove	<input type="checkbox"/> No opinion
	The proposal on election of the BOD for the 2026 – 2031 term		
	<input type="checkbox"/> Approve	<input type="checkbox"/> Disapprove	<input type="checkbox"/> No opinion

Shareholder/Authorized representative

(Signature, full name)



TIEN THANH SERVICE AND TRADING  
JOINT STOCK COMPANY

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**ELECTION BALLOT**  
**MEMBER OF THE BOARD OF DIRECTORS**  
**Term 2026 - 2031**

Code: .....

Name of shareholder/authorized representative : .....

Number of shares with voting rights : ..... shares

Total number of votes: Number of shares with voting rights x 5 = ..... votes

No.	Candidates	Position	Number of votes
1			
2			
3			
4			
5			
...			

**Notes:**

- The total number of votes for the selected candidates must not exceed ..... votes
- Write the number of votes for each selected candidate
- Strike out full name of the candidates not selected

....., date ..... month ..... year 2026

**Shareholder/Authorized representative**  
(Signature, full name)