

Số: 109/2026/CV-CBTT

Ninh Bình, ngày 18 tháng 08 năm 2026

**CÔNG BỐ THÔNG TIN TRÊN CÔNG THÔNG TIN ĐIỆN TỬ
CỦA ỦY BAN CHỨNG KHOÁN NHÀ NƯỚC VÀ SGDCK HÀ NỘI**
**DISCLOSURE OF INFORMATION ON THE WEB PORTAL
OF THE STATE SECURITIES COMMISSION AND HANOI STOCK EXCHANGE**

Kính gửi: Ủy ban Chứng khoán Nhà nước
Sở Giao dịch Chứng khoán Hà Nội
To: State Securities Commission
Hanoi Stock Exchange

1. Tên tổ chức: Công ty Cổ phần Đầu tư Phát triển Thành Đạt
Name of organization: Thanh Dat Development Investment Joint Stock Company

- Mã chứng khoán: DTD

Stock code: DTD

- Địa chỉ: Đường Nguyễn Thị Định, phường Phú Lý, Tỉnh Ninh Bình

Address: Nguyen Thi Dinh Street, Phu Ly Ward, Ninh Binh Province

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Information disclosure person: Mr. Vu Duc Quy

- Loại thông tin công bố:

Type of disclosure:

☒ 24h

☐ 72h

☐ bất thường

☐ theo yêu cầu

☐ định kỳ

2. Nội dung thông tin công bố:

Contents of information to be announced:

Ngày 18/08/2026, Hội đồng quản trị Công ty Cổ phần Đầu tư Phát triển Thành Đạt đã ban hành nghị quyết Hội đồng quản trị số 107/2026/NQ-HĐQT ngày 18/08/2026 về việc thông qua các nội dung liên quan đến việc phát hành cổ phiếu thưởng cho CBCNV theo chương trình lựa chọn người lao động trong Công ty.

On August 18, 2026, the Board of Directors of Thanh Dat Investment Development Joint Stock Company issued Board Resolution No. 107/2026/NQ-HĐQT dated August 18, 2026, approving matters related to the issuance of bonus shares to employees under the Company's Employee Stock Ownership Plan (ESOP).

3. Địa chỉ website đăng tải toàn bộ nội dung công bố thông tin: <http://thanhdatthanam.vn/>

The address of the website where all information disclosure contents are posted:
<http://thanhdatthanam.vn/>



Chúng tôi xin cam kết các thông tin công bố trên đây là đúng sự thật và hoàn toàn chịu trách nhiệm trước pháp luật về nội dung các thông tin đã công bố.

We would like to commit that the information published above is true and fully responsible before the law for the content of the published information.

Tài liệu đính kèm:

- Nghị quyết Hội đồng quản trị số 107/2026/NQ-HĐQT

Attachments:

- Resolution of the Board of Directors No. 107/2026/NQ-HĐQT

Nơi nhận:

- Như trên;

- Lưu VP.

Recipients:

- As stated above;

- Kept at Archive.

**ĐẠI DIỆN TỔ CHỨC
NGƯỜI ĐẠI DIỆN THEO PHÁP LUẬT
ORGANIZATION REPRESENTATIVE
LEGAL REPRESENTATIVE**



NGUYỄN HUY CƯỜNG



No: 107/2026/NQ-HĐQT

Ninh Binh, 18 August 20226

**RESOLUTION
OF THE BOARD OF DIRECTORS**
**Approval of matters related to the issuance of bonus shares to employees under the
Employee Stock Ownership Program (ESOP).**

- Pursuant to the Law on Enterprises No. 59/2020/QH14 dated 17 June 2020 of the National Assembly of the Socialist Republic of Vietnam;
- Pursuant to the Law on Securities No. 54/2019/QH14 dated 26 November 2019 of the National Assembly of the Socialist Republic of Vietnam;
- Pursuant to the Charter of Organization and Operation of Thanh Dat Investment and Development Joint Stock Company;
- Pursuant to the Resolution of the 2026 Annual General Meeting of Shareholders of Thanh Dat Investment Development Joint Stock Company dated April 22, 2026;
- Pursuant to the Minutes of the Meeting of the Board of Directors dated 18 August 2026.

RESOLUTION

ARTICLE 1: Approval of the implementation of the plan for the issuance of bonus shares to employees under the Employee Stock Ownership Program (ESOP), specifically as follows:

- **Share name:** Shares of Thanh Dat Investment Development Joint Stock Company
- **Share type:** Ordinary shares
- **Par value:** VND 10,000 per share
- **Number of outstanding shares:** 73,353,788 shares
- **Number of shares to be issued:** 501,000 shares (Five hundred and one thousand shares)
- **Total issuance value:** VND 5,010,000,000 (Five billion ten million Vietnamese Dong)
- **Issuance ratio to the number of outstanding shares:** 0.68%
- **Number of outstanding shares after completion of the issuance:** 73,854,788 shares

- **Charter capital after the issuance:** VND 738,547,880,000
- **Issuance method:** Issuance of bonus shares to employees under the Employee Stock Ownership Program (ESOP)
- **Purpose of the issuance:**

To attract highly qualified employees, foster employee commitment and engagement, and align employees' interests with those of the Company;

To motivate managers and employees to contribute to the Company's production and business development.
- **Eligible recipients:** Employees working at the Company, in accordance with the ESOP Regulations issued by the Board of Directors.
- **Source of issuance:** Undistributed profit after tax as of December 31, 2025, as stated in the Company's audited separate financial statements for 2025.
- **Transfer restriction:** The bonus shares issued to employees under the Company's Employee Stock Ownership Program shall be subject to a transfer restriction for one (01) year from the date of completion of the issuance.
- **Plan to ensure compliance with the maximum foreign ownership ratio:** All employees of the Company are Vietnamese citizens. Therefore, the issuance of shares under the Company's Employee Stock Ownership Program ensures compliance with the applicable regulations on the maximum foreign ownership ratio.
- **Implementation period:** During the third and fourth quarters of 2026, after receiving written confirmation from the State Securities Commission that the issuance report dossier is complete.

ARTICLE 2: Approval of the Regulations on the issuance of bonus shares to employees under the Employee Stock Ownership Program of Thanh Dat Investment Development Joint Stock Company (the Regulations are attached hereto).



ARTICLE 3: Approval of the list of employees eligible to receive bonus shares under the Employee Stock Ownership Program (the detailed list is attached hereto).

ARTICLE 4: Approval of the dossier for reporting the issuance of bonus shares to employees under the Employee Stock Ownership Program, including:

- Report on the issuance of shares under the Employee Stock Ownership Program No. 105/2026/BCPH dated August 18, 2026;
- Minutes of the Board of Directors' Meeting No. 106/2026/BB-HĐQT dated August 18, 2026, regarding the implementation of the issuance plan, issuance regulations and ESOP list;
- Resolution of the Board of Directors No. 107/2026/NQ-HĐQT dated August 18, 2026, regarding the implementation of the issuance plan, issuance regulations and ESOP list;
- Regulations on the issuance of bonus shares to employees under the Employee Stock Ownership Program;
- List of employees eligible to receive bonus shares under the Employee Stock Ownership Program;
- Resolution of the General Meeting of Shareholders No. 01/2026/NQ-ĐHĐCĐ dated April 22, 2026, approving the plan and scheme for the issuance of bonus shares to employees under the Employee Stock Ownership Program;
- Minutes of the General Meeting of Shareholders No. 01/2026/BB-ĐHĐCĐ dated April 22, 2026, regarding the approval of the plan and scheme for the issuance of bonus shares to employees under the Employee Stock Ownership Program;
- Proposal No. 04/2026/TTr-HĐQT regarding the plan for profit distribution and allocation to funds for the 2025 financial year;
- Proposal No. 09/2026/TTr-HĐQT regarding the issuance of bonus shares under the Employee Stock Ownership Program at the 2026 Annual General Meeting of Shareholders dated April 22, 2026;
- The audited separate and consolidated financial statements for 2025;
- Official Letter No. 108/2026/CV dated August 18, 2026, regarding the separation of voting ballots at the 2026 Annual General Meeting of Shareholders for individuals having related interests in the issuance.

Article 5: Implementation Provisions

This Resolution shall take effect from the date of signing.

Members of the Board of Directors, the Board of Management, the Chief Accountant, and relevant functional departments shall be responsible for implementing this Resolution.



ON BEHALF OF THE BOARD OF
DIRECTORS
CHAIRMAN

Recipients:

- As stated in Article 5;
- Supervisory Board;
- Archived.



Nguyen Huy Cuong



Ninh Binh, August 18, 2026

REGULATIONS

On the Bonus Share Issuance to Employees under the 2026 Employee Stock Ownership Plan (ESOP)

(Issued together with Board of Directors' Resolution No. 107/2026/NQ-HĐQT dated August 18, 2026)

I. PURPOSE

The bonus share issuance to employees under the Employee Stock Ownership Plan (ESOP) is implemented to recognize the contributions and efforts of the Company's employees in achieving effective business and production performance.

At the same time, it aims to encourage and acknowledge employees who have maintained long-term service with the Company, thereby attracting highly qualified personnel and strengthening the alignment between employees' interests and those of the Company.

II. SCOPE AND APPLICABLE SUBJECTS

- Scope of Application

These Regulations apply to the 2026 bonus share issuance to employees under the Employee Stock Ownership Plan of Thanh Dat Investment Development Joint Stock Company.

- Applicable Subjects

These Regulations apply to employees who:

- have a valid labor contract with the Company with a term of three (03) years or more; and
- are currently working for the Company as of the date these Regulations are issued.

- Non-applicable Subjects

The following subjects are not eligible:

- Seasonal employees or employees working under contracts of less than six (06) months, or employees who do not work continuously.
- Individuals working under lump-sum contracts or contracts of a special nature.
- Employees who have violated labor discipline or who have resigned or terminated their employment before the issuance date of these Regulations.

Other special cases not specified herein shall be governed by separate documents issued by the Board of Directors.



III. DEFINITIONS

1. BOD means the Board of Directors of Thanh Dat Investment Development Joint Stock Company.
2. SB means the Supervisory Board of Thanh Dat Investment Development Joint Stock Company.
3. Employees mean the employees of Thanh Dat Investment Development Joint Stock Company.
4. ESOP means the bonus share issuance program for employees under the Employee Stock Ownership Plan.

IV. CONTENTS OF THE BONUS SHARE ISSUANCE PROGRAM

- Share name: Shares of Thanh Dat Investment Development Joint Stock Company
- Share type: Ordinary shares
- Par value: VND 10,000 per share
- Expected number of shares to be issued: 501,000 shares
- Total issuance value at par value: VND 5,010,000,000
- Issuance ratio (expected number of shares to be issued/outstanding shares): 0.68%
- Issuance method: Bonus share issuance to employees under the Employee Stock Ownership Plan.
- Funding source: Undistributed after-tax profits as of December 31, 2025, as stated in the Company's audited parent-company financial statements for 2025.
- Transfer restriction: Bonus shares issued to employees under the ESOP shall be subject to a transfer restriction for one (01) year from the completion date of the issuance.
- Expected issuance time: After completion of the 2025 dividend share issuance and after the State Securities Commission of Vietnam has confirmed receipt of the complete issuance report dossier, expected in 2026. The General Meeting of Shareholders authorizes the Board of Directors to determine the appropriate issuance time to ensure shareholders' interests and compliance with applicable laws.
- ESOP issuances during the preceding 12 months (if any): None.

Rights and Obligations of Participants

Participants in the bonus share issuance program shall enjoy the rights and perform the obligations of holders of ordinary shares in accordance with applicable laws.

V. BONUS SHARE ALLOCATION PLAN

The bonus share issuance to employees under the Employee Stock Ownership Plan shall be allocated according to the following criteria.

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1. Principles for Bonus Share Allocation

1.1 Principles for Determining Bonus Shares

The number of shares allocated to each employee shall be determined using the following formula:

Allocated Shares=Seniority Bonus Shares+Performance Bonus Shares+Management Position

1.2 Bonus Shares Based on Seniority

The seniority bonus shall be determined based on two factors:

1. Length of official employment under a labor contract with the Company, including cumulative years of service; and
2. Position held at the time of bonus consideration.
 - Employees shall receive bonus shares upon reaching each five-year milestone (5 years, 10 years, 15 years, etc.). Each employee shall receive the seniority bonus only once for each milestone.
 - For the 2026 issuance, employees who reach a milestone (where service from six (06) months to twelve (12) months may be rounded up to one year) or who passed a milestone but had not received bonus shares in previous years shall receive the corresponding bonus in this issuance.
 - The seniority bonus also takes into account the employee's position at the time of consideration.

No.	Position	Bonus Shares per Milestone
1	Board of Management	4,000
2	Department Head of the Company; Director of Subsidiary	3,000
3	Manager of affiliated unit; Deputy Department Head; Branch Chief Accountant; Machinery Fleet Manager	2,500
4	Employees with high professional qualifications (Bachelor's degree, College degree or above)	2,000
5	Technicians, Drivers, Equipment Operators	1,500
6	Security Guards, Janitors, General Workers	1,000

Examples

1. Case 1: In 2026, Mr. Nguyen Van A, a Deputy Department Head with seven years of service, already received the five-year milestone bonus in 2024; therefore, he is not eligible for another seniority bonus in 2026.

2. Case 2: In 2026, Mr. Nguyen Van B, also a Deputy Department Head with seven years of service, did not receive the five-year milestone bonus in 2024; therefore, he is eligible for the bonus in 2026.
3. Case 3: In 2026, Mr. Nguyen Van B reaches ten years of service. Having already received the five-year milestone bonus in 2021, he is entitled to receive 2,500 bonus shares for the ten-year milestone in accordance with the above table.

1.3 Bonus Shares for Outstanding Performance

- After conducting a selection process, the Board of Directors has unanimously identified employees who demonstrated outstanding work performance during 2025 (a detailed list is attached).
- The bonus for outstanding performance shall be 15,000 shares per employee.

1.4 Bonus Shares Based on Management Position

Employees holding positions from Deputy Department Head (or equivalent) and above shall receive additional bonus shares as follows.

No.	Position	Bonus Shares
1	General Director	20,000
2	Deputy General Director	16,000
3	Department Head; Director of Subsidiary	12,000
4	Deputy Department Head; Manager or Deputy Manager of affiliated unit; Branch Chief Accountant; Machinery Fleet Manager	10,000

2. List of Eligible Employees

The list of employees eligible for bonus shares under the ESOP shall be approved by the Board of Directors and attached to these Regulations.

3. Transfer Restriction

Bonus shares shall be subject to a transfer restriction for one (01) year from the completion date of the issuance.

4. Implementation Time

The issuance shall be implemented during Quarter III and Quarter IV of 2026, after the State Securities Commission of Vietnam has confirmed receipt of the complete issuance report dossier.

VI. RESPONSIBILITIES FOR IMPLEMENTATION

1. Chairman of the Board of Directors

- a. Direct the preparation of dossiers, reporting procedures, and issuance registration with the State Securities Commission of Vietnam, and organize implementation after receiving the SSC's confirmation of receipt of the complete ESOP issuance report dossier.
- b. On behalf of the Board of Directors, decide upon and handle issues arising during the implementation of these Regulations and the ESOP issuance.
- c. Report the issuance results, disclose relevant information, and complete other related legal procedures.

2. General Director

- a. Organize the implementation of these Regulations.
- b. Coordinate with the Company's Trade Union to submit to the Board of Directors proposals regarding the repurchase or designation of a purchaser for shares relating to employees who resign before the expiration of the restriction period.
- c. Direct and ensure effective internal communication of the ESOP policy to all employees.

3. Employees Receiving ESOP Bonus Shares

Employees who resign before the expiration of the transfer restriction period shall transfer their awarded ESOP shares as requested by the Company for redistribution to other employees, except where members of the Board of Directors or the Supervisory Board complete their elected terms of office.

VII. IMPLEMENTATION PROVISIONS

- These Regulations shall take effect from the date they are signed and issued by the Board of Directors.
- Members of the Board of Directors, the Board of Management, and all individuals responsible for implementation shall comply with these Regulations.

Recipients:

- As stated in Article 5;
- Supervisory Board;
- Archived.

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



Nguyen Huy Cuong

List of Employees

Eligible for Bonus Shares under the Employee Stock Ownership Plan (ESOP) 2026

1	2	3	4	5	6	7	8	9	10
No	Full Name	Position	Personal Identification Number	Date of Issue	Years of Service	5-Year Milestone Bonus	Outstanding Performance Bonus	Management Position Bonus (Deputy Department Head and Above)	Total
1	Trần Đức Dũng	General Director	035084000380	24/06/2021	19	*	15,000	20,000	35,000
2	Nguyễn Quang Trí	Deputy General Director	035092013051	31/03/2023	8	*	15,000	16,000	31,000
3	Dương Thị Thu Hiền	Chief Accountant	038190014462	13/08/2021	12	*	15,000	12,000	27,000
4	Nguyễn Hữu Thuyết	Manager of TD2 Hotel	035061001194	28/11/2023	8	*	15,000	10,000	25,000
5	Nguyễn Thanh Tâm	Deputy Head of the Accounting Department	035193011412	13/08/2021	10	2,500	15,000	10,000	27,500
6	Đinh Xuân Quyết	Deputy Head of the Technical Department	035081004229	18/03/2022	6	2,500	15,000	10,000	27,500
7	Lê Văn Nam	Construction Engineer	035078003923	16/04/2021	12	*	15,000		15,000
8	Nguyễn Thị Hồng	Construction Engineer	037188013622	01/03/2022	13	*	15,000		15,000
9	Trương Đoàn Khải	Construction Engineer	035087002713	24/06/2021	10	2,000	15,000		17,000
10	Đinh Thị Phương Thảo	Bachelor of Accounting	035183009324	22/12/2021	22	*	15,000		15,000
11	Nguyễn Thị Tuyết	Bachelor of Accounting	035188003499	08/09/2022	12	*	15,000		15,000
12	Vũ Đức Quý	Bachelor of Accounting	035093001978	07/09/2022	10	2,000	15,000		17,000
13	Trần Thị Hương	Bachelor of Accounting	035182000969	24/06/2021	9	*	15,000		15,000
14	Đỗ Xuân Diễn	Driver	035092001848	12/08/2021	12	*	15,000		15,000
15	Nguyễn Xuân Phong	Driver	035087006700	31/12/2021	10	1,500	15,000		16,500
16	Nguyễn Văn Hùng	Water Treatment Plant Technician	035070009951	13/08/2021	10	*	15,000		15,000
17	Phạm Văn Hà	Yen Linh Port Manager	035080003168	11/08/2022	9	*	15,000	10,000	25,000
18	Lại Công Bình	Machinery Manager	035078002205	24/06/2021	15	*	15,000		15,000
19	Phạm Hồng Phong	Equipment Operator	037084005614	07/01/2025	10	1,500			1,500
20	Nguyễn Thanh Nam	Equipment Operator	035086002709	24/06/2021	16	1,500	15,000		16,500

21	Trần Thanh Quang	Construction Engineer	035093005095	01/05/2021	10	1,500	15,000		16,500
22	Nguyễn Đình Thuận	Yen Lenh Port Deputy Manager	035060003131	09/04/2021	5	1,500	15,000	10,000	26,500
23	Hoàng Quang Miêng	Construction Engineer	036092024386	02/07/2021	10	1,500	15,000		16,500
24	Nguyễn Mạnh Hải	Deputy Manager TD Hotel	036096008561	10/04/2021	7	*	15,000	10,000	25,000
25	Phạm Thị Cúc	Receptionist	024198012815	10/10/2023	7	*	15,000		15,000
26	Phạm Văn Thạo	Water Treatment Plant Technician	035083001843	22/09/2023	5	1,500			1,500
27	Nguyễn Mạnh Cường	Water Treatment Plant Technician	035094008312	13/08/2021	5	1,500			1,500
28	Cao Văn Chín	Driver	035073003477	09/05/2021	10	1,500			1,500
29	Nguyễn Văn Quốc	Driver	035090012408	01/09/2021	5	1,500			1,500
30	Nguyễn Văn Thanh	Equipment Operator	035084006063	27/07/2022	10	1,500			1,500
31	Nguyễn Đức Toàn	Equipment Operator	035086000951	20/07/2026	5	1,500			1,500
32	Phạm Thị Hạnh	Employees	035164000948	08/05/2024	6	1,000			1,000
33	Nguyễn Văn Thành	Security	035064006227	04/12/2024	6	1,000			1,000
34	Phùng Văn Minh	Security	001066004283	20/11/2025	6	1,000			1,000
35	Nguyễn Thị Chung	Employees	001177036040	10/07/2021	5	1,000			1,000
36	Nguyễn Thị Hương	Employees	035186003820	09/04/2026	5	1,000			1,000
37	Nguyễn Danh Thức	Security	019070001816	14/12/2022	5	1,000			1,000
	Total					33,000	360,000	108,000	501,000

Note: * indicates employees who have already received bonus shares in previous issuance rounds.*

0 indicates employees who have not yet completed the required years of service to be eligible for bonus shares.

Ninh Binh, August 18, 2026

THANH DAT DEVELOPMENT INVESTMENT JSC



CHỦ TỊCH HĐQT
Nguyễn Huy Cường